Competition: it's a fact.

Love it or hate it, deny it or embrace it, competition for electric customers is now the law of the land. Jobs that utility workers in California once took for granted now depend on customers coming through the door.

The break with the past is abrupt, dramatic, and total. Market forces will alter life-as-usual for Local 1245 members at investor-owned utilities and municipal utilities, at federal projects and at irrigation districts. Competition will have an impact on generation, transmission and distribution. Traditional expectations regarding job security must be replaced by new strategies for protecting our jobs.

Local 1245 has serious reservations about the creation of competitive electric markets in California, and we will continue our efforts in the political arena to defend system reliability and the jobs of our members. At the same time, we see the critical need to help our employers survive in the new competitive environment.

At Pacific Gas & Electric, the competitive threat is particularly acute. On October 30 and 31, PG&E and Local 1245 held a summit meeting at Santa Nella to examine the challenges we face, and to explore how partnership can help us meet these challenges.

Competition: it's a fact. Find out more beginning on Page Four.
Workers here and abroad

Rolling the union on...

Gas & Light Strike: Members of Teamsters Local 528 voted 300-40 in favor of a new contract with Atlanta Gas & Light, ending a five-day strike, according to Work In Progress. AG&L made more than $77 million in profits during the first nine months of this year, but provoked a strike by demanding that workers agree to contracting out their jobs, a wage freeze and an increase in co-payments for health insurance.

Victory at Bridge- stone: The United Steelworkers of America reached a tentative agreement in its 27-month long dispute with Bridgestone/Firestone, the world's largest rubber company, the union announced. The agreement provides an immediate increase in pay, supplementary bonuses for returning strikers, restoration of holidays, and improvements in pension and health benefit plans.

Unionism Across Borders: The Authentic Labor Front, Mexico's independent labor federation, with support from the United Electrical workers (UE) and the Teamsters, has opened a Workers' Center in Ciudad Juarez, across the border from El Paso, Texas, Labor Notes reported. The center will offer education on workers' rights and refer workers to lawyers for help when their rights are violated. The center is aimed at workers in the area's many maquiladora plants, who are typically paid $3 or $4 per day.

NAFTA Shafta: The number of US workers certified for assistance after losing their jobs under the North American Free Trade Agreement (NAFTA) jumped 40% in the last year to nearly 90,000, according to the US Labor Department. But Robert Scott, a researcher at the University of Maryland, estimates that the true number of jobs lost due to NAFTA is somewhere between 392,000 and 484,000.

Labor Festival: The 11th Annual Western Workers Labor Heritage Festival will take place Jan. 17-19, 1997 at the South of Market Cultural Center, 934 Brannan St., in San Francisco. Festivities include workshops and performances by and about working people. For more information, call David Winters at 408-426-4940.

Indonesia Crackdown: The leaders of Indonesia's only two independent trade unions have been arrested and charged with subversion, a crime punishable by death, Labor Notes reported. Only government-controlled unions are legal in Indonesia.

Greed Is The Problem: A recent poll commissioned by The Preamble Center for Public Policy indicates that people are more worried about big business than about big government, Dollars & Sense reported. 70% of respondents say greed, not competitiveness, lies behind corporate downsizing and stagnant wages. And 70% also favor more, not less, government action to force more responsible corporate behavior.

Sweatshops Exposed: Two Salvadoran union activists told the congressional human rights caucus Dec. 2 that their government is violating worker rights in the free trade zones built with US tax dollars. Women work 12-17 hours a day, six days a week, for as little as 40 cents an hour in the free trade zone, they said. Nearly all the garments made in the zone are exported to the US.

CITY OF SANTA CLARA
Attending the City of Santa Clara meeting earlier this year were: Christ McKean, Bill Wallace, George Tway, Al Barney, Steven Suess, Doug Baldanzi, Rich Hill, Randy Rambis, Peter Walsh, Rodney Ulubavi, Pat O'Maley, Jim Hershman, Tyrone Taylor, John Savage, Buzz Lenahan, Jerome Retterath. (Photo: Eric Wolfe)

We Call it a Work Holiday

An exhibit now on display at the Oakland Museum of California features the 1946 Oakland General Strike. “We Call it a Work Holiday” features photos and graphics with text, union and anti-union propaganda and memorabilia, oral histories, a videotape, and reconstructions of actual events. The strike began Dec. 1, 1946, when streetcar operator Al Brown stopped his car in front of a police line in downtown Oakland. The police had just swept away a line of picketers, and told Brown to drive on by. Brown pulled the controls out of his car and told the police “I’ve never crossed a picket line in my life, and I’m not about to start now.” Brown’s principled action set off the Oakland General Strike, which ultimately involved over 100,000 workers and rearranged power relations in Oakland. The exhibit, on display through Feb. 23, 1997, is an excellent opportunity to educate young and old alike about an important and exciting part of California’s rich labor history. The Oakland Museum of California is located at 1000 Oak Street, across the street from Laney College. For more information, call 510/238-3842.
Company and union negotiators are conducting extensive bargaining during November and December to discuss the impact of PG&E's proposed sale of four power plants. (Photo: Eric Wolfe)

**LOCAL AT LARGE**

**Intensive talks over PG&E plant sales**

Local 1245 and PG&E entered into intensive negotiations last month over the impact of the proposed sale of four PG&E power plants. PG&E announced in October that it would sell generating facilities at Hunters Point, Moss Landing, Morro Bay and Oakland. Local 1245 represents employees at all of those facilities except Oakland, which is unmanned.

Following PG&E's announcement, the company and union met on Nov. 14 to discuss the company's proposals and related issues, including relevant provisions of the recently-passed Assembly Bill 1890 and a CPUC order concerning utility divestiture of generating assets.

The negotiations are a continuation of labor-management discussions held earlier in the year over the possible sale of PG&E generating assets. Those discussions were halted in August, with the understanding that they would resume once PG&E had settled upon a course of action.

When PG&E announced the sale of four plants, the talks resumed in earnest. Representing the union in the talks are: Senior Assistant Business Manager Darrel Mitchell, Assistant Business Manager Sam Tamimi, Senior Business Rep. Ken Ball, along with Bill Butkovich, Robin David, Wayne Fippin, Dan Lockwood, Al MacLean, Larry Magnoli, Jim Martinez, Mike McBroom, and Wayne Pacheco.

The parties met again on Nov. 20 to exchange proposals. Seven bargaining sessions were then scheduled for November and December, in the hope that an agreement could be reached by the end of the year.

Among the issues under discussion are: wage protection, job security issues, retention of employees displaced from the plants, early retirement, severance, enhanced moving allowance, educational assistance, and a successor clause.

The negotiations are expected to continue over labor-management proposals held earlier in the year over the possible sale of PG&E generating assets. There are tensions over the sale of assets, which are perceived as a way to build productivity. Some utilities are proving more creative than others in building productive relationships with their unions as the competitive era approaches.

Good labor-management relations must be based on mutual respect. All too often, companies view labor-management programs simply as a way to boost productivity. This breeds cynicism among the employees, and such programs usually fade away in short order.

A year ago, many expected that our union's new partnership with PG&E would suffer this fate. The downsizings had shattered the employees' trust, and trust cannot be restored overnight.

But our working relationship with PG&E has been strengthened during 1996. One reason for this is that our labor-management committees have addressed employee concerns about job security as well as employer concerns about efficiency. This ongoing dialogue isn't simply a product of trust, it has been a way to build it.

Efforts to build better labor-management relations at Sierra Pacific Power have turned out differently.

**POINT OF VIEW**

**Partnership depends on mutual respect**

Jack McNally, IBEW 1245 Business Manager

The year now coming to an end has been a turbulent one in the utility industry and has challenged our union in many ways. It hasn't always been easy, but our union and its members have met these challenges head on and tried wherever possible to find opportunities to change and grow.

The driving force behind most of these challenges has been utility restructuring, which is forcing utilities and their unions to reexamine the way they relate to one another. Some utilities are proving more creative than others in building productive relationships with their unions as the competitive era approaches.

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In 1994, Sierra Pacific engaged in mutual gains bargaining and our members were pleased with the new opportunities for dialogue. But things went downhill fast when the company got involved in a merger and lost sight of the fact that skilled, motivated employees are a company's biggest asset.

Without a doubt, the competitive era is confronting utilities with many new challenges. And that's precisely why they should be strengthening relations with their employees. With the industry in chaos, utilities have enough on their plates right now without provoking a fight with their employees. This isn't the time for warfare, it's a time for alliances.

Currently the Sacramento Municipal Utility District is exploring how to strengthen its relationship with our union. We welcome the opportunity to forge new and effective relationships with SMUD and with any employer who understands that genuine partnership is built on mutual respect, and that trust is something that must be earned through good faith efforts by both sides.

The coming year will bring big challenges, with many restructuring issues still unresolved and with much at stake for utilities and their employees.

I'm sure we can rise to the challenge!
How real is competition? As real as your next paycheck.

As early as January 1998, just one year from now, Californians will have the right to say goodbye to PG&E and look elsewhere for electric service. The potential impact on PG&E and its IBEW workforce is staggering. The competitive market authorized by Assembly Bill 1890 puts at risk the lion's share of PG&E's electric business. PG&E's electric revenues, now over $7 billion annually, could shrink to less than $3 billion. It doesn't take an Einstein to do the math: less revenue equals fewer jobs.

The squeeze is already on. PG&E has put four power plants up for sale. Additional power plant sales are likely. Meter reading is automated.

And that's just the beginning.

The radical changes mandated by the California Legislature and the California Public Utilities Commission will challenge PG&E's ability to remain a viable player in the electric industry. Life-as-usual has been replaced by a struggle for survival.

The stark reality of the competitive threat prompted Local 1245 Business Manager Jack McNally and PG&E General Manager Bob Haywood to convene a labor-management summit in Santa Nella, Ca. The goal: find ways to help PG&E survive.

"Forget the Past: It's Gone"

The Santa Nella summit held Oct. 30-31 made one thing very clear: the future is not going to look like the past.

"Forget the past, it's gone," Haywood told the participants, which included Local 1245 business representatives, PG&E division managers, General Construction superintendents, and Industrial Relations personnel. For PG&E to succeed in the future, Haywood said, the labor-management partnership "must be brought down to the local level."

The plan to sell four PG&E power plants illustrates that major changes are imminent. Generation, it now seems certain, is PG&E's past, not its future. While PG&E will continue to operate the Diablo Canyon Power Plant, the company will not attempt to compete with other power generators.

In taking this position, PG&E is simply acknowledging political reality. The California Public Utilities Commission, on a 3-2 vote, ordered the company to submit plans for divesting half of its fossil generating assets. The two dissenting commissioners wanted PG&E to get out of generation completely.

Distribution: Attractive Prey

But the threat to PG&E does not stop with generation. The threat goes straight to the heart of PG&E's electric business: distribution.

There is good reason to think of electric distribution as a "natural monopoly." It is an obvious waste of resources to have two sets of power poles serving a single set of customers. But wasteful or not, that is precisely the situation that competitive markets are creating as other service providers target PG&E customers.

The Modesto Irrigation District, emboldened by the state's push for markets, is utilizing its authority under California water law to purchase extra power and resell it directly to PG&E customers. As shown in the photo on page 1, MID power lines now run parallel to PG&E's in some locations.

As the economic atmosphere fills with the aroma of profits, PG&E's distribution business will become attractive prey. The jobs of Local 1245 members—whether they work at PG&E, MID, or other power providers—will be at risk as this competition intensifies.

Measure, Bill, Collect

Perhaps even more troubling is a possible threat to PG&E's measure, bill and collect services. The CPUC recently announced it will consider allowing "direct access" customers to choose someone other than PG&E for measurement, it now seems certain, is PG&E's past, not its future. While PG&E will continue to operate the Diablo Canyon Power Plant, the company will not attempt to compete with other power generators.

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ing, billing, and collection functions. Initially this probably would involve only a few large customers, those who are in a position to negotiate deals to buy power directly from other generators. But if commercial and residential customers form "buying cooperatives" and shop around for power, independent brokers could provide the associated measure, bill and collect services.

If this happens, a substantial portion of PG&E's business could evaporate like the morning fog on a hot Central Valley day. At a minimum, competitors could be expected to go after the best customers, leaving PG&E with expensive reads and customers with poor collection histories.

**Competition on the Phones?**

Those who answer customer inquiries for PG&E will also come under pressure from the competitive market. Independent agencies are aggressively pursuing contracts to handle utility customer telephone inquiries. The technology now exists to route customer calls anywhere in the country, even internationally.

Local 1245's Clerical labor agreement with PG&E offers significant protection against the contracting out of customer service work. However, as regulators "unbundle" services like measure, bill, and collect, it's hard to predict the future of customer service work.

At a minimum, competitive markets will pressure PG&E to examine all ways of cutting costs, and customer service operations is sure to have its turn under the microscope.

**Political Soup**

The politics of utility restructuring was outside the scope of the Santa Nella conference. But politics is a very big factor in the future shape of electric service. The California Legislature, the US Congress, and state and federal regulators all seek to exert influence over electric utility restructuring.

It's a great big political soup. To have influence utility unions will have to jump in and swim.

Some members of Congress already have introduced bills to force the states to adopt radical utility deregulation. One bill, by Rep. Delay of Texas, mandates that all customers be given access to retail electric markets by 1998. Delay's bill would ban "competition transition charges." Such a ban would undermine PG&E's ability to compete and would take away the funding mecha

Ewing's Bob Haywood met privately with Local 1245 Business Representatives during the Santa Nella summit to hear their concerns.
Presenting points of view are Senior Assistant Business Manager Darrel Mitchell (far left), Business Rep. Kathy Meas (left), and Business Rep. Ron Van Dyke (at right, in the middle).

From PAGE FIVE

Building Partnership

Clearly PG&E needs the labor-management partnership to repair its infrastructure and rebuild its public image.

But Haywood and McNally, in their remarks at Santa Nella, made clear their belief that partnership means something more: It is the foundation for PG&E's eventual success in a competitive market.

Problems remain. Some parts of PG&E still lack active labor-management committees. The accomplishments of labor-management committees are poorly-publicized. The wounds caused by downsizing have not entirely healed.

But PG&E also has significant strengths as it enters the competitive era. Chief among these is the company's highly skilled workforce.

As McNally told the gathering at Santa Nella, employees have the experience and expertise PG&E needs to succeed. What remains to be seen is whether the partnership can harness that experience and expertise in meeting the great challenges now visible on the horizon.

Part • ner • ship (noun) A relationship involving close cooperation between parties having specified and joint rights and responsibilities.

Participants at the Santa Nella summit affirmed their support for the PG&E/Local 1245 partnership.
Meeting face-to-face to build partnership

During the Santa Nella summit, company and union representative met in small groups to assess the state of the partnership in their specific areas and to discuss ways to improve it. Their findings were later reported out to the entire group.

When reporters ask...

Facts You Should Know About Electric System Reliability and PG&E’s Storm Preparedness

During this winter season, PG&E employees may be approached by the media or customers with questions about how the company is preparing to handle storm-related outages. Here are some facts that may be useful in explaining some of the improvements made by PG&E and its IBEW employees:

• PG&E employees and management are working in partnership to improve safety, reliability and customer service. Management has listened to the union’s concerns and has taken positive steps to address them. This partnership between the union and management comes from a decision in April 1995 to resolve differences through cooperation and open communications, rather than through confrontation.

• PG&E has a workforce of 5,000 field people working to keep the power on, and to get it back on safely and quickly in emergencies. This workforce consists of 3,200 permanent employees and 1,800 union hiring hall temporary employees. In addition, PG&E will be hiring 150 more linemen and apprentice linemen in 1997. In 1996, PG&E hired an additional 311 employees, 276 of these new-hires were directly in support of the company’s maintenance and operations activities.

• PG&E is trimming more trees around power lines than ever before—1.8 million trees at a cost of $115 million in 1996. In 1995, PG&E trimmed 1.4 million trees. In 1995 PG&E had 500 crews performing this work. In 1996 there were 540 crews. PG&E has a total of 6 million trees in its service territory that need to be trimmed, compared with 1 million for Southern California Edison, and less than 1 million for San Diego Gas and Electric.

• PG&E is inspecting a quarter of a million poles in 1996, and either treating them or replacing them. In 1997 that number will triple. Over the four years from 1995 to 1999 PG&E will have inspected every one of the 2.1 million poles.

• PG&E continually inspects lines, cross arms, connectors, transformers, and other equipment. In 1995 and 1996, PG&E inspected 70,000 miles of overhead electric distribution line and 155,000 underground electric locations. PG&E uses infrared technology to help detect potential problem spots.

• PG&E has increased the Call Center staff by 250 employees for a total of more than 1,000 employees. PG&E has doubled the number of phone lines to more than 1,000. PG&E has also enhanced the system to allow thousands of customers to receive outage information even when the PG&E customer service representatives are busy with other calls. With these enhancements, PG&E has increased its call capacity from 25,000 calls an hour to more than 600,000 calls an hour, a 20-fold increase.

December 1996 Utility Reporter 7
From the Local 1245 Advisory Council
Retirees' long hours of campaigning paid off

By Orv Owen

Thanks and congratulations are due to all Local 1245 retirees on your contributions to our recent election victories.

Those thousands of phone calls, those sidewalks trudged, those stairs climbed, those envelopes stuffed, those pieces of literature handed out, those signs posted for labor endorsed candidates—all of these efforts were outstanding.

Trained, retired folks have been among the most active in elections and this year was no exception. Unfortunately, for whatever their excuses, half of our eligible voting citizens did not exercise their voice or responsibilities as citizens in the electoral process.

Many of the subjects and issues discussed during the recent elections have a direct effect on working families and their children, and especially on seniors and retirees. Although the current political rhetoric appears to be congenial and in a spirit of cooperation between Congress and the President, we must stay vigilant, alert and informed to the actions of all our elected officials in our community bodies, county, state and federal governments.

We have learned over our years that political activity and participation in our governmental processes is not a luxury, it is a necessity. Keep the faith!

Friends elected, minimum wage hiked

California unionists made the decisive difference in several key races during the November elections, including the ouster of anti-union incumbents in three Congressional districts and winning back the State Assembly from the anti-union, right-wing extremists who took control of it two years ago.

Union members in the Bay Area were particularly pleased with the election of Ellen Tauscher for the Congressional district that is home to Local 1245 headquarters in Walnut Creek. Tauscher replaces Bill Baker, who had compiled a voting record extremely hostile to working people and their unions.

More than 10,000 union volunteers walked precincts, rang doorbells, phoned voters and got out the vote for the Nov. 5 election. Union volunteers talked person-to-person with an estimated quarter-million union members, urging them to consider issues vital to labor and to vote accordingly.

The union campaign helped assure victory for Proposition 210, the initiative to raise the state minimum wage. Union volunteers were also critical to narrow victories in a number of state legislative races, including the election by just 89 votes of Dennis Cardoza to represent the 26th Assembly District. This and other Assembly victories should put an end to the avalanche of anti-worker bills passed by the last Assembly.

"Union members and their families voted for their common pocketbook issues and provided the winning margin for pro-labor candidates," said Art Pulaski, leader of the California Labor Federation. "There can be no doubt that our efforts were decisive," Pulaski said.

The results show this clearly. In marginal district after marginal district we poured in volunteers and resources, and our candidates won."

The victory of Proposition 210 was particularly sweet. Not only did the ballot measure give low-wage workers a badly-needed raise, it gave a powerful boost to labor's cause by helping draw voters to the polls to elect union-friendly candidates.

Two million Californians will get a raise, according to the state legislative analyst. The state minimum goes to $4.75 on Oct. 1. $5 an hour next March 1 and to $5.75 on March 1, 1998. It had been just $4.25 until an increase in the federal minimum raised it to $4.75 on Oct. 1.

Pulaski credited his predecessor, Jack Henning, with having the vision to lead California into a minimum wage campaign more than a year ago.

Henning, who served as president of the Liveable Wage Coalition, exalted in the success of Proposition 210.

"The minimum wage victory was a massive repudiation of the poverty wage imposed on the working poor by the Republican-controlled Industrial Welfare Commission," declared Henning, who now holds the title of executive secretary-treasurer emeritus of the California Labor Federation.

"The election of a Democratic governor in 1998 will provide the same minimum wage increases. "This increase is a beginning—not an end-to our campaign for economic justice for California's hardworking families," said Richard Holober, the Yes on 210 campaign manager.

The coalition that placed Proposition 210 on the ballot and campaigned for its passage was formed after Gov. Wilson's appointees on the Industrial Welfare Commission repeatedly ignored a state law saying they must set a minimum sufficient to "supply the proper standard of living."

December 1996 Utility Reporter 11
Stay focused on safety during holiday season

With the holiday season now upon us, the Safety Committee would like to ask you to think about your family and how special you are to them. They expect and depend on you to work safely and return home to them. With all of the upcoming activities during the holidays, take the time to remain focused and stay cut in on the job as well as off the job.

Statistics show that last year about 17 workers were killed each day. Don't become a statistic. Recognize unsafe conditions. Keep your safety and your fellow workers' safety your top priority. On behalf of the Safety Committee, have a safe holiday season this year!

By Bob Irwin

PG&E, Davey Tree put focus on safety

On Oct. 11, Pacific Gas and Electric Co. and Davey Tree put on a safety meeting and free barbecue at the Anderson River Park for the entire North Valley Division. PG&E gave everyone the day off paid. PG&E provided the electrical safety board demonstration. For anyone that has not seen this demonstration, it's a very impressive training tool. Safety awards were handed out and there was plenty of food for everyone. Incentive bonus checks were given to everyone. It was a really nice chance to intermingle with co-workers and management. I'm sure it was enjoyed by everyone in attendance. Lots of positive feedback was offered to the employees from PG&E and Davey Tree.

Local 1245 members were treated to barbecue at a safety meeting sponsored by Pacific Gas and Electric and Davey Tree.

Photos of union tree trimmers needed

Union tree trimmers, we need your help!

I am your Advisory Council member for IBEW Local 1245. Every month, I would like to have all three union tree contractors represented in the Utility Reporter. Please send me pictures, stories, group photos, etc. and I will do my best to get it into print.

When mailing photos, please attach a note identifying the people from left to right, listing their first and last names and also listing the employer. It would also be helpful to list the town or vicinity where the picture was taken.

One last thought: close-up shots are generally the best so that we get a good look at our members. Mail your photos and other material to me at the address listed here, or feel free to call me.

Bob Irwin
18395 Oasis Road
Redding, CA 96003
(916) 243-8733

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Thank you to Red Bluff and Redding crews for all your concerns and best wishes.

A special Thank You to Bob Irwin for all your help.

To Rocky Ponciano, our most heartfelt "Thanks" to you for giving us back a Husband, Father, Son, Brother and Uncle.

We love you all.

Keith, Connie, and Lachelle

At work for Davey Tree in the North Valley Division are, from left: Dave Beardsley, Duane Baker, and Randy Sandifier.

Davey Tree

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Union tree trimmer Keith Ashe (pictured right, on the left) was rescued by Rocky Ponciano (right) following an on-the-job accident. Ashe's family recently took out an ad in a local newspaper to express their thanks. The text of the ad is reprinted here:

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Automated meter reading pilot begins

By Tom Dalzell

Automated Meter Reading (AMR), which has been around for many years as a theory at PG&E, is about to become reality, at least on a pilot project basis.

Beginning this month, PG&E will install approximately 100,000 AMR devices in the Antioch area as part of a pilot program to test all aspects of an AMR system.

To implement the labor aspects of the pilot project, PG&E and Local 1245 recently negotiated and signed Letter Agreement 96-117-PGE, which guarantees that all work associated with the AMR pilot project will be performed by PG&E employees.

Retrofitting of electric meters will take place at the company's Fremont electric meter facility. Regular PG&E meter shop employees will handle all polyphase and solid state retrofits, while the single phase work will be performed by approximately 10 temporary Utility Workers dispatched by Local 1245's hiring hall.

Field installations and field retrofitting of gas meters will be handled by several different classifications. Gas Servicemen will handle all gas meters that have to be replaced entirely, Gas Mechanics will handle the retrofitting of the larger meters, and Senior Meter Technicians will retrofit and install all polyphase electric meters and A-base single phase electric meters.

Installation of single phase electric meters and retrofitting of gas meters will be handled by a workforce of about 40, consisting of Meter Readers from Antioch and Concord who have volunteered for the work as well as temporary hiring hall employees. Electric crews will mount the radio repeaters used in the AMR infrastructure.

At the end of the pilot project, the parties will evaluate work jurisdiction and compensation issues in light of the experience in Antioch. Assuming that the California Public Utilities Commission does not change its mandate on AMR, the parties will then negotiate a permanent agreement governing the retrofitting, installation, and maintenance of AMR.

(Tom Dalzell is staff attorney for Local 1245)
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**UNIT MEETING SCHEDULE**

**JANUARY - JUNE 1997**

**EAST DAY**

**EAST BAY & CLERICAL**

<table>
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<tr>
<th>JAN</th>
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<tr>
<td>2301</td>
<td>EAST BAY &amp; CLERICAL</td>
<td>White Knight</td>
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**SAN FRANCISCO**

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**STOCKTON**

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**PACIFIC GAS TRANSMISSION**

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**HUMBOLDT**

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**CITY OF REEDING**

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A couple of years back, Tony Tabor (at left, second from left) was one of several Utility Tree employees approached by Landis Marttila about forming a union. Now Tabor (below, left) is joined by Al Morel in handing out union leaflets to Utility Tree employees. The union concentrated its efforts in Nevada and Sierra Counties during October and November, but has recently expanded its contacts to the rest of Utility Tree's contract area.

Union representatives and rank and file organizers will be requesting Local 1245 members at PG&E to support the organizing drive with bumper stickers, buttons, signs and other visible means of support. “Some of those tree trimmers feel like they're out there all alone supporting the union. They need to see there's thousands of IBEW 1245 members at PG&E who support them,” said organizer Jeff Palm.

Utility Tree current works in five counties: Yuba, Solano, Sutter, Nevada and Sierra. Tree trimming contractors at PG&E currently working under labor agreements with Local 1245 are Asplundh Tree, Arbor Tree and Davey Tree.

**FACTS Committee wraps it up**

PG&E's Facility Assessment Condition Tracking System committee met for the last time in October in Livermore. "The committee created the framework for maintaining an effective electrical distribution maintenance system and was a significant milestone in the new bargaining relationship between the company and the union," said Local 1245 Business Manager Jack McNally. "The FACTS program may well become the model for all investor-owned utility maintenance programs in the entire state." Company and union members of the committee were presented with a certificate thanking them for their assistance in developing the program.

“For a huge committee these guys were extremely efficient in developing the program and then making changes based on input from the field,” said Senior Business Rep. Landis Marttila. “They were a pleasure to work with.” The FACTS program grades electrical maintenance problems into three categories, with a computerized timeline mandating correction. The program has been touted by both unions and consumer groups as an appropriate method for guaranteeing distribution system reliability in the future.