

1245

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
June 1997
Vol. XLVI No. 6

UTILITY REPORTER

Working Women
See Pages 7-9

CPUC opens 'revenue cycle' to competition

The California Public Utilities Commission put a substantial part of PG&E's business up for grabs when it ruled on May 6 that metering, billing, collections, and customer service can be provided by other firms beginning Jan. 1.

The decision puts the finishing touches on the CPUC's years-long effort to radically deregulate the state's electric industry. By permitting competition in the so-called "revenue cycle," the CPUC has set the stage for a competitive free-for-all whose ultimate impact on utility revenues,

customers, and jobs is difficult to predict.

In its decision, the CPUC took the position that competitive markets were unlikely to take root unless independent energy service providers were allowed to provide "revenue cycle" services. This position, in turn, raises a key issue:

If someone else supplies these customer services, thereby relieving a distribution utility of this expense, should the distribution utility be required to reduce its charges?

Obviously any such reduction in utility revenues has serious implications for PG&E employees. But it



PG&E Utility Machine Operator Ernani Pineda, operating the inserter, helps produce bills at PG&E's 77 Beal St. facility.

could also have implications for customers if PG&E is

deprived of the revenues it needs to maintain safe and reliable electric distribution.

Local 1245, along with its partners in the Coalition of California Utility Employees (CUE), voiced these and other concerns to the CPUC during the proceedings leading up to the May 6 decision. CUE attorney Marc Joseph, after studying operations at PG&E's Call Center in San Francisco, detailed to the commissioners the many tasks currently handled by PG&E service representatives, including emergency response.

These concerns apparently struck a chord with the commissioners, who declared in their May 6 decision:

"We recognize that utility customer service representatives respond to many types of inquiries and we do not intend to take any action that will reduce the utilities' ability to respond to outages and other emergencies."

Still, the commissioners believe that if a utility experiences lower costs because a particular customer is get-

THE ATTACK ON OVERTIME PAY QUESTIONS & ANSWERS

On April 11, at the urging of Gov. Pete Wilson, the Industrial Welfare Commission voted to eliminate daily overtime requirements in California for millions of workers. Here are the facts:

1. How is overtime currently assessed in California?

Under current regulations, most private sector workers in California must receive overtime pay at the rate of time-and-a-half after working more than 8 hours in a day, and the rate of double-time after working 12 hours in a day. California law allows unions to negotiate alternative work schedules. The law also provides for a four 10-hour day (four day week) without overtime, with the support of two-thirds of the workers. In certain fields, such as hospital work, a 12-hour day is permitted if workers support it. Under the weaker federal standards, workers receive overtime pay only after working more than 40 hours in a week.

2. What has the Industrial Welfare Commission decided?

At the urging of Governor Wilson, the Industrial Welfare Commission (IWC) on April 11 passed new regulations to eliminate daily overtime requirements in California for millions of workers. When the changes go into effect, California workers will be governed by the weaker federal standards. The elimination of daily overtime will allow employers to demand their employees work 12-hour days without receiving overtime pay. Workers who cannot make the change will be subject to termination.

See PAGE TEN



INSIDE

Nevada Utility Restructuring
Page 3

Davey Tree
Page 6

Working Women:
Let Your Voices Be Heard!
Pages 7-9

Retirees Corner
Page 13

Unit Meeting Schedule
Pages 14-15

CALENDAR

June 13
Pin Dinner
San Bernardino, Ca.

June 20
Pin Dinner
Pacifica, Ca.

July 11
Pin Dinner
Redwood Valley, Ca.

July 18
Pin Dinner
Stockton, Ca.

August 2-3
Advisory Council
Reno, Nev.

August 16
Lineman's Rodeo
Location TBA

August 16
Pin Dinner
Reno, Nev.



See PAGE FOUR

UTILITY REPORTER

June 1997
Volume XLVI
Number 6
Circulation: 26,800

(510) 933-6060

**Business Manager
& Executive Editor**

Jack McNally

President

Howard Stiefer

Executive Board

Jim McCauley

E. L. "Ed" Mallory

Anna Bayless

Chris Habecker

Kathy F. Tindall

John Mendoza

Treasurer

Michael J. Davis

Communications Director

Eric Wolfe

Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, CA 94596.

Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965.

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

Single copies 10 cents, subscription \$1.20 annually.

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



Workers here and abroad

Rolling the union on. .

Using Fear: "A three-year-old isn't logical. A three-year-old sees a pretty red stove top, and she wants to touch it, and you have to tell her how it will sizzle her fingers and be terribly painful. The use of fear is just as appropriate with your em-

ployees as it is with your three-year-old." A lawyer for the Jackson, Lewis, Schnitzler & Krupman law firm, at a union-busting seminar infiltrated by Matt Bates of the IAM Journal.

Micky In Solidarity:

Micky and Minnie Mouse joined more than 500 New York City union members in a march on Disney/ABC Corp.'s newly renovated New Amsterdam Theater on 42nd St. to protest the company's tactics in negotiations with NABET/CWA members at the ABC operations. The company wants to use temporary workers—who get no benefits—for a growing number of full-time jobs, and eliminate its contributions to workers' pensions.

NAFTA Fallout:

Despite promises of U.S. jobs and better working conditions, NAFTA increased the incentives for firms to bargain down wages and working conditions in the US, Canada and Mexico, and to shift jobs to Mexico. A new report from the Institute for Policy Studies reveals that six of the leading corporate NAFTA advocates used the threat of moving plants



abroad to head off union organizing drives, and 12 of 28 manufacturers laid off workers.

Marching on Motown:

Saturday, June 21 is Action Day for the two-day Action! Motown '97. In support of the 2,000 locked-out workers at the Detroit Free Press and Detroit News, a massive march is set for 2 p.m., followed by a 4 p.m. rally and entertainment starting at 6 p.m.

Court Rebuffs Wil-

son: California Gov. Pete Wilson's move to slash the wages of 250,000 construction workers on state projects was stopped May 9 by a three-judge state appeals court. Wilson's request for funds for the scheme—that would have used a new formula to calculate the state's prevailing wage—was defeated by the legislature. When he tried

to go ahead with the project using other funds, several building trades unions filed suit. A lower court ruling in Wilson's favor was overturned by the appeals court.

Merger Rejected:

The Federal Energy Regulatory Commission last month turned down a merger request by Wisconsin Energy Corp. and Northern States Power Co., citing a concern that the new company would have been able to exert monopolistic control over electricity generation and transmission capacity in the Midwest.

Poor Boss:

Five hundred flight attendants at Reno Air have filed for Teamsters representation, hoping to boost wages that now top out at \$1,000 a month, Labor Notes reported. In the Reno area alone, 150 of the company's flight attendants qualify for welfare. But Reno Air CEO Bob Reding, who gets \$150,000 a year, told them that "if anyone is underpaid here, it's me."

Looking for Office-

holders: The AFL-CIO's Political Affairs Department is launching a search for all union members who hold elected or appointed public office at any level of government. The survey is the first step in an effort to elect officeholders from the ranks of working families. A conference with these officials is planned for later this year. For information, contact Linda Miller at 202-637-5211.

APPOINTMENTS

CONFERENCES & CONVENTIONS

California Labor Federation Building Partnership V Conference
Bob Choate

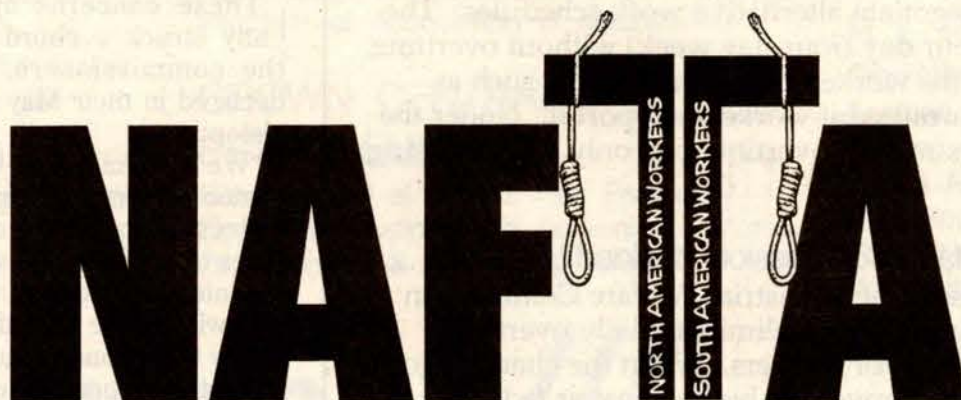
Rocky Mountain Labor School
Jim Pursel
Wayne Paterson

CLUW National Executive Board

Dorothy Fortier
Kathy Tindall

Summer Institute for Union Women

Carmen Guzman
Arlene Edwards
Connie Bibbs
Donna Lindsey
Vida Anderson
Kathy Hughes
Donna Mills
Maggie Wang



Union!

Using ballot box to boost wages

Labor and community activists around the country are using the ballot box in an effort to boost wages for America's workers.

"Living wage" proposals were recently passed the city councils of Minneapolis and Los Angeles.

The Minneapolis resolution requires city contractors and businesses that get city development money to pay employees 110% of the federal poverty level for a family of four—currently \$8.25 an hour.

The Los Angeles ordinance requires city contractors to pay \$7.25 an hour with benefits or \$8.50 an hour without.

In New Haven, Conn., the Board of Alders approved an ordinance that anyone working under a city services contract will earn a minimum wage of \$7.49 an hour starting July 1. That wage will jump to \$8.92 in five years.

The Board of Alders' vote came after a campaign by a coalition of labor, community and religious groups.

The drive included t-shirts, billboards, phone banks, letter-writing campaigns and radio and TV ads.

Meanwhile, the recently organized Labor Party last month took the concept of a "liveable wage" a step farther by launching a national campaign for a constitutional amendment to guarantee every resident a right to a job at a wage of at least \$10 an hour.

You can already hear the Chamber of Commerce types complaining about the damaging economic effects of raising income by this much.

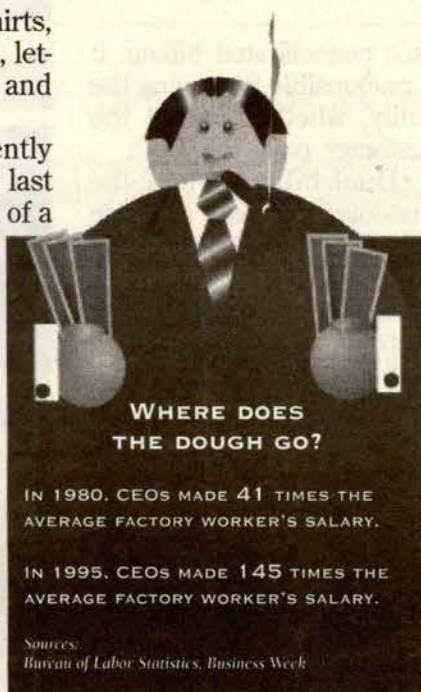
But you will rarely hear the bosses complain about the damaging economic effects of other types of rising incomes.

For example, in 1995, corporate CEOs made 145 times the average factory worker's salary. In 1980 things were a little more fair—CEO's made only 41 times as much as the average factory worker.

And there's another type of income that rarely, if ever,

comes in for criticism in the pages of the business journals: the income of billionaires. According to a United Nations' report, 45% of the annual income of all the world's people now goes to the world's 358 billionaires.

If you can justify someone amassing a billion dollars by engineering mergers and downsizings, it seems pretty easy to justify paying someone \$10 an hour to provide an actual service.



Outside Construction pact hikes wages

Members of Local 1245 in Outside Line Construction ratified a new three-year agreement that provides a 4% wage increase in the first year and 3% in each of the two subsequent years.

The agreement provides journeymen a 1% increase in pension. Wages and pensions for Foremen are set at 10% above the journeyman level. General Foremen are set at 20% above journeyman level.

All missed meals will be paid at \$10 under the new agreement, increasing the breakfast rate by \$4 and the lunch rate by \$2.

Mileage allowance was increased from 40cents to 50 cents, with the \$18 minimum and \$38 maximum still applying.

The pact also established the classification of equipment specialist, with a wage

set at 85% of the journeyman rate.

Negotiating the agreement for the union were Jeff

Johnstone, Bobby VanNoy, Vern Brown, and Business Reps. Art Murray and Rich Dunkin.

New underground agreement

Local 1245 bargained a new one-year agreement with underground contractors in Northern California and Nevada that raises wages by 3%.

The agreement covers

approximately 60 union members employed by eight contractors, including Smith-Denison. Negotiating the agreement for the union were Matt Goldsmith and Business Rep. Art Murray.

Tribute to Thomas Billings

Some 200 family members, friends and fellow employees gathered on May 1 at PG&E's Woodland Service Center to pay tribute to Thomas Billings

Billings, a 25-year member of Local 1245, died on April 25. He was 48.



Nevadans have right to decent service, jobs

Jack McNally, IBEW 1245 Business Manager

California isn't the only state where members of Local 1245 are bracing for the onslaught of competitive electric markets.

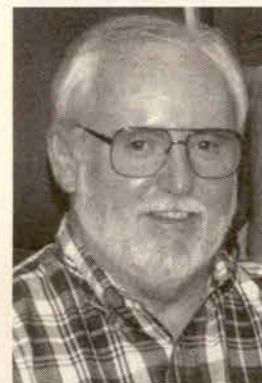
In Nevada, the state legislature is giving serious consideration to electric deregulation. Local 1245 members employed by Sierra Pacific Power Co. in Nevada have already endured the effects of a failed merger. Now they're facing the possible creation of competitive markets, with all the same issues that our members in California have faced over the past two or three years.

Those issues include safety, service reliability, stranded assets and employee displacement.

In California, Local 1245 worked in coalition with other utility unions to protect the interests of consumers and employees. California's Electric Restructuring law (AB 1890) contained strict reliability standards and also contained provisions to assist utility employees who are displaced from their jobs by industry restructuring.

Our union has brought these same concerns to the table in Nevada. We hired a lobbyist to help educate state legislators about the critical importance of system reliability, and to make the case for assisting displaced employees. We succeeded in getting language on these important issues included in a draft of the bill working its way through the Nevada Assembly. But during recent deliberations on the bill, the provisions regarding displaced employees were deleted. In fact, the bill was subjected to so many proposed changes the Nevada legislature postponed any action as of this date.

The Nevada experience tells us something important about the whole issue of electric restructuring. Despite all the rhetoric about the benefits of competition, the



only thing that really matters to many of those pushing for deregulation is *money*. Let somebody else worry about safety. Let somebody else worry about service reliability. Let somebody else worry about whether ordinary customers are going to see any cost savings.

The only thing that really counts in a market environment is the financial bottom line. Customers and employees are an afterthought, at best. If businesses can find a way to make a profit without delivering *any* service or hiring *any* employees, they will do so.

In a rare moment of candor, the president of ENRON laid it right on the line when he said: "Get rid of people—they gum up the works."

Well, we don't happen to share that view. We think people have a right to decent jobs and a decent standard of living. We think people have a right to safe and reliable electric service. And we think the people's representatives in Nevada should give some serious consideration to what exactly they hope to achieve before enacting some half-baked deregulation scheme.

Customers and workers have a common interest in keeping electric competition in proper focus: if customers can't get safe, reliable service at a reasonable price, and if skilled workers aren't around to get the job done, electric competition has no value.

CPUC opens up 'revenue cycle'

From PAGE ONE

ting its metering, billing, and related services elsewhere, then that customer ought to receive a credit from the utility.

Will Costs Go Down?

But this raises the question: will the utility's costs actually go down?

Consider billing. Under the CPUC plan, beginning Jan. 1 there will be three billing options for energy service providers:

- **Consolidated billing by the utility**, where the utility bills the customer for transmission, distribution and other services provided by the utility, and includes a charge for any services (such as generation, meter reading etc.) provided by some other energy service provider (ESP).

- **Consolidated billing by the ESP**, where the ESP bills the customer for its services and includes a charge for services provided by the utility. If the ESP

uses consolidated billing, it is responsible for paying the utility, whether or not the customer pays the ESP.

- **Dual billing**, where the customer receives separate bills from the ESP and the utility.

The issue here is whether there is a net savings to PG&E if the ESP prepares the bill. If there is a net savings, PG&E would be required to give a credit to the customer.

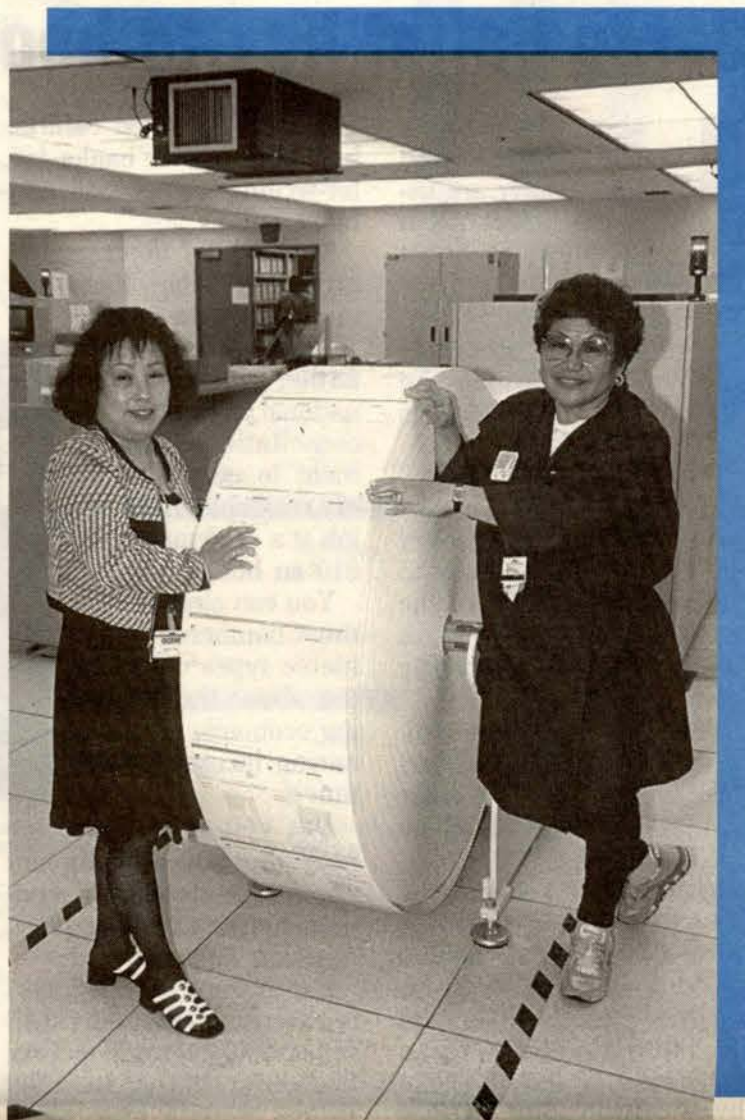
But it is by no means certain that PG&E would realize a net savings, according to Joseph.

"Even in cases where another provider sends the bill, PG&E will prepare its portion of the bill and send it to the provider. It is possible that the increased complexity of the billing process could actually increase PG&E's costs," Joseph said.

The same calculation will apply to customer service functions.

If PG&E experiences reduced costs because some other ESP is taking customer phone calls, PG&E would have to give a credit to the customer. But it's also possible that PG&E's call volume (and thus costs) would go up rather than down, due to customer confusion or other factors.

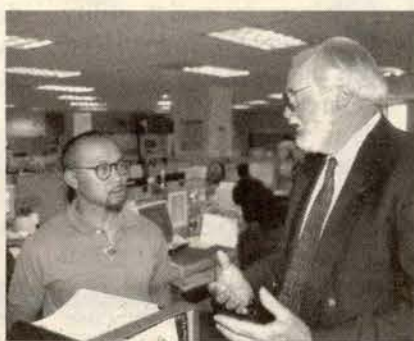
To get a handle on this issue, the CPUC directed utilities to file cost studies



Computer Operators Jennifer Wong (left), and Primie Viray prepare a roll of paper for printing bills at PG&E's 77 Beale St. facility.



Business Manager Jack McNally discusses revenue cycle unbundling with San Francisco Call Center shop stewards Marty Finnerty (above) and Ed Abriam (right).



San Francisco Call Center Service Rep. June Guthrie explains a screen feature to attorney Marc Joseph. Joseph and Business Manager Jack McNally visited the Call Center in early April to help prepare the union's position for the CPUC hearings on unbundling the revenue cycle.

in November separately identifying the net cost savings when billing, metering and related services are provided by another entity.

Service Agreements for Metering

The CPUC ruled that ESPs may provide metering for

large customers beginning Jan. 1, 1998, and for small customers beginning Jan. 1, 1999.

To ensure that meters meet the needs of the distribution company as well as the ESP, all metering systems must meet "open architecture" standards that the parties will agree on by July 25 of this year. Metering systems will be subject to a "service agreement" between the utility and the ESP.

The CPUC will set the rules governing service agreements by Jan. 1, 1998. However, the CPUC has already established that the service agreements will contain "a reasonable approach for ensuring that the metering equipment is installed, calibrated and maintained properly."

A utility may apply to install automated meter reading equipment, but shareholders will be at risk for the investment, and only customers who utilize the ca-

It is clear the CPUC intends to usher in electric competition as rapidly as possible, and PG&E will have to work to remain the service provider of choice for California electricity consumers. This should provide powerful incentive to management and labor alike to improve customer service and identify possible new business opportunities as the competitive market evolves.

Today, due in part to the efforts of Local 1245, policy makers have been educated to the fact that service reliability is not an act of nature, it is a product of *work*. As competitive pressures create the temptation to cut corners on reliability and safety, utility employees and the customers they serve have a common interest in making sure that these priorities don't get lost in the shuffle.

pability of the new meters (for direct access or real time pricing) will have to pay extra for the meter.

Impact on Employees

The CPUC decision acknowledges that opening up the revenue cycle to competition could have an adverse impact on utility employees currently engaged in providing those services.

The CPUC noted that the Electric Restructuring law (AB 1890) passed last year by the legislature permits

utilities to collect "transition charges" to pay for "reasonable employee related transition costs." These transition costs can include voluntary retirement and severance payments, training, and job placement services.

"We do not have any specific information in the record in this case as to the magnitude of impacts on utility employees," the CPUC noted, "however, we acknowledge that some impact is possible. We have taken into consideration the comment of the Coalition of

Utility Employees in this proceeding on this and other matters."

Local 1245 has already utilized the "employee transition costs" provision of AB 1890 to negotiate transition assistance for PG&E generation employees affected by PG&E's decision to sell four fossil fuel power plants. The union obviously will monitor future developments to see if other bargaining unit employees qualify for such assistance as the impacts of deregulation come into focus.

Impact on Customers

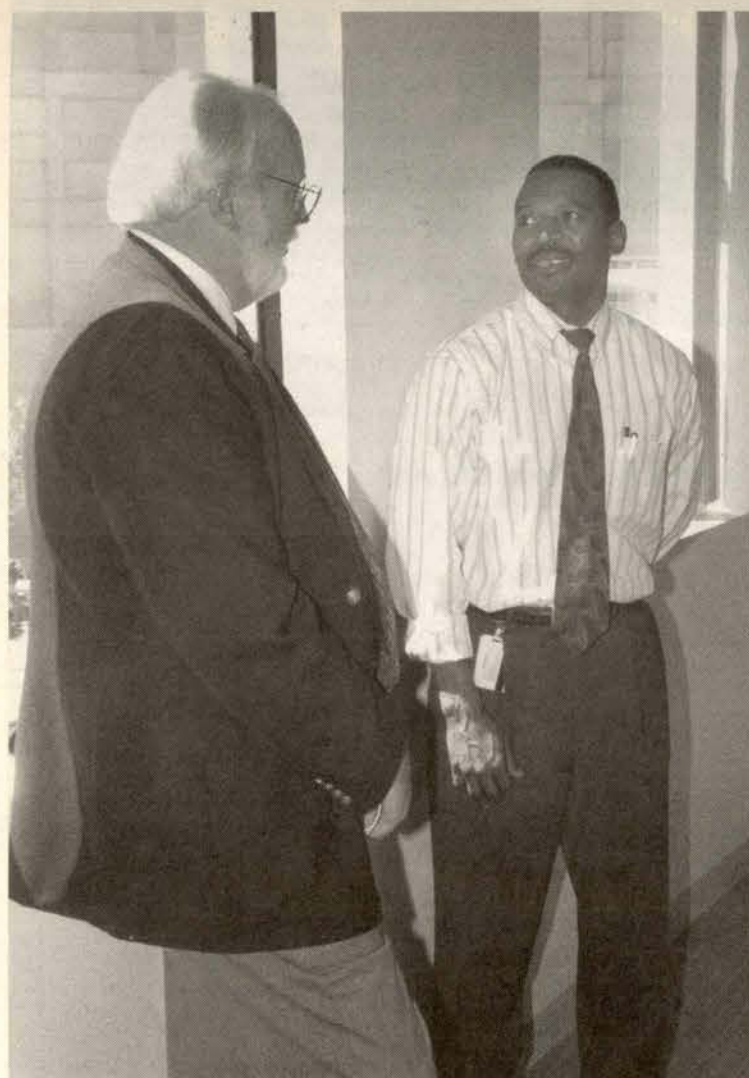
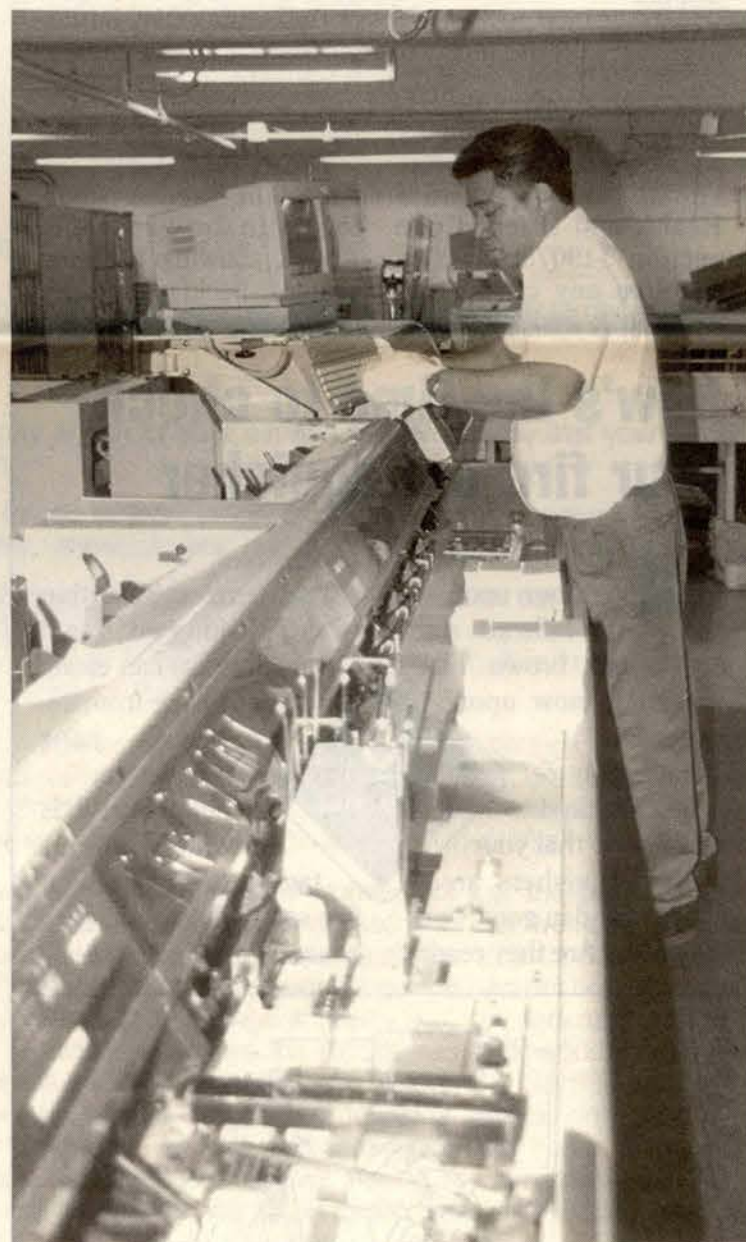
What competition means for California's electric users—and that's just about everyone—is anyone's guess.

But it is clear from the May 6 decision that the CPUC intends to usher in electric competition as rapidly as possible, and PG&E will have to work to remain the service provider of choice for California electricity consumers. This should provide powerful incentive to management and labor alike to improve customer service, identify ways to make the company more efficient in the work it is currently performing, as well as identifying possible new business opportunities as the competitive market evolves.

And as competitive markets develop it will also be important for utility customers and utility unions to keep attention focused on the all-important issues of service reliability and safety. When the CPUC first unveiled its plan for deregulation in April of 1994, these critical issues



Utility Machine Operators Dick Hourigan (above) and Nili Puefua (below) work the bill inserter at PG&E's 77 Beale St. facility in San Francisco.



Jack McNally (left) discusses utility restructuring issues with PG&E Call Center Manager Ken Floyd.

were given little attention.

Today, due in part to the efforts of Local 1245, policy makers have been educated to the fact that service reliability is not an act of nature, it is a product of *work*. As competitive pressures cre-

ate the temptation to cut corners on reliability and safety, utility employees and the customers they serve have a common interest in making sure that these priorities don't get lost in the shuffle.

Safety Matters

By the Local 1245 Safety Committee

Beware of Murray generator transfer panels

Murray Products has been selling in California a generator transfer panel that connects a portable generator to the customer's main switch and the metered service.

Murray model GT6604NR and GT3304NR are not UL listed as switches, only as panelboards. They in fact violate the California Health and Safety Code section 119075C, which requires any connection between a generator and

house circuits connected to a utility to be made with a double throw switch.

Murray will be notifying their representatives to stop selling the panels in California. They admitted that many have already been sold in the PG&E service area.

The hazard occurs because the breaker interlock can be easily defeated, allowing the generator to backfeed into the distribution circuit.

Now's the time to check your fire extinguisher

With the warm weather upon us, the hills are starting to turn brown. Fire season is now upon us.

Have you recently checked to make sure that your fire extinguishers are charged and in good working order? Are they readily

accessible?

Take extreme caution when working off road. The tall grass can easily catch on fire from underneath your vehicle.

Remember: it is extremely important to stay focused on fire safety during this fire season.



"Doc, I suffer depression in the five days between weekends."

Some states wary of electric deregulation

Utility deregulation swept through California like a firestorm, but other states are not so enthusiastic.

The Iowa Utility Board staff recently concluded that "there is no compelling reason to move quickly into restructuring the electric industry in Iowa."

In Texas, a report commissioned by a group of electric companies, said that al-

lowing electric companies to compete for Texan's business would cost the state and local governments \$234 million in the first year. The study said consumers would see higher rates for electricity in the first few years of a deregulated market, which in turn would drive down consumer spending and lead to lower tax revenues for the state and local governments.

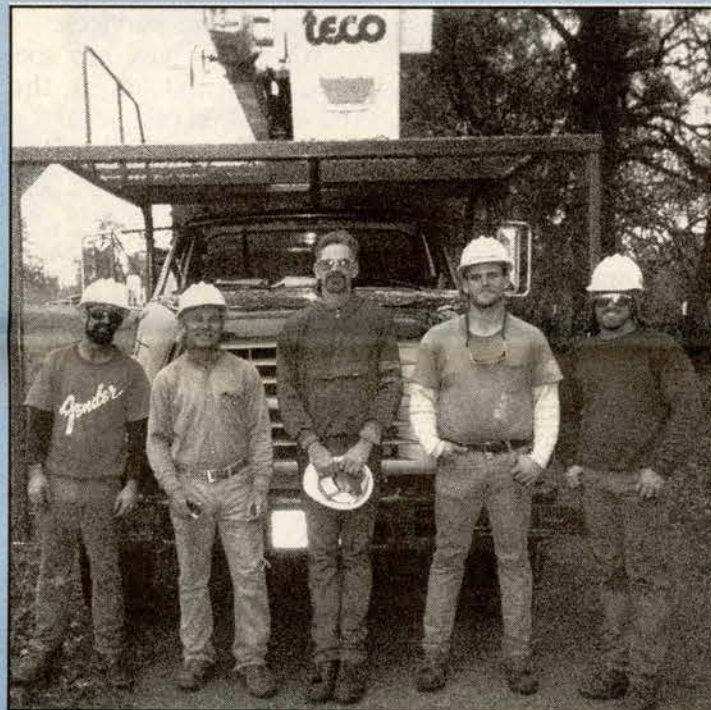
A pilot program in New Hampshire that allows people to choose their electricity supplier has reduced the electric bills of many participants by an average of 15%. But the savings didn't come from competition—it came mostly from a mandatory rebate from the state's utilities and lower than usual prices from companies trying to entice people to sign up with them.

Davey Tree at work for PG&E in North Valley Division

From left: Dave Hundley, Pete Sand, Jack Harris, Robert Mitchell, and Randy Sandifer. (Photo: Duane Baker)



Below: Duane Baker in the bucket; Randy Sandifer in the tree.



Facts About Working Women

More women are working than ever before. But as the pressures grow in trying to juggle work and family, make ends meet, and find respect and opportunity on the job, women are looking for solutions to their problems on the job.

More & More Women Workers

The number of women entering the paid workforce has increased steadily over the past five decades.

- In 1948, there were 17 million employed women, representing 28.5% of all employed workers.

- In 1972, there were 31 million employed women, representing 38% of all employed workers.

- In 1995, there were 60 million employed women, representing 46% of all employed workers.

Ninety-nine of every 100 women will work for pay at some time in their lives. The majority of women work for pay, regardless of their family status.

- Seventy-six percent of women with school-aged children and 60 percent of women with children under the age of 6 are members of the labor force.

The number of families maintained by women has increased.

- In 1970, there were 5.6 million families maintained by women.

- In 1992, there were more than double that—12 million families were maintained by women. Fifty-six percent of the women who maintained families were employed.

Contingent Workforce

Women comprise the majority of contingent or temporary workers.

- Two-thirds of all part-time workers are women.

- Two of every three temporary workers are female.

Women made up 85% of the total increase in multiple job holders from 1989 to 1995.

Women comprised about 47% of all multiple job holders in 1995, up from 20% in 1973.

Wages & Income

Family income has suffered as a result of the decline in real wages.

- Median family income has remained stagnant from 1979 to 1995.

- Family income for the bottom three-fifths has fallen since 1979.

- Families would have been worse off had it not been for the participation of working wives. Over this time period, where the wife was in the labor force, family income increased by 9 percent. Where the wife was not in the labor force, family income decreased by 11%.

- Women comprise the majority of low-wage workers. Women make up 57.5% of workers earning \$5.15-\$6.14 an hour.

In 1995, 7% of women earned less than \$25,000 a year, compared to 54% of men.

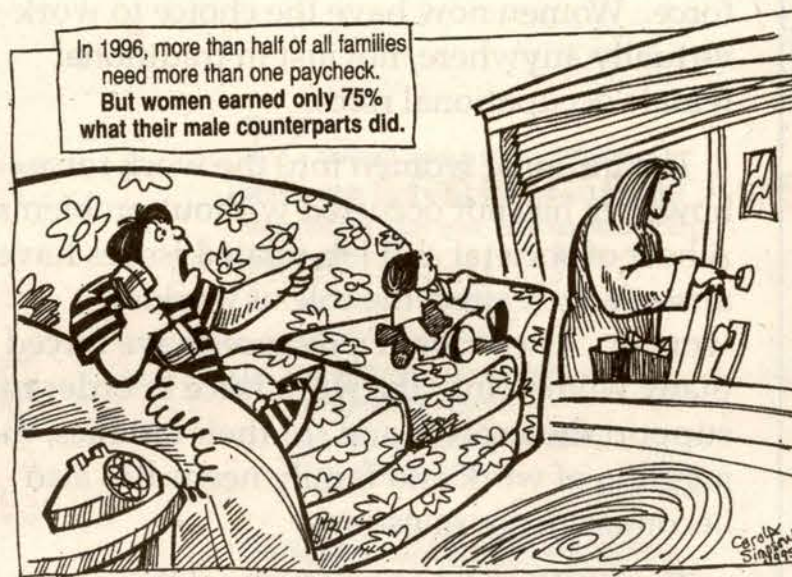
Benefits

- In 1993, 64% of all private-sector wage and salary workers were covered by employer-provided health insurance. This was down from 71% in 1979.

- Only 5.7% of workers paid by temporary help agencies have employer-provided health insurance.

- In 1995, 40.3 million people in the U.S. non-elderly population were without health insurance—17.4% of the nonelderly population. This number has grown by approximately 1 million every year for the last three years.

From 1979 to 1993, employer-provided pension coverage for all private sector wage and salary workers fell from 48% to 45%. Employer-provided pension coverage for male private sector workers fell from 55% in 1979 to 47% in



"Hello, 911? There's a strange woman at my door."

1993. Meanwhile, employer-provided pension coverage for female private sector workers rose from 37% in 1979 to 42% in 1993.

- While the gap between men and women in coverage for employer-provided pensions has been steadily closing, the median amount received by male and female pension recipients differs dramatically. In 1994, the median pension benefit amount for men was \$7,800. The median pension benefit amount for women in 1994 was only \$3,000.

- Fourteen percent of working women do not have access to sick leave, while 31% of women earning under \$10,000 do not have access to sick leave.

Unions Benefit Working Women

Pay for women in unions is higher than for their nonunion counterparts. In 1996, female union workers earned 38% more than nonunion women.

- Black female union workers earned 44% more than Black female nonunion workers.

- Hispanic female union workers earned 43% more than Hispanic female nonunion workers.

Unions work to increase equality in wages between women and men.

- In 1996, the wage gap for weekly earnings between men and women was 75%; that is, women earned 75 cents for every dollar earned by men. For union women and men, the wage gap was 84%—union women earned 84 cents for every dollar earned by union men.

Union workers in the private sector also enjoy greater benefits than nonunion workers.

- Union workers receive \$1.17

more per hour worked for health insurance than do nonunion workers.

- Union workers receive \$.59 more per hour worked for paid leave than do nonunion workers.

- Union workers receive \$.49 more per hour worked for vacation pay than do nonunion workers.

Gender Gap in Organizing

Women make up a growing percentage of union membership.

- In 1962, women made up 19% of union membership.

- By 1996, 39% of all union members were women.

Public opinion polls show that women favor collective action.

- Among nonunion workers, 49% of women said they would vote for a union, while only 40% of men said they would vote for one. This type of gender gap has been seen consistently over the last 12 years.

- When asked if people need to join together in groups to improve their work situations, 56% of women agreed, compared with 44% of men.

Organizing Women
The AFL-CIO, with 5.6 million women members, can be a powerful voice for working women. The new AFL-CIO leadership intends to make that happen because it believes that America's working women are the future of the labor movement.

To make your voice heard, join in the Working Women Campaign!

One step you can take right now is to turn the page and fill out the "Ask An IBEW Woman" survey and send it in to let your union know where you stand!



In the last thirty years, an amazing transformation has taken place in the work force--the addition of women in large numbers. On the brink of the 21st century, women are almost half the work force. Women now have the choice to work virtually anywhere, not just in traditional female occupational roles.

The influx of women into the work force, however, has not occurred without problems. A host of societal and job-related issues have arisen which affect the role of working women. As economic pressures have forced many women into the work force in order to support themselves and/or their families, the juggling of work and family needs has also become a major question.

The IBEW will hold a National Women's Conference in Washington, D.C., September 26-27, to address these and other issues affecting all working women and IBEW members in particular. Details on the conference will be forwarded to all local unions.

The IBEW wants to know more about its women members and what they see as critical issues. The best way to find out is to ask them directly, and that's why this survey was created.

All women members of the IBEW are asked to take a few minutes to complete the following survey. The results will be compiled and presented at the conference, as well as reported on in a future issue of the *IBEW Journal*, the union's national magazine, which all IBEW members receive.

Your response will contribute greatly to the formulation of policies and programs to benefit all IBEW members, as well as to the success of the IBEW National Women's Conference.

PLEASE RESPOND BY JUNE 30th.

Mail Your Completed Survey to:

**ASK AN IBEW WORKING WOMAN SURVEY
IBEW HUMAN SERVICES DEPT.
ROOM 1115
1125-15TH STREET, N.W.
WASHINGTON, D.C. 20005**

1. How long have you been an IBEW union member?

- ☐ 0-5 yrs.
- ☐ 6-10 yrs.
- ☐ 11-15 yrs.
- ☐ 16-20 yrs.
- ☐ Over 20 yrs.

2. In what Industry or Branch of the IBEW do you work?

- | | |
|---------------------------------------|---|
| <input type="checkbox"/> Utility | <input type="checkbox"/> Manufacturing |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Broadcasting |
| <input type="checkbox"/> Railroad | <input type="checkbox"/> Telecommunications |
| <input type="checkbox"/> Government | <input type="checkbox"/> Other _____ |

3. What is your job classification?

- ☐ Clerical
- ☐ Machine operator, Assembler, Inspector
- ☐ Apprentice
- ☐ Helper, Laborer
- ☐ Technician
- ☐ Journeyman
- ☐ Material handler
- ☐ Other _____

4. If you are active in your local union, how or why did you become involved?

- ☐ An active member encouraged me to get involved
- ☐ I like helping and working with people
- ☐ I was inspired by a member, staff or leader of the local union
- ☐ I got involved during a demonstration, rally or strike
- ☐ I volunteered for political action/voter registration activities
- ☐ The union helped me when my rights were violated by the employer
- ☐ I am interested and want a voice in my wages and working conditions

5. What leadership position(s) have you held in your local union?

- | | |
|--|--|
| <input type="checkbox"/> Officer | <input type="checkbox"/> Business Manager |
| <input type="checkbox"/> Steward | <input type="checkbox"/> Business Representative |
| <input type="checkbox"/> Board, Committee or Task Force member | <input type="checkbox"/> Activist |
| | <input type="checkbox"/> None |

6. If you are not active in your local union, please tell us why.

- | | |
|--|--|
| <input type="checkbox"/> Family responsibilities | <input type="checkbox"/> Second job |
| <input type="checkbox"/> Attend school | <input type="checkbox"/> Transportation problems |
| <input type="checkbox"/> Time of meetings | <input type="checkbox"/> Not interested |
| <input type="checkbox"/> Never been asked | <input type="checkbox"/> Other _____ |

7. Select the functions you do for you.

- ☐ Enforces the contract
- ☐ Provides a health plan
- ☐ Negotiates a good contract with dignity
- ☐ Provides a higher wage
- ☐ Lobbies for protection
- ☐ Provides protection
- ☐ Negotiates good contract
- ☐ Stays abreast of industry trends
- ☐ Unified voice in the industry
- ☐ Other _____

8. What are the ways you communicate with the union?

- ☐ Membership meeting
- ☐ Union newsletter
- ☐ Informed steward
- ☐ Worksite meeting
- ☐ One-on-one discussion
- ☐ Informational brochure

9. Describe the ways you address the issue of diversity:

- ☐ Human and Civil Rights
- ☐ Local Union Women's Committee
- ☐ Appointment of women to committees and taskforces
- ☐ Encouragement, training, and support for all members
- ☐ Multicultural awareness
- ☐ Mentoring program
- ☐ Leadership training
- ☐ Not perceived as a diversity issue
- ☐ Other _____

10. How satisfied are you with the union?

- ☐ Very satisfied
- ☐ Somewhat satisfied
- ☐ Not satisfied

11. Have you ever been asked to work for the union? (If answer is yes, please specify)

- ☐ Once
- ☐ Several times
- ☐ No

Ask An IBEW Woman

Please answer the questions by filling in the square (☐) symbols to the left of your answer(s).
An answer marked correctly will look like this (☒)

most important things the union

act and handles grievances
and safe work environment
pension plan that will enable me to retire

standard of living for me and my family
worker and profamily legislation
n from harassment and discrimination
health care benefits for me and my family
technological advances and workplace change
e workplace

est ways for the local union to
s members?

ings

with union reps
visions
kets and materials

y(s) your local union addresses the

ghts or Women's Advisory Committees
n or Minority Caucuses or Clubs
omen and minorities to committees, boards

pport and respect from leadership for

eness or sensitivity training

programs for all interested members
n issue

d are you with your current job?

d

r experienced discrimination on
No, please skip to question 15)

I2. If so, please describe the type of discrimination you experienced:

- | | |
|---|--------------------------------------|
| <input type="checkbox"/> Race or Natural origin | <input type="checkbox"/> Sex |
| <input type="checkbox"/> Sexual harassment | <input type="checkbox"/> Wage |
| <input type="checkbox"/> Disability | <input type="checkbox"/> Age |
| <input type="checkbox"/> Sexual orientation | <input type="checkbox"/> Other _____ |

I3. How was the issue(s) handled or resolved?

- ☐ I ignored it
☐ I confronted the perpetrator
☐ I settled the issue without formal action being taken
☐ Union represented me
☐ I filed an EEO charge
☐ Other _____

I4. Were you satisfied with the outcome of the action taken, if any?

- ☐ Yes
☐ No

I5. Working women are confronted with many issues in the workplace. How responsive is your local union leadership to the issues described below?

	VERY	SOMEWHAT	NOT	NO OPINION
Sensitivity to diverse membership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Harassment and discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pension and retirement benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equal pay for equal work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Violence in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality, affordable health care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Elder care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Affirmative action	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educational and skills-enhancement training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid leave to care for family members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Healthy and safe work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexible work hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Glass ceiling barriers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I6. Do the local union's policies, resolutions and contract language adequately address women's concerns?

- ☐ Yes ☐ No
☐ Do not know

I7. Overall, which of the following statements best describes your personal experiences with your local union officers and staff?

- ☐ I am very satisfied with the overall union representation I receive
☐ I am somewhat satisfied with the union representation I receive
☐ I am not satisfied with the union representation I receive

It is important to have the opinions of a diverse group of women. To make certain we have done so, please help us by also answering the following personal questions:

I8. What is your race or ethnicity?

- ☐ Caucasian ☐ African American
☐ Native American ☐ Hispanic
☐ Asian Pacific American
☐ Other

I9. What is your marital status? (circle one)

single single parent married
widowed separated

20. If you have children, what are their ages?

- ☐ 0-5 yrs.
☐ 6-12 yrs.
☐ 13-18 yrs.
☐ Over 18 yrs.

21. What is your age?

- ☐ 17-28 yrs.
☐ 29-40 yrs.
☐ 41-50 yrs.
☐ 51-62 yrs.
☐ Over 62 yrs.

This is confidential information and will only be used for purposes of this survey.

Thank you for participating!



THE ATTACK ON OVERTIME PAY

QUESTIONS & ANSWERS

From PAGE ONE

3. When will the new IWC regulations go into effect?

The IWC voted on April 11 to eliminate daily overtime. The regulations are expected to go into effect on January 1, 1998.

4. Who will be affected by the changes?

Millions of California workers will be affected. The new regulations apply to workers in the following industries: manufacturing, professional, technical, clerical, mechanical, hotels, restaurants, health care, retail and wholesale trade, building services and transportation. Eight million workers fall into these categories, which cover 90% of California workers, but some are already exempt from the overtime regulations.

5. What will be the effects for working people?

The end of daily overtime means working people lose money: more hours of work for lower pay.

Approximately a billion dollars a year will be transferred from employees to employers, at an average loss of \$1,600 per year for manufacturing workers. (This is a conservative estimate, provided by Assemblyman Wally Knox's office.)

6. What will be the effect on working families and children?

Working parents, single parents and their kids will suffer when daily overtime is ended. If working parents are forced to work 12-hour shifts, they will face increasing problems finding adequate, affordable child (hard enough to find for 8-hour work days). Working longer hours, parents will inevitably have fewer hours to spend with their kids.

7. What will be the effect for public health and safety?

Studies have found that 12-hour work shifts increase the risk of accidents and workplace injuries resulting from exhaustion and reduced attention. Consider the dangers of exhausted truck-drivers, fatigued workers handling toxic chemicals or burnt-out employees working in oil refineries, and it is clear that the end of daily overtime is a threat to public safety. In the hospital industry, where overtime laws were relaxed in the 1980s, many worry that 12-hour shifts jeopardize patient care.

8. What will be the effect on employment levels in California?

One purpose of overtime pay is to encourage employers to hire more workers. Elimination of daily overtime will make it cheaper for bosses to hire fewer workers for longer hours. One study suggests the IWC proposal could lead to a reduction in employment among the affected workers by as much as 2%. (See Question #9, which follows.)



HANDS OFF OUR OVERTIME PAY!

ATTACK ON OVERTIME PAY

9. Isn't this about flexibility?

The Chamber of Commerce and the Manufacturers' Association say the new regulations will increase flexibility: but the flexibility they want is a one-way street. Under the old regulations, workers could choose to work four 10-hour days without overtime if two-thirds of the employees agree. The new regulations take away the workers' voice and allow employers to impose longer work days on workers, without their consent. Workers who cannot make the change would be subject to termination. The California Labor Federation supports proposals to expand flexible scheduling at workers' request. Employer organizations have consistently opposed such proposals.

10. What are the proposed legislative solutions?

The California Labor Federation supports legislation by Sen. Hilda Solis (SB 680) and Assemblyman Wally Knox (AB 15) which would preserve current daily overtime law while permitting greater scheduling flexibility for workers. The bills would allow a worker to take up to four hours off during the workday and make up the lost time on another day without receiving premium pay. This allows employers to accommodate workers' need for flexibility, without giving the boss a blank check to impose a 12-hour workday. AB 15 passed 42-32 in the Assembly on June 3. SB 680 had not been voted on at Utility Reporter presstime.

11. What does the public think about the issue?

Opinion research has found overwhelming support for maintaining daily overtime pay. A survey by the California Labor Federation found that preserving daily overtime is the number one workplace issue among union members. Both the San Francisco Chronicle and the Sacramento Bee have editorialized in support of maintaining daily overtime pay.

12. Who is the IWC?

The IWC is a regulatory agency with authority to set laws on hours, minimum wage and other workplace questions. The authority can be restricted by legislation. The five-person panel is appointed by the Governor, and is supposed to include two representatives from management, two from labor, and one independent. All of the current members were appointed by Governor Pete Wilson. On April 24, the state Senate rejected the confirmation of two commissioners: Chair Robyn Black and supposed labor representative Syed Alarn, who had been repudiated by his own union.

13. What is the legal challenge to the IWC ruling?

The California Labor Federation was issued a Writ of Mandate in San Francisco Superior Court on April 16. Judge William Cahill ruled the IWC must either void their April 11 decision or appear in court on June 13 to defend themselves against the Federation's lawsuit. The lawsuit claims the IWC as a regulatory agency lacks the authority to overrule the legislature. In 1980 legislators codified an IWC ruling that gives workers the right to vote on alternative work schedules, such as a week consisting of four 10-hour days. Last year, legislation abolishing overtime pay after eight hours was rejected by both Assembly and Senate.

14. What happens if the Federation wins its lawsuit?

The appeals process will probably reach the California Supreme Court. Judges will probably try to resolve the issue by January 1, when the new IWC regulations are expected to go into effect. If the Federation prevails, the IWC will have to rescind its rules. If the rules have already taken effect, they will be voided retroactively, meaning employers will have to pay employees the overtime pay they would have paid them if the regulations had never changed.

15. What is the history of overtime rules in California?

California adopted the daily overtime rule in 1918 to apply to women and children. In 1980 the regulation was extended to apply to adult male workers as well.

16. What about the rest of the country?

Forty-seven states rely on federal standards to protect the 40-hour week, while Alaska, Nevada and--until now--California have stricter standards guaranteeing overtime pay after 8-hour days. The U.S. House of Representatives voted on March 19 to weaken protections for the 40-hour week, although President Clinton says he will veto the measure.

WHAT YOU CAN DO

Write your state Assembly Member and State Senator. Letters do not have to be lengthy—a few lines stating support for AB 15 and SB 680 is fine. You can type them or write them out by hand. Even though the Assembly has already voted, your letter is important because overtime and related issues could come up again soon.

1. State you are writing in support of AB 15 and SB 680 to keep daily overtime.

2. Tell what type of work you do.

3. Tell how the loss of overtime pay would hurt you, your family, your co-workers and others. (Pick one or more of the points below that apply to you.)

- Overtime pay is part of your family's regular income that your family depends on.

- If you are forced to work longer hours, it will have a negative impact on your family, especially any young children in your family.

- You are concerned about the negative impact on the economy and jobs if daily overtime is abolished. (An economic study found that daily overtime laws make it cheaper for employers to hire more workers instead of lengthening the work day.)

- You are concerned about the continued erosion of wages and widening gap between rich and poor. (If allowed to stand, the abolishment of daily overtime will transfer more than a billion dollars a year from the workers' paychecks to corporation profits.)

- There should be flexibility for the worker, not just the boss. (Under the old regulation, an employer who wanted a regular workday of more than eight hours, such as four ten-hour days, had to get the approval of two-thirds of the workers. If the workers found they did not like the longer hours, they could vote to change it back. The new Industrial Welfare Commission regulation abolishes the requirement that workers vote on hours and leaves it totally up to the boss. AB 15 and SB 680 would let employers set up ten-hour days and four-day weeks *only with the consent of the workers*. The bills also allow up to four hours "make up" time per week, without the employer having to pay overtime, when workers request time off during their regular work shift to take care of family needs.)

You can write to all State Senators and Assembly Members at:

**State Capitol
Sacramento, CA 95814**

Sacramento Pin Dinner honors long-time members

March 15, 1997



35 Years

35 Years

William Branson
Wilfred Nunez
Robert Perez
William Perini

30 Years

Milford Anderson
Thomas Billings
Dale Burchard
Arlene Cook
Ron Fowble
Gerald Greenamyre
Cliff Hayes
Bill Krby
Bruce Miles
George Park
Hal Ploghoft
Leo Starnes

25 Years

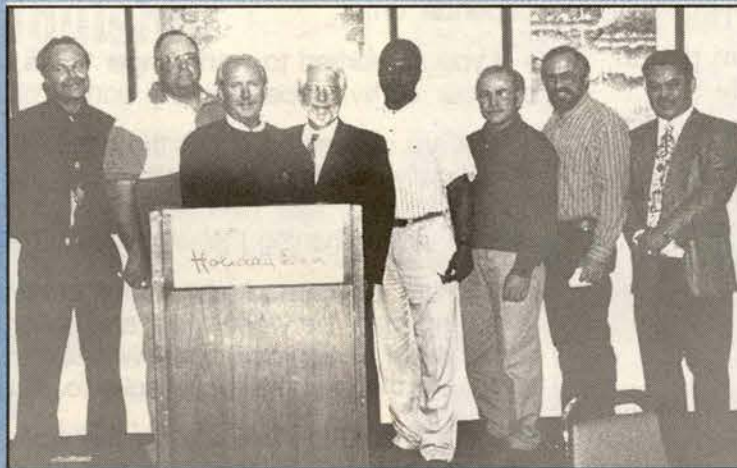
Ken Brownlee
William Clifton
David Cunningham
alan Flint
Robert Fuentes
Ronall Garcia
Todd Gibson
Glenn Hendrix
Glenn Hurdle
Danny Jackson
Buzz Lenahan
Kurt Runge
Steven Wong

20 Years

Ken Amaral
J.D. Brabec
Ronald Churchill
Damien Cresci
Frank Edwards
Robert Flansburg
Bert Fulwider
Carmen Guzman
Maryann Jacobson
Don Kreuter
Christine Lay
Tom Mullally
John Romankiw
Richard Rosensteel
Ute Yakes



30 Years



25 Years



20 Years



Real solutions needed for long-term care

Long-term care consists of many different services aimed at helping people with chronic conditions compensate for limitations in their ability to function independently. Many different physical and mental conditions can give rise to a need for long-term care.

More than 12 million Americans—young and old—need some type of long-term care. More than five million are estimated to be severely disabled. Forty percent of the 12 million receiving services are under the age of 65.

In 1993, Americans spent nearly \$108 billion on long-term care. About 70 percent of that sum paid for care in nursing homes and other institutions. Medicaid is the largest government program providing long-term care, with the federal government spending \$24.7 billion and states spending \$19 billion in 1993. Medicare's home health care program grew to \$15.1 billion in 1995.

Arguments for Proposed Changes

Families pay over a third of all long-term care bills out of pocket. Even though a small number of people purchase long-term care insurance, it often does not provide adequate, inflation-protected coverage. Most people cannot afford to buy insurance at all.

Families also bear a considerable nonmonetary bur-

By Orv Owen

Long-term care for the elderly is a major problem facing our country.

Unfortunately, as the accompanying article explains, the "solutions" being considered by Congress are phony solutions.

In our continuing series on important policy issues facing today's seniors (and the seniors of tomorrow), this month's Retirees Corner focuses on long-term care, using information from the National Council of Senior Citizens.

Remember—stay informed. And keep the faith!

den by caring for relatives.

Government assistance for long-term care is minimal at best. Medicaid provides nursing home care once someone has impoverished him or herself. Medicare provides a limited home health benefit as long as the patient has the potential to improve. This rules out most long-term care cases.

Because of the limitations of governmental plans, many people are forced into nursing homes when they could remain in their homes and communities. Private policies are beginning to see the value of home and community-based services; most are institutionally biased.

While home and community-based care options are improving, most of the burden of care rests on the family. Employers often take caregivers out of ideal career paths or do not give time off to care for parents.

False Choices

Current Congressional leadership believes the an-

swer lies in making it easier for people to purchase long-term care insurance through the private marketplace.

However, this is an inadequate response since long-term care premiums can cost a family an additional \$3,000-\$5,000 a year. Most working-class families simply cannot afford this. Less expensive insurance does not come with inflation-adjusted benefits, making their value worthless by the time services are needed.

Tax subsidies to buy insurance are a false solution because the expense is too great and also because only those at high risk purchase policies. In order to create an adequate "pool" to spread the risk the young must participate along with the old.

Another problem with long-term care insurance is the lack of standardization and regulation. While the federal government requires the standardization and regulation of Medigap insurance, no such requirement exists for long-term care insurance. All the marketing abuses and concerns that existed before the standardization of Medigap exists today with long-term care insurance.

Real Solutions

•Long-term care needs to be recognized as a continuation of care. Therefore any new longterm care program should work through the Medicare program. Benefits should be based upon the health and physical needs of the pa-

tient, not income or asset level. No one should have to impoverish him/herself in order to receive long-term care assistance.

•In order to maintain personal independence, any program must focus its energies on keeping people in their homes and communities. The pronursing home bias which afflicts Medicaid and the private market must be ended. Experiments and innovations in home and community-based care must continue.

While this was addressed somewhat in the Family and Medical Leave Act signed by President Clinton during his first term, unpaid leave is unaffordable for most families. Extended leave time should be easily attained. Career paths must be developed for those who may have to spend time and resources looking after an elderly relative or disabled child.

•The nation should establish a social-insurance financed long-term care program assuring appropriate care for chronic needs affecting persons of all ages.

(Next month: Managed Care)

IBEW
Local
1245



Retirees Corner

Retiree Club dates

East Bay Chapter:
Meets 2nd Thursday each month, 10 a.m., at Local 1245 headquarters, 3063 Citrus Circle, Walnut Creek, Ca.

San Jose Chapter:
Meets 1st Thursday each month, 10 a.m. at Local 332, 1870 Stone Ave., San Jose.

Threat to benefits

Most tax reform proposals now before Congress could cost US workers their health and pension benefits, a new study warns. Current tax law contains many incentives for employer-provided benefit plans, but most reform plans curtail or eliminate those incentives. The report—prepared at the request of Congress' Joint Committee on Taxation—says many employers would drop or cut their benefit plans if their tax-favored status was changed.

Congratulations to the newly-retired!

The Local 1245 Retirees Club extends its congratulations to these recently-retired members of the union. We invited you to participate in a Retirees Club chapter in your area, or to start one in your area if there is none! Call Julie Rodriguez at 510-933-6060 Ext. 208.

Name	Residence	Yrs/Srvc.
Frank Bruno	Esparto, CA	45
Ping Chu	San Francisco, CA	26
Robert Cicogni	San Francisco, CA	5
Royce Collins	Morro Bay, CA	12
Margot Darrah	REno, NV	17
Ronald Delucchi	Stockton, CA	36
Donald Gilmour	Oroville, CA	25
William Gunter	Concord, CA	31
David Hooper	Novato, CA	40
Robert Kane	Petaluma, CA	27
Larry Navarrette	Quincy, CA	40
Joseph Shumate	Arroyo Grande, CA	36
Edgar Willis	Corning, CA	40
Grace Wong	San Francisco, CA	16
Eli Zakar	Coalinga, CA	35



Because of the limitations of governmental plans, many people are forced into nursing homes when they could remain in their homes and communities.

SAN JOAQUIN				JUL	AUG	SEP	OCT	NOV	DEC
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.	-	5	-	7	-	2
1112	BAKERSFIELD Labor Hall 200 W. Jeffery St.	Chairman: E. Miranda	Wednesday* 6:00 p.m.	9	13	10	8	12	10
1114*	RIDGECREST* Pizza Hut* N. China Lake Blvd*	Chairman: R. Brewster	Thursday: 5:30 p.m.	10	-	11	-	13	-
1117*	WASCO* To be announced								
1120	SELMA Ramona's 1802 E. Front St.	Chairman: P. Sandoval	Thursday 4:30 p.m.	10	14	11	9	13	11
1121*	COALINGA* PGE Downtown Office* Coalinga*	Chairman: R. Auble*	Wednesday 4:00 p.m.*	2	-	3	-	5	-
1122*	MERCED IRR. DIST Branding Iron 640 W. 16th	Chairman: R. Telles	Tuesday 7:30 p.m.	1	5	2	1	4	2
1123	MERCED Branding Iron 640 W. 16th	Chairman: M. Massey	Wednesday 5:30 p.m.	2	-	3	-	5	-
1128	LEMOORE Fleet Reserve 788 "D" Street	Chairman: M. Ormonde	Tuesday 5:30 p.m.	8	12	9	7	11	9
1129	AUBERRY Daddy Joe's Auberry Road	Chairman: T. Moore	Tuesday 5:45 p.m.	8	12	9	14	11	9
COAST VALLEYS									
1211	SALINAS Mountain Mikes* Pizza & Alisel*	Chairman: S. Lozano	Tuesday 5:00 p.m.	8	5	9	7	4	9
1212	MONTEREY La Fontana 2030 N. Fremont	Chairman: M. Oleata	Wednesday 5:00 p.m.	16	13	17	15	12	17
1213	KING CITY VFW* King City*	Chairman: J. Sportman	Thursday 4:15 p.m.	10	7	11	9	6	11
1215	PISMO BEACH Del's Pizza* Pismo Beach	Chairman: T. Castanon	Thursday 4:00 p.m.	10	7	11	9	6	11
1216	SANTA MARIA Giavanni's Pizza Orcutt	Chairman: B. Bell	Tuesday 4:00 p.m.	8	5	9	7	4	9
1217	TEMPLETON The Pizza Place Templeton	Chairman: G. Burk	Tuesday 4:00 p.m.	15	12	16	14	18	16
1218	TCI MONTEREY La Fontana 2030 N. Fremont	Chairman: R. Shorter	Tuesday 7:00 p.m.	15	12	16	14	11	16
1219	HOLLISTER Straw Hat Pizza 191-A San Felipe	Chairman: J. Vermilyer	Wednesday 5:00 p.m.	9	6	10	8	5	10
1220	DIABLO CANYON Margie's Diner San Luis Obispo	Chairman: D. Lockwood	Wednesday 5:00 p.m.	9	6	10	8	5	10
1221	BUELLTON Antonio's Pizza Buellton	Chairman: T. Mathews*	Monday 4:00 p.m.	14	11	15	13	17	15
PIPELINE									
1311	HINKLEY PSEA Rec. Room Hinkley Station	Chairman: P. Earl	Wednesday 5:30 p.m.	-	6	-	1	-	3
1313	TOPOCK Recreation Room Park Moabi	Chairman: K. Feil	Thursday 4:45 p.m.	-	6	-	10	-	5
1314*	KETTLEMAN PSEA Club Kettleman Station	Chairman: S. Jamison	Tuesday 5:30 p.m.	21	-	18	-	20	-
SANTA CLARA									
1411	CITY OF SANTA CLARA Vesuvius 3044 El Camino	Chairman: B. Wallace	Thursday 5:30 p.m.	10	14	11	9	13	11
SAN JOSE									
1511	SAN JOSE Straw Hat Pizza* 1535 Meridian Avenue*	Chairman: B. Brill	Wednesday 6:30 p.m.	2	6	3	1	5	3
1512	BELMONT T.W.U. Local 505 1521 Rollins Road	Chairman: B. Quinn	Wednesday 5:30 p.m.	9	13	10	8	12	10
1513	SANTACRUZ VFW Post #7263 2259 7th Avenue	Chairman: A. Freitas	Monday 6:00 p.m.	14	11	15	13	10	15
CITY OF OAKLAND				JUL	AUG	SEP	OCT	NOV	DEC
2211	OAKLAND GENERAL Francesco's Hegenberger & Pardee	Chairman: L. Rodriguez	Thursday 4:00 p.m.*	17	21	18	16	21	18
EAST BAY									
2301	EAST BAY CLERICAL White Knight 3150 Pierce Street	Chairman: P. Kelleher	Wednesday 6:00 p.m.	2	6	3	1	5	3
2311	OAKLAND Francesco's Hegenberger & Pardee	Chairman: J. Audelo	Tuesday 5:30 p.m.	1	5	2	7	4	2
2314	HAYWARD/FREMONT To be announced	Chairman: To be announced	Monday 6:00 p.m.	20	17	17	21	19	16
2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: P. Mackin	Thursday 7:00 p.m.*	10	14	11	9	13	11
2317	ANTIOCH Aladino's Pizza 1324 Sunset Drive	Chairman: S. Culcasi	Wednesday 5:00 p.m.	9	13	10	14	14	10
2318	RICHMOND White Knight 3150 Pierce Street	Chairman: C. Jackson	Wednesday 4:30 p.m.	2	6	3	1	5	3
SAN FRANCISCO									
2401	SAN FRANCISCO CLERICAL Sheraton Palace 2 New Montgomery	Chairman: F. Marshall	Wednesday 5:30 p.m.	9	13	10	9	12	10
2412	SAN FRANCISCO LongShoreman's Hall 18th & Shotwell*	Chairman: D. Walters	Wednesday 4:30 p.m.	2	6	3	1	5	3
STOCKTON									
2511	STOCKTON Ed Stewart Post 3110 N. West Lane	Chairman: A. Bayless	Thursday 6:30 p.m.*	10	14	11	9	13	11
2512	ANGEL'S CAMP Mike's Pizza Hwy. 49/Murphys Grade	Chairman: J. Sheridan	Wednesday 4:30 p.m.*	3	7	4	2	6	4
2513	JACKSON Mtn. Mike's Pizza* Hwy 49/Murphy's Grade*	Chairman: D. Shulze	Tuesday 4:00 p.m.	1	5	2	7	4	2
2515	MODESTO Sundial Lodge 808 McHenry	Chairman: J. Loades	Wednesday 5:30 p.m.	9	13	10	8	12	10
2516	LODI Spro's* 1420 W. Kettleman	Chairman: B. Fisher	Thursday 4:30 p.m.	3	7	4	3	6	4
2517	SONORA Stuft Pizza Hwy 108 East	Chairman: B. Owens*	Tuesday 4:30 p.m.	8	12	9	14	10	9
2518	MODESTO IRR. DIST. Pizza Pub Kansas Avenue	Chairman: D. Pittman	Wednesday 4:30 p.m.	2	6	3	2	5	3
PACIFIC GAS TRANSMISSION									
3021	SAND POINT PGT Office	Chairman: T. Anderson	Monday* 5:00 p.m.	13	10	10	14	12	9
3023	WALLA WALLA PGT Office	Chairman: B. Beaver	Wednesday 4:30 p.m.	8	12	12	9	14	11
3024	REDMOND PGT Office	Chairman: K. Sorenson	Tuesday* 5:30 p.m.	14	11	11	8	13	10
3025	SPOKANE PGT Office	Chairman: S. Jordan	Thursday 5:00 p.m.	9	13	13	10	8	12
HUMBOLDT									
3111	EUREKA Labor Temple 9th & "E" Street	Chairman: A. Koppenberg	Tuesday 6:00 p.m.*	15	12	9	14	11	9
SHASTA									
3212	REDDING Big League Pizza 3655 Meadowview	Chairman: A. Streetman	Wednesday 5:15 p.m.	9	13	10	15	12	10
3213	BURNEY Sam's Pizza Johnson Park	Chairman: T. Marymee	Tuesday 6:00 p.m.	8	12	9	14	10	9
3214	RED BLUFF The Green Barn #5 Chestnut	Chairman: H. Iness	Thursday* 5:30 p.m.	10	14	11	16	13	11
CITY OF REDDING									
3217	CITY OF REDDING Kelly's Pizza 3655 Meadowview	Chairman: J. Kropholler	Wednesday 5:15 p.m.	2	6	3	8	5	3

NEVADA

				JUL	AUG	SEP	OCT	NOV	DEC
3311	RENO IBEW Hall LU 401 2713 E. 4th Street	Chairman: D. Moler	Wednesday 7:00 p.m.	8*	5	5	2	7	4
3312	CARSON CITY Carson City Fire Dept. Station #3	Chairman: P. Lantis	Monday 5:30 p.m.	14	11	11	15	13	10
3314	SOUTH LAKE TAHOE Steamer's* 2236 Lake Tahoe Blvd.*	Chairman: P. Stahl	Thursday 5:00 p.m.	2	6	6	3	1	5
3315	MT. WHEELER/ELY Ely Fire Department Dept. Meeting Hall	Chairman: R. Miller	Wednesday 4:30 p.m.	16	20	17	15	19	17
3318	ELKO Stockman's Hotel Elko	Chairman: D. Carone	Tuesday 6:00 p.m.	13	10	10	14	12	9
3319	WELLS R.E.C. Silver Sage Sr. Ctr. 1st Street, Wells	Chairman: C. Swett	Thursday 5:30 p.m.	17	21	18	16	20	18
3320	NORTH LAKE TAHOE Carpenter's Hall Kings Beach	Chairman: H. Bartolomei	Wednesday 5:30 p.m.	15	19	19	16	21	18

DESABLA

3411	CHICO Mtn. Mike's Pizza 1722 N. Mangrove	Chairman: M. Hamm	Thursday 7:30 p.m.	17	21	18	23	20	18
3412	QUINCY Moon's Pizza Lawrence Street	Chairman: J. Dolloff	Wednesday 7:30 p.m.*	2	6	3	8	5	3
3417	PARADISE Red Lion Pizza 6611 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	3	7	4	9	6	4

DRUM

3511	AUBURN Moose Lodge Sacramento & High	Chairman: T. Andreucci	Tuesday 6:00 p.m.	8	12	9	14	11	9
3512	ROSEVILLE Fast Freddie's Pizza 130 Main Street	Chairman: T. Bakkie	Tuesday 5:15 p.m.	7	4	4	1	6	3
3513	GRASS VALLEY Swiss House 535 Mill Street	Chairman: T. Gilbert	Wednesday 6:00 p.m.	9	13	10	8	12	10
3813	PLACERVILLE Spanky's Pizza* 197 Placerville Drive	Chairman: P. Flecklin	Thursday 4:30 p.m.	10	14	11	9	13	11

COLGATE

3611	MARYSVILLE Marcella's 1245 Bridge Street	Chairman: J. Edwards	Wednesday 6:00 p.m.	2	6	3	1	5	3
3613	OROVILLE Eagle's Hall 2010 Montgomery	Chairman: J. Hall	Tuesday 5:15 p.m.	15	19	16	21	18	16

NORTH BAY

3711	MARIN COUNTY Roundtable Pizza S. Novato Blvd., Novato	Chairman: I. Snyder*	Wednesday* 5:30 a.m.*	9	13	10	8	12	10
3712	SANTAROSA Roundtable Pizza Steele & Cleveland	Chairman: L. Stubblefield	Tuesday 7:00 p.m.	1	5	2	7	4	2
3713	EAST GEYSERS Ltl Red Schoolhouse Bottle Rock Road	Chairman: R. Runnings	Wednesday 6:00 p.m.	23	20	17	22	19	17
3714	UKIAH Discovery Inn 1340 N. State St.	Chairman: M. Perez	Wednesday 7:30 p.m.	9	6	3	8	5	3
3715	LAKEPORT Senior Center 527 Konocti Avenue	Chairman: B. Dawson	Tuesday 7:00 p.m.	8	5	2	7	4	2
3716	NAPA/VALLEJO Mary's Pizza Jefferson St, Napa	Chairman: J. Kent	Thursday 7:00 p.m.	3	7	4	2	6	4
3717	FORT BRAGG/PTARENA Masonic Temple 428 N. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	24	21	18	23	20	18
3718	WEST GEYSERS Giorgio's Pizza* Healdsburg Av, Healdsburg	Chairman: A. MacLean	Tuesday 6:30 p.m.	22	19	16	21	18	16

SACRAMENTO

3011	SACRAMENTO REGIONAL TRANSIT Club 65 65th & Broadway	Chairman: J. Mendonca*	Thursday 4:45 p.m.	10	14	11	9	13	11
3801*	SACRAMENTO CLERICAL* Sac. Cntrl Labor Council* 2840 El Centro*	Chairman: A. Edwards*	Thursday* 5:15 p.m.*	17	21	18	16	20	18
3811	SACRAMENTO Florin Odd Fellow 8360 Florin Road	Chairman: D. Norris	Wednesday 5:00 p.m.	2	6	3	1	5	3
3812	VACAVILLE 140 Browns Vly Pkwy Vacaville	Chairman: B. Semas	Tuesday 5:00 p.m.	8	12	9	14	18*	9
3814	WOODLAND Amer. Legion Hall 523 Brush Street	Chairman: K. Stice	Thursday 5:00 p.m.*	3	7	4	2	6	4
3911	SMUD Ctrl. Labor Council El Centro & I-80	Chairman: G. Richie	Wednesday 5:00 p.m.	9	13	10	8	12	10
3912	FRESH POND (SMUD) 50 Grand Pollock Pines	Chairman: D. Newton	Tuesday 6:15 p.m.*	8	12	9	14	11	9
3914	GEYSERS (SMUD/CCPA) Ltl Red Schoolhouse Bottle Rock Road	Chairman: K. Alvey	Wednesday 6:15 p.m.	22	19	19	23	21	18

CITIZENS TELECOM

4012	SUSANVILLE Grande Cafe 730 Main Street	Chairman: J. Deal	Thursday 5:15 p.m.	10	14	11	16	13	11
4013	ALTURAS The Brass Rail Hwy. 395	Chairman: M. Nelson	Wednesday 5:30 p.m.	9	13	10	15	12	10
4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: D. Vipond	Thursday 5:30 p.m.	17	21	18	23	20	18
4015	BURNEY Sam's Pizza Hwy 299 East	Chairman: D. Trobridge	Tuesday 5:30 p.m.	1	5	2	7	4	2

TREE TRIMMERS

4404	DAVEY TREE/OAKLAND Francesco's Hegenberger & Pardee	Chairman: A. Otero*	Tuesday 4:30 p.m.*	1	5	2	7	4	2
4406	DAVEY TREE/PARADISE Red Lion Pizza 6011 Skyway	Chairman: P. King*	Thursday 5:30 p.m.	3	7	4	9	6	4
4419	DAVEY TREE/REDDING Upper Crust Pizza 2727 Churn Creek	Chairman: B. Irwin	Wednesday 5:00 p.m.	16	20	17	22	19	17
4420	DAVEY TREE/NAPA Pietro's 999 Trancas Street	Chairman: M. Linley	Tuesday 7:00 p.m.	15	19	16	21	18	16
4711	ASPLUNDH TREE Mtn. Mike's Pizza Redwood City	Chairman: D. Sanchez	Wednesday 5:00 p.m.	17	21	17	15	19	17
4712*	ASPLUNDH TREE/SELMA* Ramona's* 1802 E. Front St.*	Chairman: A. Martinez*	Thursday* 4:30 p.m.*	3	7	4	2	6	4

OUTSIDE LINE

4911	OUTSIDE LINE/SACRAMENTO 2840 El Centro Sacramento	Chairman: L. Thomson	Saturday 10:00 a.m.	12	9	13	11	8	13
4912	OUTSIDE LINE/RIVERSIDE 1074 LaCadena Dr #5 Riverside	Chairman: J. Johnstone	Wednesday 8:00 p.m.	9	13	10	8	12	10

* Indicates recent change



Be In The Know--
Attend Your Unit Meetings!

Boycotts
Endorsed by
the AFL-CIO

Please Don't Patronize!

Boycotts
Endorsed by
the AFL-CIO

APPAREL & ACCESSORIES

MASTER APPAREL

Men's and boy's pants. Labels include Botany 500, Hills and Archer, and Blair.
Electronics Workers

BUILDING MATERIALS & TOOLS

BROWN & SHARPE MFG. CO.

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

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

FOOD & BEVERAGES

CALIFORNIA TABLE GRAPES

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

DIAMOND WALNUT CO.

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

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!*

FARMLAND DAIRY

Milk sold under the Farmland Dairy label in stores in Connecticut, New Jersey and New York.
Teamsters

TYSON/HOLLY FARMS CHICKEN

Chickens and processed poultry products
Teamsters

TRANSPORTATION & TRAVEL

ALITALIA AIRLINES

Air transport for passengers and freight
International Association of Machinists

CROWN CENTRAL PETROLEUM

Gasoline sold at Crown, Fast Fare and Zippy Mart stations and convenience stores
Oil, Chemical & Atomic Workers

FOUR POINTS BY SHERATON

Hotel in Waterbury, Conn.
Hotel Employees & Restaurant Employees

FRONTIER HOTEL & GAMBLING HALL

Casino hotel in Las Vegas
Hotel Employees & Restaurant Employees

KAUAI RESORT

Hotel in Kapaa, Hawaii
Longshoremen & Warehousemen

MICHELIN

Michelin brand tires
Steelworkers

NEW OTANI HOTEL & GARDEN

Hotel in downtown Los Angeles
Hotel Employees and Restaurant Employees

OBLEBAY PARK

Wheeling, W. Va., park/resort/recreation complex
Hotel Employees and Restaurant Employees

MISCELLANEOUS

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

/// Do Not Buy! ///