

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
October 1997  
Vol. XLVI No. 10

# UTILITY REPORTER

'Round the Clock  
Call Center  
Pages 7-9

## Start spreading the news...



# PG&E is back!



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## CALENDAR

October 25  
Stewards Conference  
Bakersfield, Ca.

Nov. 1-2  
Advisory Council  
Concord, Ca.



# B

ackhoes rumbling across sun-baked earth, dust rising in the air, crews pulling cable and installing transformers.

These are the unmistakable sights and sounds of PG&E bringing gas and electric service to a new residential subdivision on a sunny September morning in Livermore, Ca.

Start spreading the news: PG&E is back.

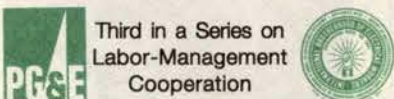
"It looks like the old days," says General Construction Electric Subforeman John Walthall, taking in all the action with a smile. "PG&E everywhere!"

The Livermore job, which will bring gas, electric and phone service to 164 homes in four

Story & Photos  
by Eric Wolfe

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Practicing Partnership





# UTILITY REPORTER

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## Workers here and abroad

# Rolling the union on...

**Safeway Backs Pickers:** Safeway, the second-largest retail food chain in the country, announced last month it will support fair treatment for 20,000 California strawberry workers. As a result, the chain's 27 retail food companies, covering 4,630 stores in 41 states and four Canadian provinces, will be supporting rights for strawberry workers.

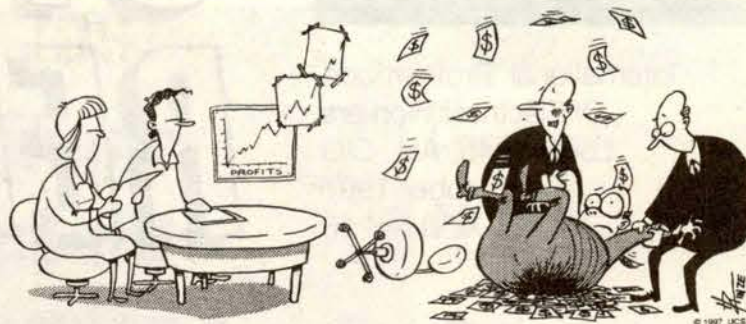
**Judge Broadens Law:** A California judge significantly broadened the scope

of the state's new ergonomic regulations last week when he said he would eliminate an exemption for workplaces with fewer than 12 employees. Superior Court Judge James Ford said he will also strike a clause that enables employers to escape the regulations when they would impose an "unreasonable cost." The ruling "will go a long way toward reducing repetitive-motion injuries," said Tom Rankin, President of the California Labor Federation.

**Ergonomics Works:** A new study by Congress's General Accounting Office shows that ergonomic standards help reduce worker injuries. The GAO reviewed five companies' ergonomic programs and found they reduced musculo-skeletal injuries and illnesses and lowered workers' compensation costs 36-91%.

**Longshore Solidarity:** The International Longshore and Warehouse Union shut down all West Coast ports for eight hours last month as part of a world wide dock protest over the firing of all dock workers in Liverpool, England 23 months ago. The English workers were fired after they refused to cross a picketline. A similar protest in January shut down 100 ports in 27 countries.

**Dungeon Logic:** Teamsters on the subcommittee



THE BOSS HAD BEEN RIGHT IN THE MIDDLE OF EXPLAINING WHY A WAGE RISE WAS OUT OF THE QUESTION, WHEN HIS WALLET EXPLODED...

negotiating the health and safety section of the UPS contract say the company was not enthusiastic about their proposal that UPS buildings should be heated to at least 55 degrees, Labor Notes reported. The company's response was to suggest that workers would warm up if they worked harder.

**Failed Amendments:** Conservative House Republicans last month tried to attach six anti-worker amendments to the 1998 Labor/Health and Human Services bill. The amendments, which failed to pass, would have slashed the NLRB budget and stripped money from the Department of Labor's Wage and Hour Division.

**Teachers Boot Police:** Protesting teachers in Queretaro, Mexico captured police who tried to oust them from the union offices, according to Mexican Labor News and Analysis. The teachers then won a series of benefit improvements. The action was one of a half dozen this summer by dissident members of the Na-

tional Teachers Union (SNTE), which won small wage/benefit victories.

**Derail Fast Track:** Unions have climbed on board a fast-growing campaign to stop "fast track"—a bill that would prohibit any amendments to trade deals negotiated by President Clinton. Similar "fast track" legislation was used to gain passage of the North American Free Trade Agreement, which many blame for destroying jobs in the US as well as harming Mexican farmers and workers. AFL-CIO President John Sweeney said labor will oppose any measure that does not "guarantee enforcement" of environmental and labor standards.

## APPOINTMENTS

### CONFERENCES & CONVENTIONS

Labor Council for Latin America: Western Hemisphere Worker's Conference  
Hunter Stern  
Millie Phillips  
Dave Walters  
Cesar Custodio  
Robin David  
Bernard Smallwood

AFL-CIO: Ask a Working Woman Conference  
Dorothy Fortier  
Julie Rodriguez

National Council of Senior Citizens: Western States Regional Conference  
Orv Owen  
Richard Murphy

IBEW LOCAL 1245 Safety Committee  
Grant Ritchie  
Rod Wright

## Notice regarding agency fee payers objection plan

Any employee who is not a member of the IBEW and who pays agency fees to IBEW Local 1245 pursuant to a union security provision in Local 1245's collective bargaining agreement has the right to object to expenditures of fees for activities which are not reasonably related to collective bargaining or undertaken to advance the employment-related interests of employees represented by the Local. The agency fees paid by a fee payer who perfects an objection will be reduced by an amount reflecting the portion of the overall expenditures of the Local Union that are used for non-chargeable activities. Objections must be made annually and will be effective for a single calendar year. Each fee payer who wishes to file an objection with Local 1245 must do so in writing, addressed to the Business Manager, Local 1245, Post Office Box 4790, Walnut Creek, California 94596, by certified mail. In registering their objections, objectors must state their name and address and that they pay fees to this Local, and provide their nonmember identification number, if known, and their social security number. Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first thirty days after the objector commences paying fees to the Local Union as required by a collective bargaining agreement. Objections must be renewed annually, during the month of November.

You have the power

to help families, kids,  
those in need, right in your  
neighborhood.

The power of U



1-800-411-UAW





# Prospects for Electric Utilities After Deregulation

*The following remarks were made by Business Manager Jack McNally in a speech last month to the Association of Edison Illuminating Companies.*

There's been a lot of talk and a lot of politics around the issue of deregulation during the past 20 years. Among the industrial democracies, the United States has taken the lead in deregulating many key industries. In this rush to deregulate, I think Americans tend to forget why some of these industries were regulated in the first place. We just accept the conventional wisdom that regulation strangles the economy, and that open markets will make life better for everyone.

Today the forces of deregulation are sweeping over the electric utility industry. I think it's useful for us to set aside the conventional wisdom and take a closer look at deregulation, and to ask ourselves this:

What has deregulation really accomplished so far? Who has benefited? What *value* has deregulation brought to society as a whole? And what can we expect when these same forces really take hold in *our* industry?

## Marketplace Abuses Led to Regulation

Deregulation sounds great in theory. Americans like the idea of competition. Competition pro-

vides room for individual initiative and innovation. It fits nicely with our image of America as a place where anybody can get to the top. And the textbooks tell us that competitive markets help keep quality high and prices low.

But we don't live in a textbook world. We live in the real world. And in the real world, competitors try to scratch each other's eyes out. Our own industry provides a perfect example. In the early 1900s, electric utilities engaged in cutthroat competition, with several harmful consequences. Many communities went without electric service because utilities decided there wasn't enough profit in serving them. However, utilities competed fiercely in more profitable markets, and the pressure to cut costs led to depressed wages for utility workers. Many smaller utilities went bankrupt or were absorbed by larger utilities or utility holding companies. By 1932, three holding companies controlled nearly half of the nation's investor-owned utilities. Self-dealing between subsidiaries of these utility holding companies greatly inflated the cost of electric service. The abuses were so massive that government was forced to act. In 1935 President Roosevelt declared that the unrestrained growth of utility holding companies had "given tyrannical power and exclusive opportunity to a favored few." That same year, Congress passed the Public Utilities Holding Company

Act.

My point is this: regulation isn't some mysterious plot dreamed up by government bureaucrats. Regulation was the citizens' response to the abuses of the marketplace. Regulations were imposed on many other major industries in the 1930s, including the airlines, banking, trucking, and telecommunications. And regulation worked. In the decades that followed, virtually all Americans were connected to telephone, gas and electric service. We also benefited from stable, regulated service in trucking, rail transport, air travel and banking. I'm not saying that regulation is always good and that competition is always bad. I'm saying it's important to understand the *uses* of competition and the *uses* of regulation.

Before we talk about deregulation of the electric utilities, let's take a look at what's happened in some of these other deregulated industries.

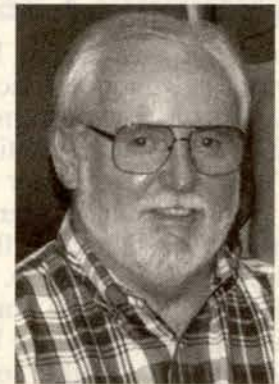
## Effects of Deregulation on Other Industries

Several studies have suggested that safety margins have shrunk in the airline industry since the beginning of deregulation. There are fewer mechanics, less spending on maintenance, and weaker training standards for pilots. According to research at U.C. Berkeley, by the end of the 1980s real wages had dropped 10-20% for pilots, dropped as much as 17% for mechanics, and dropped 25-40% for flight attendants.

Deregulation of trucking had a similar effect. There was a substantial loss of union jobs, and the new operators paid wages 25-35% below union scale. At the same time, safety concerns began to grow. One study found that new entrants in the trucking industry in the mid-1980s had a significantly higher accident rate than carriers that had been in business before deregulation.

I won't even get into the savings and loan issue. Deregulation led to a complete collapse of the system, and the taxpayers were left to foot the bill.

One of the most interesting examples of deregulation is telecommunications. Prior to the



Jack McNally,  
IBEW 1245  
Business Manager

breakup of AT&T, local service was partly subsidized by long distance service. This policy reflected the public's commitment to universal access. By holding down the cost of basic service, virtually everyone could get it. But deregulation reversed this. Competition forced long distance rates down, but local telephone rates rose 40% between 1984 and 1989. Upward pressure was also put on installation fees, which hit rural areas and low income households the hardest. According to one fairly recent study, one-quarter of low-income households in New York do not have a telephone. Instead of long distance service subsidizing universal access, it's now the other way around: basic and local users are subsidizing business users. Big business users have benefited from redesigned rate structures, and they are in the best position to utilize new technologies as they become available.

Telephone deregulation has not been a good experience for telephone workers. AT&T is the only major long-distance carrier with a unionized workforce. Wages and benefits at the non-union companies lag far behind, and employees often work in conditions that deprive them of their dignity and self-respect. Even at AT&T, only 45% of the workforce is unionized. And downsizing has taken a big toll in this industry. Something approaching 100,000 jobs have been eliminated since 1988.

How has this affected telephone service for the average customer? Our colleagues at the Communications Workers of America

*See NEXT PAGE*

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## Prospects for Electric Utilities...

From PAGE THREE

tell us that downsizing has not improved telephone service at all. They tell us that customers are waiting longer for installations and they're waiting longer for repairs. The reason is simple: there aren't enough people to provide the same level of service as before.

Now all the phone companies are scrambling to merge back together again. Will the consumer benefit from this new concentration of power in the telecommunications marketplace? I'm skeptical. I think financial abuses are a real possibility. And I think deteriorating service for the average consumer is a real danger.

### Electric Revenues: A Huge Prize

So much for the telecommunications industry. What about our industry?

I believe most people have been pretty well satisfied with their electric service. But quality of service doesn't really matter if you're on a crusade against regulation. So now the free marketeers are getting ready to carve up the electric utility industry. As you know, it's a huge prize. There are over 3000 electric systems in the United States, with total sales in 1995 of \$208 billion.

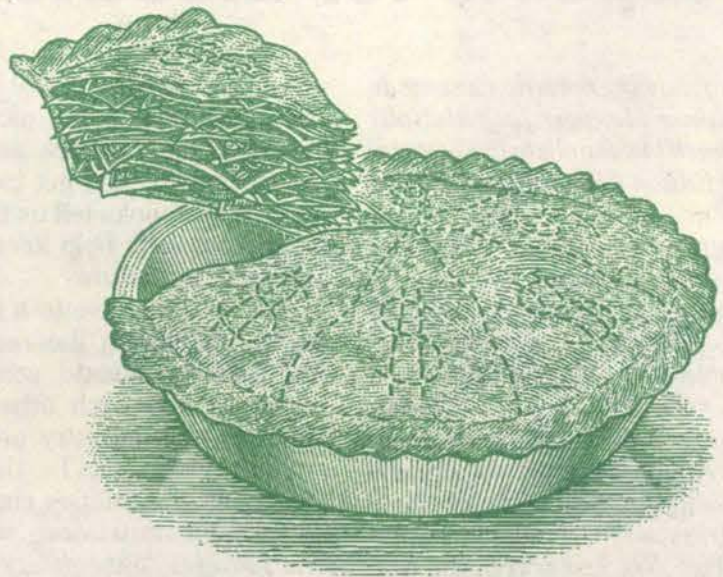
There are approximately 250

investor-owned utilities, and these account for more than 75% of electric generation capability, sales and revenue. Over 600,000 Americans are employed by the major IOUs, the publics, and the electric co-ops. In California, over 50,000 people are directly employed in the utility industry.

I think the electric industry can take justifiable pride in this workforce. Electrical workers are highly-skilled, well-trained, and fiercely proud of what they do. By law the utilities have an obligation to serve the public, and it is the employees who see that this duty is carried out. This obligation to serve is a serious responsibility, and through the years it has created a distinct culture among utility employees. I call it a culture of service. This culture is a mixture of individual pride, community spirit, and a genuine sense of duty. This workforce is a public asset in the truest sense.

But electric service and the people who provide it have been largely overlooked in the deregulation debate. The main focus of that debate, of course, has been electric rates. In states where the cost per kilowatt is high, the large users have complained very loudly. In California, some large users threatened to leave the state unless they got rate relief. You also heard arguments that new busi-

*The industry is being carved up and everyone wants to be there for a piece of the pie.*



nesses would not come to California because electric rates were too high.

There are specific historical reasons why California rates went so high in the 1980s and into the 1990s. Nuclear investments proved far more expensive than anticipated, and utilities got locked into some long-term fuel contracts in their pursuit of secure supplies. All of these decisions were undertaken at the urging of inept regulators—or at least with their explicit approval.

But none of this made any difference to new generators who wanted to get into the game, or to big consumers who wanted privileged access to cheaper sources of power, or to all the various brokers and entrepreneurs who saw an opportunity to get a piece of the pie. They wanted the utilities out of the picture, so they portrayed the utilities as inept, inefficient, and no longer capable of providing electricity at low rates.

A recent Business Week article pointed out that some of these same big consumers totally supported the utilities back in the 1970s and 1980s when some of these decisions to build and buy were being made. Back then they said the utilities were taking prudent steps to insure our nation's energy security. Now they say the utilities behaved unwisely and ought to be driven out of the generation business altogether. And they may get their wish. But the reality is that utilities are just as capable as anyone else of developing the newer and cheaper fuel sources and technologies. And another reality is that electric rates, on average, have declined over the

last six years. In fact, Japan, Italy, Germany, the United Kingdom, and France all have *higher* industrial rates than the United States, and our rates have declined over the last 10 years while these countries' rates have increased.

But if you want to convince the public to make a change, you need a bad guy, so the free marketeers have cast the utilities in that role. And the deregulation process has moved into high gear in California and several other states.

### Carving up the Industry

It's an interesting process. Many states have jumped into it with both feet, creating commissions, conducting studies, holding hearings, issuing reports, and drafting and passing bills. Typically they will invite all the interested parties to come and speak their piece.

This process is creating a whole new industry: Electric Industry Restructuring has given rise to an Electric Restructuring Industry, featuring a big cast of characters called Electric Restructuring Stakeholders. There are independent power producers, large energy users, manufacturing associations, the farm community, public power agencies, ratepayer advocates, consumer groups, environmentalists, renewable energy groups, the utilities of course, and all types of brokers, middlemen, and promoters, who are now being called Energy Service Providers. The industry is being carved up and they want to be there for a piece of the pie.

**Electrical workers are highly-skilled, well-trained, and fiercely proud of what they do. By law the utilities have an obligation to serve the public, and it is the employees who see that this duty is carried out. This obligation to serve is a serious responsibility, and through the years it has created a distinct culture among utility employees. I call it a culture of service. This culture is a mixture of individual pride, community spirit, and a genuine sense of duty. This workforce is a public asset in the truest sense.**



It's really hard to tell how far this process is going to go before people start asking whether all this effort is worth the candle. At first, the general approach was to introduce competition in electric generation, which was supposed to produce lower prices. I think this proposition is open to serious question, but in California the debate has already moved on to other parts of the utility business. Various parties are clamoring to do the utilities' metering, billing, collecting and customer inquiries. "There's no way we can compete," they say, "if the utilities control the metering and billing." In May the California Public Utilities Commission said, "OK, you got it." Metering, billing, and collections will be unbundled. So now customers can look forward to separate bills from their energy supplier and their utility distribution company. Or they can get a consolidated bill. That bill could have a generation charge, a transmission charge, Competition Transition Charge, a distribution charge, a metering charge, a billing charge, and a customer service charge. And when you add it all up it's going to be cheaper than your old utility bill. Well, that's what they tell us. Like the radio host Jim Hightower says, I was born at night, but it wasn't last night, and I'll believe that cheaper bill when I see it.

I think the far likelier outcome will be cheaper rates for large users, subsidized by higher rates for small users.

### Skilled Workers & Union Are Utilities' Best Ally

Faced with all this, what's a traditional utility to do?

To some extent, you can only respond as events unfold. Generation, transmission, distribution, customer service are the four parts of the traditional vertically-integrated utility. All of these components may come under attack, or only some of them. In some cases you may be required to divest assets. In other cases you may simply be required to open yourself to competition. In any case, others will portray you as the bad guy, and you will need to come up with a vision of your organization that is positive to counteract all the propaganda.

But there's more to this battle than playing defense. Utilities

know this industry better than anyone else. Your people know how to do the work. They know how to provide safe, reliable service and they've been doing it for years. These employees, these *people*, are your chief asset and an important ally.

And you have another potential ally, though you may not realize it. That ally is the union. The IBEW is deeply engaged in this utility restructuring process in many states and at the national level. The union's activity can be in partnership with the utility, or it can be adversarial. In California, the union was considered a key stakeholder in the restructuring process. We had significant influence in shaping the final legislation, and we helped the utilities in a number of ways.

How can you enlist the union as an ally? For starters, treat your employees as an asset. Some utilities have made the mistake of looking at their employees as just another cost calculation. "Need to cut costs? Let's reduce the workforce." It's not a sound strategy. The free marketeers want to take your work away from you. They want to take away the profitable part of the industry. If you want to stay in the game, you need to fight to keep that work, and you need to find a way to hang onto the people who can *do* the work. Once you've let them go, it can be awfully hard and awfully expensive to try to get them back.

A trained, skilled workforce—a workforce that exemplifies a culture of service—that's what you have. That's not something your competitors can get overnight. Skilled people—that's your strategic advantage.

### Workers Deserve Fair Treatment, Too

You might be thinking, "Well, of course McNally is going to say that. He's a union guy, he's got to be against layoffs, what else *can* he say?"

Yes, I'm against layoffs, and I'm proud of it. I'm proud to believe that working people ought to get a fair wage, ought to be treated decently on the job, ought to have good training opportunities, ought to have a chance to take pride in their work. I think people get too caught up in this rhetoric about deregulation and free markets and competition, and all the other buzz

**The free marketeers want to take your work away from you. They want to take away the profitable part of the industry. If you want to stay in the game, you need to fight to keep that work, and you need to find a way to hang onto the people who can *do* the work. Once you've let them go, it can be awfully hard and awfully expensive to try to get them back.**

words. What's the point of competition or anything else if it doesn't mean a better life for average working Americans?

In California and in other states a lot of the debate centered around stranded assets, and how utilities should be compensated for the plant and equipment they will no longer be able to use. But I think it's equally important to consider how *people* are treated in these times of transition. Our union worked very hard for legislation to help the *human* assets who are stranded by deregulation in California. And I think that's important in any state where deregulation is under consideration. Just like employers want to be compensated for investments in capital, employees need to be compensated for their investment of years and decades in serving the public. In California, we lobbied hard for employees to be treated as stranded assets. As a result of these efforts, the law now permits utilities to use Competition Transition Charges to fund education and re-training, enhanced early retirement, and severance pay.

But helping ease people out the door is not our chief concern. We want electric service work to be a source of jobs far into the future. That's why we lobbied hard in California for reliability and maintenance standards for transmission and distribution systems. These things can't be left to an open market. In a highly competitive environment, the temptation to cut costs in these areas will be too great.

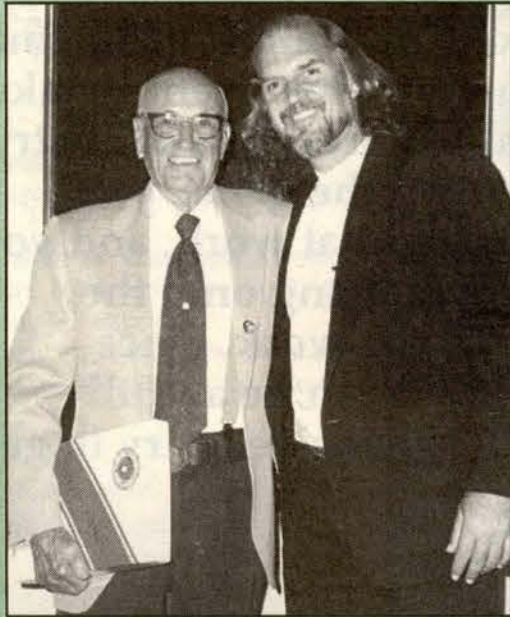
The same is true of power plant operation. Right now there is a

large pool of skilled power plant operators, thanks to the excellent training programs that utilities have developed. But who is going to devote resources to training when the utilities are out of the generation game? When competition gets fierce among the new power producers, which of them is going to be willing to divert resources to training? When skilled operators start retiring, this industry could face some serious problems. So we believe it is absolutely critical to develop minimum standards for employees at generation plants and other facilities involved in providing electric service. It's in the best interests of the employees, it's in the best interest of the utilities, and it's in the best interests of the public.

### Good Service: Something Worth Saving

Obviously we are not going to stop electric utility deregulation. In California we know we have to play the hand we're dealt. But I think it's important for everyone to go into this with their eyes open, understanding that competition is not some magic elixir. It's a tool, just like regulation is a tool. Hopefully we can learn to use those tools to get some of the benefits of competition, while hanging onto some of the benefits of sensible regulation. This country has spent a lot of years building up an electric service industry that is the envy of the world. We've had a role in accomplishing that, and I think it's something worth saving.



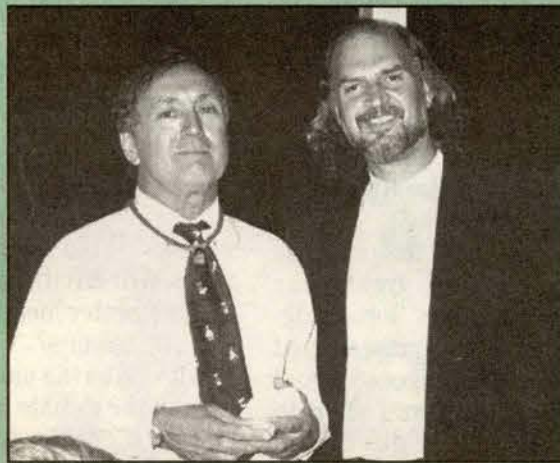


**50 Years**

Business Rep. Mike Haentjens (right) present award to John Zeagler.

## Avila Beach dinner honors long-time union members

**June 7, 1997**



**30 Years**

**50 Years**

John Zeagler

**30 Years**

Eli Afana

Marvin Fleming

Terrence Tweedie

**25 Years**

Lous Alves

Max Bakke

Gregg Burk

Daniel Derenobe

Robert Fernandez

James Jaklich

Joe Johnson

Don McKinely

robert Minetti

Wesley Nail

Ray Rademacher

John Ramos

Louis Ricks

Richard Sumabat

Frank Teague

Irwin Thomas

Alex Castillo

Lazaro Estrada

Larry Ped

Joe Brown

Michael Mavsey

Horst Glimski

**20 Years**

Richard Angel

Doug Cates

Ralph Chavez

Silvio Desantis

Robert Garcia

Allen hamel

Greg Lugo

Gary Martin

Dean Mooney

Peggy Nicoll

Douglas Paslay

Donald Ramos

Craig Smith

Phillip Sumner

David Welch



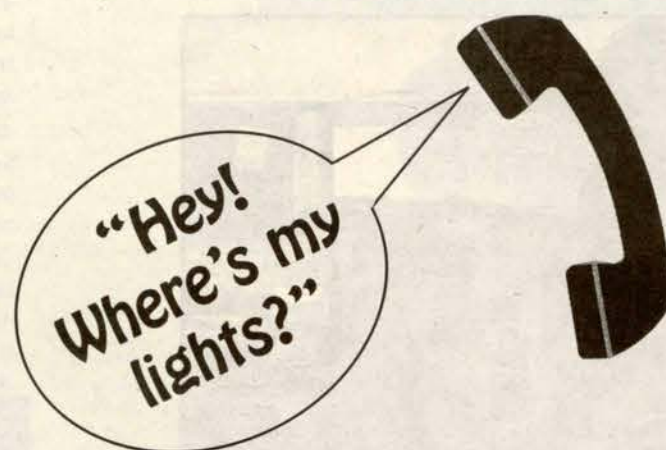
**25 Years**

*Congratulations!*



**20 Years**





Having a choice of customer service providers could prove to be small comfort at two o'clock on some future cold, dark morning when your lights go out and you discover that your customer service representative is some clueless minimum-wage non-union temporary worker in Abilene, Kansas or Hot Coffee, Mississippi who is more in the dark than you are.

**W**

hen your power goes out at two in the morning, you know what to do. You call PG&E and there'll be somebody waiting by the phone ready and able to help. Somebody at the Sacramento Call Center, to be exact--where Local 1245 members staff the phones 24 hours a day.

Reliable, 'round-the-clock customer service is a fact of life for PG&E customers, and a skilled, unionized workforce is at the heart of that service. But life is about to become more complicated for PG&E's five million customers.

When electric service is opened to competition on Jan. 1, PG&E customers will be free to choose some other energy service provider. PG&E will still be responsible for distribution services, but meter reading, billing, and collections could be handled by another company or companies.

California's electricity consumers--including PG&E customers--will begin to get a taste of things to come when the California Public Utilities Commission this month unleashes a massive \$89 million statewide campaign to educate the public about customer choice. Californians will be invited to call a toll-free number to learn about their options in the electric marketplace.

The media blitz will be directed by the state's major investor-owned utilities, including PG&E, but it won't be utility employees answering that toll-free line when people call for information. The CPUC has ordered the creation of an independent Electric Education Call Center (EECC) designed specifically to answer questions--in a variety of languages--about electric restructuring and customer choice.

The EECC is slated to shut down on May 31, 1998, on the assumption that the public by then will have been enlightened about the workings of the marketplace. However, the CPUC said it will examine early next year the possibility of extending the life of the EECC, something the commissioners may choose to do if the public isn't entering the "marketplace" as quickly as the commissioners want.

Marc Joseph, the attorney representing Local 1245 and other utility unions in electric restructuring matters before the CPUC, said he doubts that the EECC will have any impact on the volume of calls coming into PG&E call centers, because customers will continue to call PG&E regarding service problems or requests. In fact, calls to PG&E service representatives might increase if a significant number of customers inadvertently call the PG&E "800" number instead of the Electric Education Call Center "800" number.

The real challenge to PG&E customer service jobs probably won't be the EECC, but rival service providers seeking to raid PG&E's customer service business. If and when that day comes, electric customers could find themselves with a whole panoply of choices for their customer service provider.

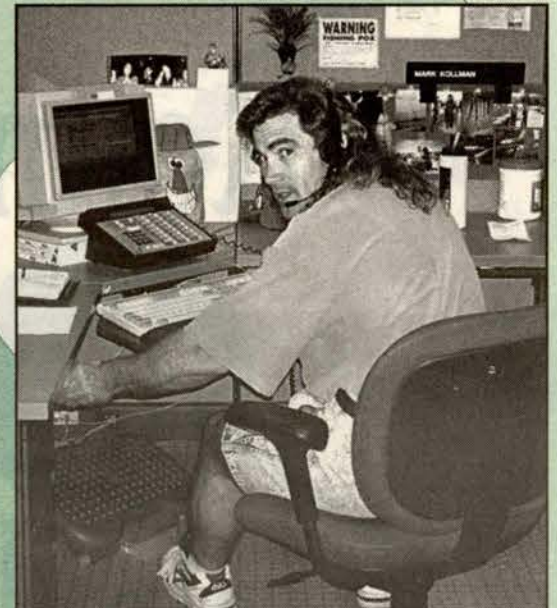
But that could prove to be small comfort at two o'clock on some future cold, dark morning when your lights go out and you discover that your customer service representative is some clueless minimum-wage non-union temporary worker in Abilene, Kansas or Hot Coffee, Mississippi who is more in the dark than you are.

Sacramento Call Center Employees on the Job: Pages 8-9





Service Rep.-Typists Barbara Renoude, 30-year union member, and Lori Mijs, 19 years.



Service Rep. Mark Kollman.



Service Rep. Amita Leneir, 2-year union member.



Mail Clerk Debbie Stone, 16-year union member.



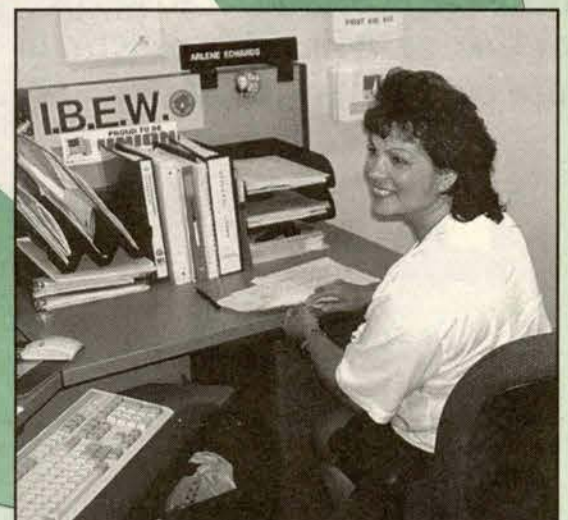
Service Rep. Arline Appelt, 3-year union member, working the bilingual line.



Service Rep. Debbie Stone, 16-year union member, and Utility Clerk Gail Rivers, 1 year.

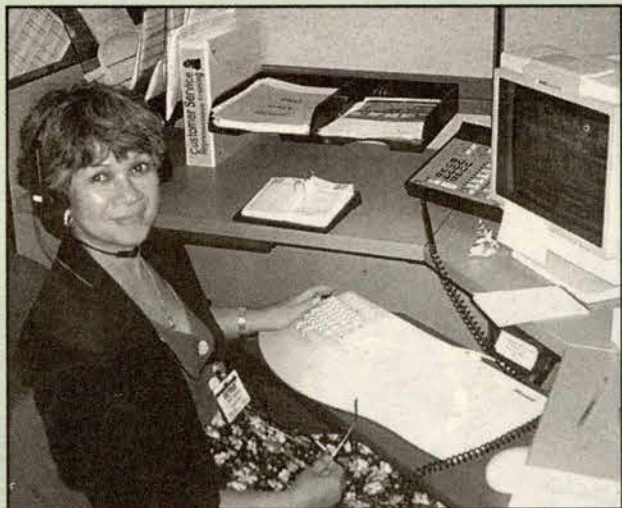


Service Rep. Steve Smith.

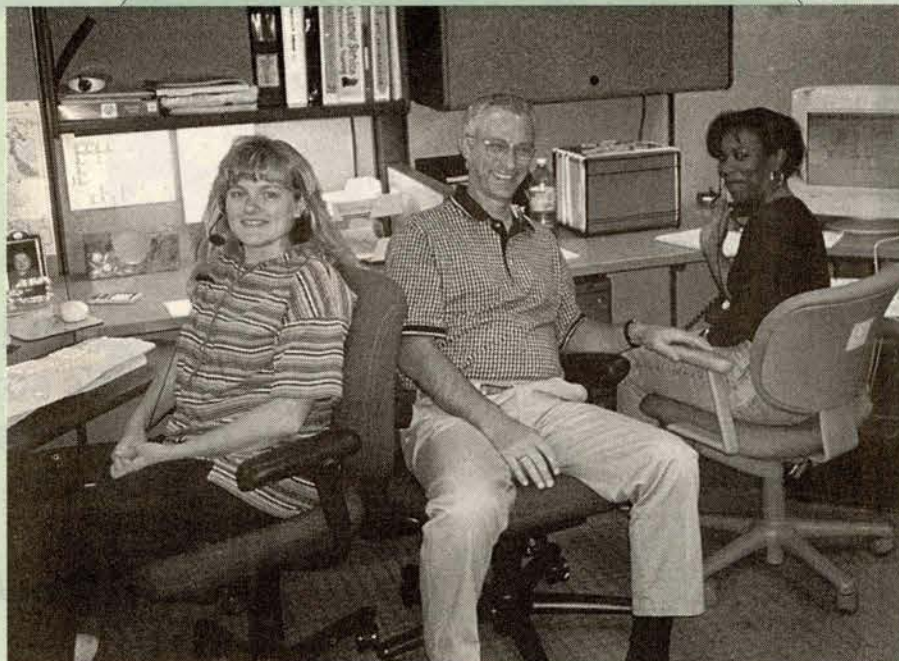


Service Rep. Arlene Edwards.





Service Rep. Wendy Lardizabal, 7-year union member.



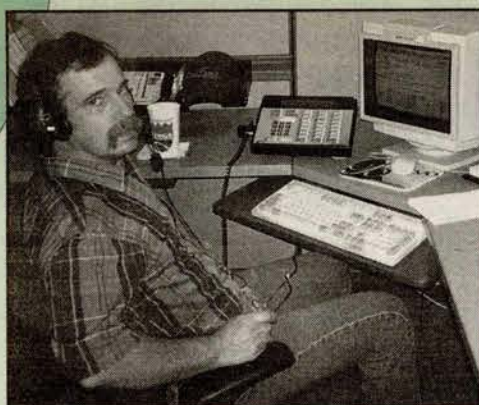
Senior Service Rep. I Kawdi Deal, 6-year union member, SSRI Rick Brannon, 30 years, SSRI Renee Houston, 17 years.



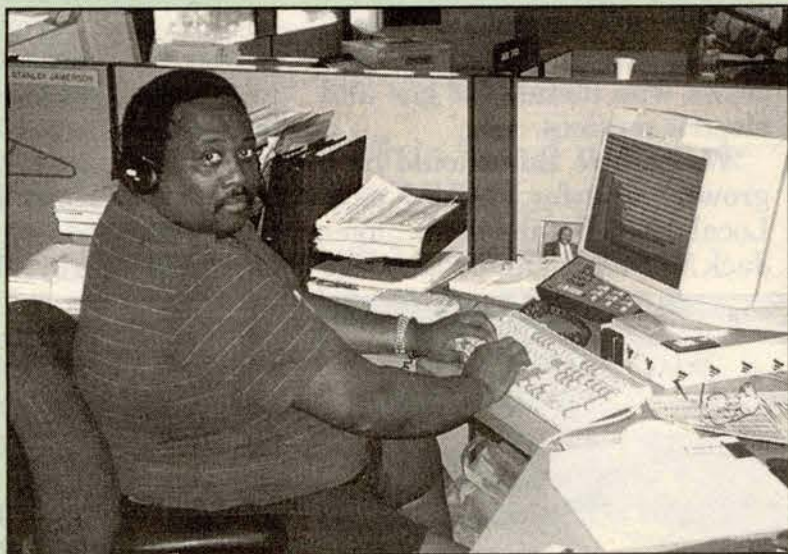
Service Rep. Rainer Herbst, 14-year union member.



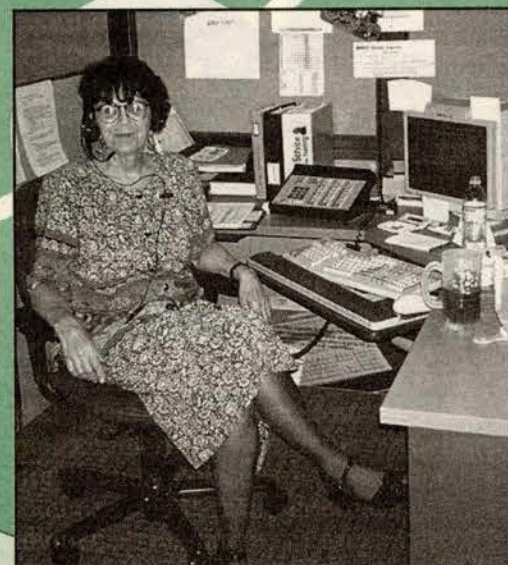
Service Rep. Joe Fanucchi, 8-year union member.



Service Rep. Jim Angelo, 29-year union member.



Service Rep. Stanley Jamerson, 28-year union member.



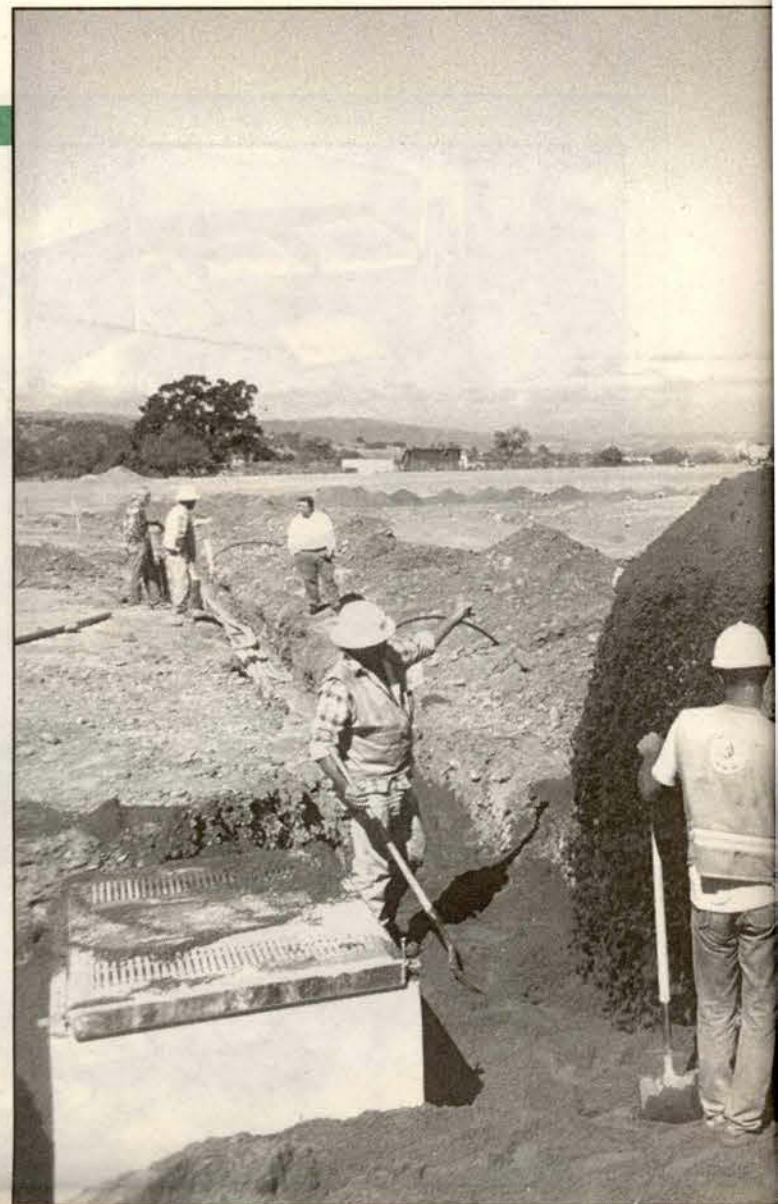
Service Rep. Marlene Ostendorf, 15-year union member.





**"It feels great to be doing this job. It's something we can do. There's nothing we can't do, to tell the truth."**

*Vern Lowe, foreman*



Dave Combs and Dan Lynn stand by with shovels as Richard Ma

## Start spreading the news...

*From PAGE ONE*

new subdivisions, is the opening shot in a campaign by PG&E to recapture residential construction work. It's a market PG&E once dominated, but over the past decade surrendered to private contractors.

Walthall, along with Local 1245 Advisory Council member Rich Cowart, serves on the joint labor-management committee overseeing the Livermore pilot project. Today they've come to check on the job's progress, and they like what they see.

"See how the cable-pulling

crew is coming in right behind the gas crew?" Cowart points out. "The developer has just got to be grinning ear to ear at that."

Pleasing developers is the name of the game. Local 1245 Vice President Jim McCauley, a driving force on the labor-management committee, says developers must be convinced that PG&E can do the job better and faster than the competition.

"They want to see people working, getting the job done, getting it right," says McCauley. "If we can deliver, we can bring this work back to PG&E."

Word is already getting around that PG&E is back, according to Tom Newell, who represents PG&E's other union—Engineers

and Scientists of California—on the labor-management committee.

"A local developer drove by our site, saw our forces doing this work and drove straight to the office to change from applicant design and construction to PG&E design and construction," Newell recalls.

That means work for ESC's distribution engineers, who design the job, and for Local 1245 crews who install the gas and electric services.

"We believe this should be a growth area for PG&E," says Local 1245 Business Manager Jack McNally. "Our people have

the skills and the desire to do this work—they just need the opportunity."

Creating those opportunities has been the primary mission of this labor-management committee, and is one of the more promising aspects of the partnership between PG&E and its unions.

Thanks to the committee's efforts in the Livermore pilot, PG&E has succeeded in winning four of six bids submitted to area developers to install electric and gas service. PG&E crews are also installing the telephone service—to avoid any possible delays by telephone contractors.

General Construction Crew Foreman Vern Lowe points to a telephone box his crew has just installed. "You want 'em straight and you want 'em level," says Lowe with obvious pride.

Lowe sounds happy to be on this job, happy that PG&E is back doing this kind of work.

"It feels great to be doing this job," he says. "It's something we



Mark McDonnell, hiring hall carpenter, left, and Gary Clark, working foreman.

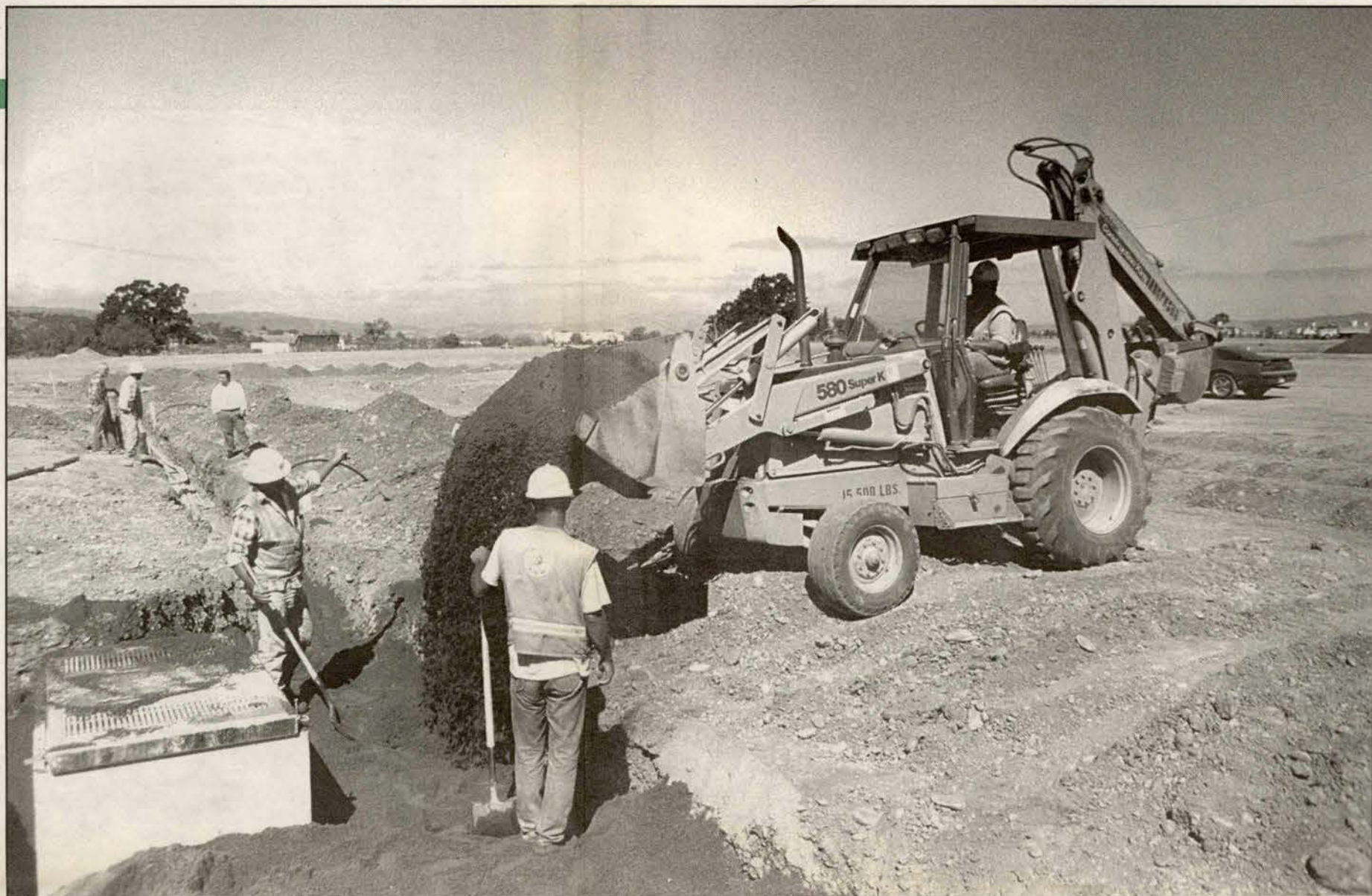


Jesus Diaz, lineman, left, and Ted Rea, miscellaneous equipment operator.



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"This kind of work is what'll  
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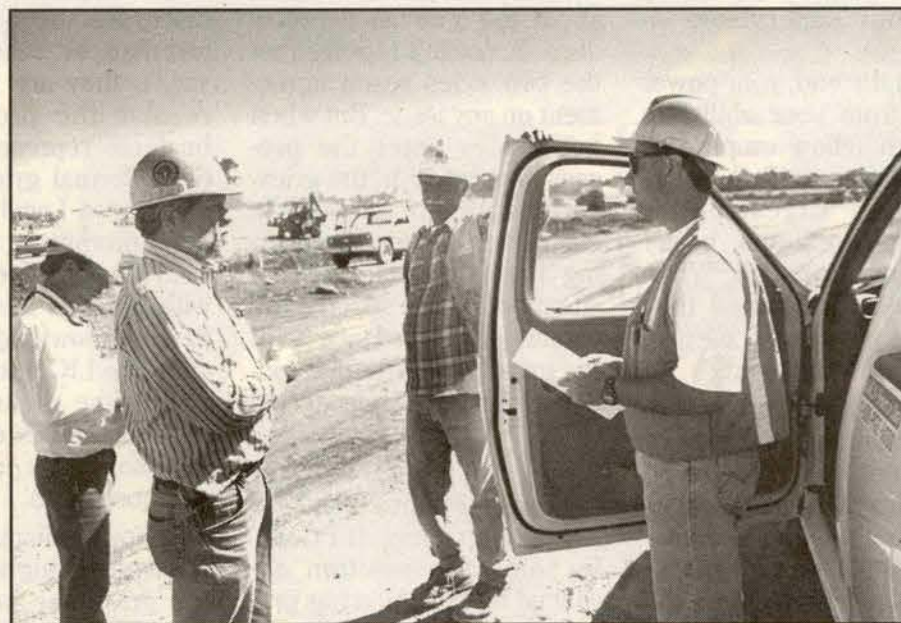
*Rich Cowart*



Local 1245 members serving on the labor-management committee attempting to recapture residential work are, from left: Rich Cowart, John Walthall, Kit Stice, Jim McCauley, John Mendoza, and Dave Garcia.



Miscellaneous Equipment Operators Mike O'Shea and Robert Rinehart.



Local 1245 members John Walthall (left) and Rich Cowart (second from left) discuss progress of work at one of the Livermore sites with Pete Johnson (right) and Working Foreman "B" Bob Souza.



# Grievance!

Last spring Local 1245 and Pacific Gas & Electric designed a workshop to help shop stewards and first-line supervisors better understand the grievance procedure and the role it plays in conflict resolution. In this article—Grievance!—we look at how the grievance procedure protects employees' rights, and explore some of the important elements in successful grievance resolution.



**W**hat is an employee's real source of power on the job? It helps if you have good skills. It doesn't hurt to get along with your supervisor, either.

But in the end, your power comes from your ability to join with fellow employees in forming a unified voice—for better wages, better working conditions, better treatment on the job. When employees are united they are in a position to bargain with their employer.

At PG&E, one product of that bargaining is the labor agreement, which spells out the rights and responsibilities of both sides. In a very real sense, the labor agreement embodies all the power that employees have been able to muster through the years.

But a labor agreement is of little value unless it is

enforced. That's where the grievance procedure comes in. Filing a grievance is the union's way of insuring that the company abides by the provisions of the labor agreement.

There is nothing magical about the grievance procedure. It doesn't require that the two sides reach agreement on any issue. But when both sides enter the process in good faith, the grievance procedure provides a useful vehicle for discovering the facts of a conflict situation, and to resolve the conflict in accordance with the principles and rules contained in the labor agreement.

Over the past 20 years or so, Local 1245 has filed over 20,000 grievances at PG&E. In some the position advanced by the union has prevailed, in others the company position has prevailed. But in virtually every case the parties have clarified the proper application of con-

tract language to individual situations.

In the early stages of a grievance, the emphasis is on discovering the facts. Typically a problem is brought to a shop steward's attention and the steward discusses the issue with a foreman or other supervisor. If they are not able to resolve the problem, the business representative can file a formal grievance and convene a Local Investigating Committee, which may hold investigative interviews with persons involved in or having knowledge of the issue. The LIC issues a report stating the mutually-agreed to facts, and is empowered to resolve the issue based on those facts.

Although disputes can be referred to higher steps in the grievance procedure—Fact-Finding, PreReview, Review, and Arbitration—the union and company both have an interest in resolving grievances in the early

stages of this process. Besides saving money, resolving grievances at the first or second step means that the solution is crafted by the folks who are closest to it and have to live with it.

The grievance resolution workshops, conducted over the summer at numerous locations around the PG&E system, focused on helping stewards and first-line supervisors identify the ingredients of a successful grievance process. Among these are:

- Understanding what is grievable versus simply "not fair."
- Early sharing of documents.
- Observing the contractual time frames.
- Willingness to spend time searching for solutions.
- Knowing when to compromise.

## Attitude

Having the right attitude also makes a big difference.

Grievances tend to be handled more efficiently when company and union participants:

- Keep an open mind.
- Check their egos at the door and control their anger.
- Maintain positive on-going relationships.
- Strive to maintain two-way communications channels.
- Genuinely listen to each other.

On the other hand, the grievance process tends to bog down when the parties:

- Lack understanding of the labor agreement.
- Do not familiarize themselves with relevant Letters of Agreement.
- Fail to prepare for the LIC.
- Argue before gathering all the facts.
- Lack the confidence to settle.
- Are unwilling to modify initial positions.
- Withhold information or manipulate information.

These problems tend to grow out of a mindset in





Senior Labor Relations Rep. Kathy Price (left) and Local 1245 Business Rep. Hunter Stern conducted a grievance resolution training workshop in the East Bay in June. To date, 37 such workshops have been presented throughout the PG&E system.

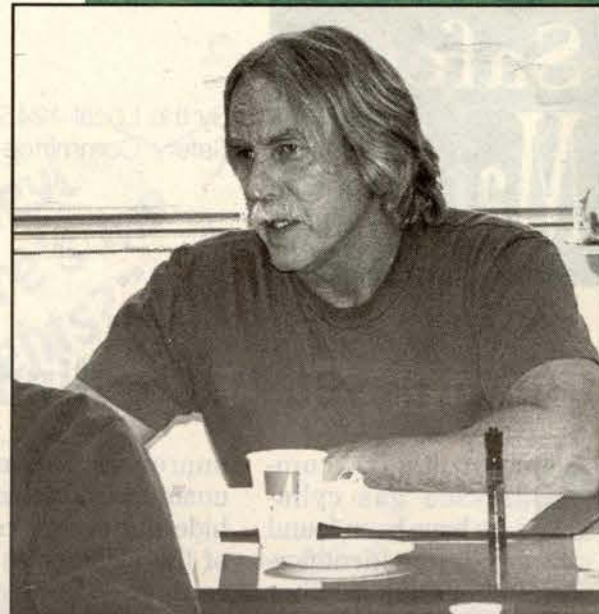
rized to administer and interpret the labor agreement at the local level without having to get approval. However, the steward and supervisor obviously have the option to seek advice from the union business rep or Human Resources advisor.

Sometimes feelings can run high when conflicts develop at the workplace. To help keep a tough discussion focused, the supervisor and steward may wish to utilize the following procedures:

- Define the problem, stating what's important to you and checking what's important to the other person.
- Invite/suggest alternative solutions.
- State what you would be willing to do to reach agreement.
- Ask the other person what he/she would be willing to do to resolve the situation, keeping in mind that any settlement must conform to the Labor Agreement.
- Agree on the solution or acknowledge the other person's right to differ and specify the action(s) to be taken by each of you.

Even if agreement is not reached at the First Step, many of these same techniques can be utilized at the Local Investigating Committee to help facilitate an agreement.

However, stewards should bear in mind that the goal of a First Step is *not* to reach an agreement at any cost. It is to reach agree-



Glen Brough raises an issue during a grievance resolution workshop.

ment where practicable, when a reasonable settlement can be crafted. As stewards gain experience on the job they will increasingly be able to recognize which cases should be dropped, and which should be pursued.

Experienced stewards know that there isn't a lot of

glory in the role. But over the long haul, the daily vigilance of stewards at the workplace is the best insurance employees have that their rights will be respected on the job.

Next time a steward investigates a problem or answers a question for *you*, don't forget to say "Thanks!"

which the parties see the LIC as a court of law rather than a fact-finding discussion, and thus care more about arguing a point than finding the truth.

While conducting the "first step" of the grievance procedure, both the supervisor and the shop steward are responsible for exploring the issue with an open mind. They must see that everyone involved at First Step is treated with respect. When agreement is reached on a significant problem, such as work practices or procedures, they must share the information with the work group as a whole.

The shop steward has the additional responsibility of speaking with other union members to determine whether there is a legitimate issue. Stewards often find it useful to consult with other stewards who may have more experience with a particular type of problem or issue. If it is determined by the steward that there is no contractual basis for proceeding, it is the steward's responsibility to inform the

employee(s) who raised the issue. The steward should also inform the employee if some type of resolution is achieved, or if the issue is referred to the business representative for formal grievance proceedings.

#### Same Level

At the First Step level, the supervisor and shop steward share the same level of authority. Both are autho-

Stewards and supervisors get points on grievance handling at an East Bay workshop.



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# Safety Matters

By the Local 1245  
Safety Committee

## Compressed gas cylinders

**N**umerous compressed gas cylinders have been found with a Retester Identification Number that is either expired or unauthorized by the inspectors of the US Department of Transportation's Research and Special Programs Administration. Many cylinders show evidence of improper grinding.

The minimal wall thickness of the cylinder and its structural integrity can be greatly effected by the

improper grinding. The unauthorized grinding can hide the overall condition of the cylinder as well as remove the required markings.

A cylinder that has been tampered with has the potential to rupture, which could cause injury or death. Cylinders that have not been retested according to the Hazards Materials Regulation should not be filled or refilled with a hazardous material. They can be used for scrap only.

## Watch out for poison oak

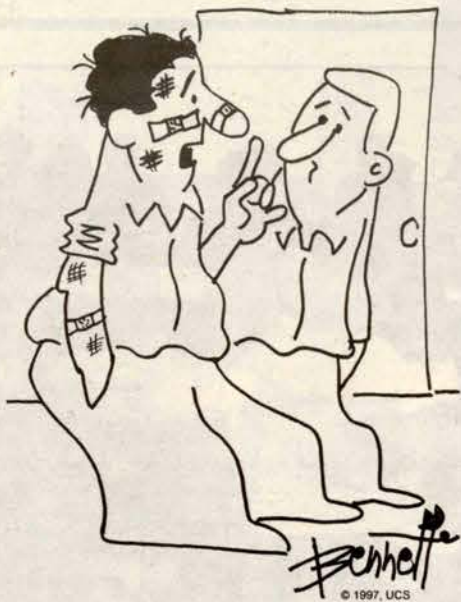
**T**he Local 1245 Safety Committee has noticed there are more cases of Poison Oak reported this year than in any of the four previous years.

Of the cases reported, numerous cases have resulted in lost time.

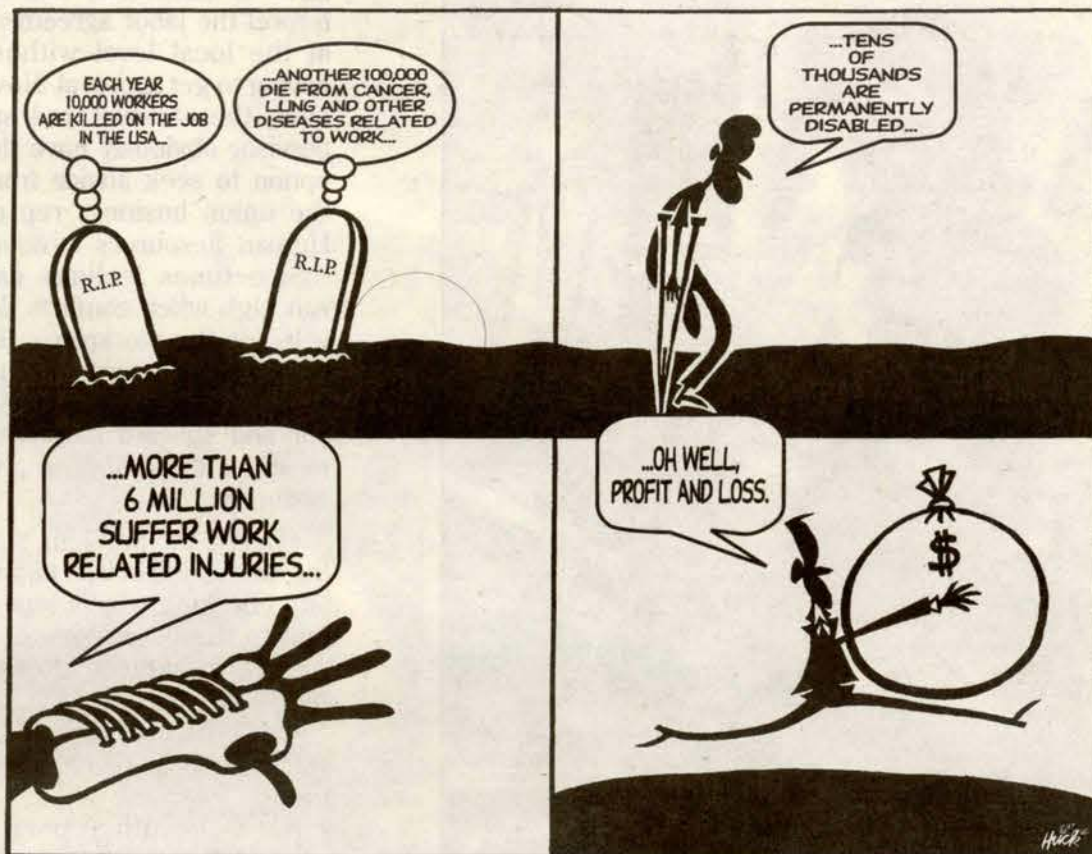
When outdoors, be aware of your surroundings.

Avoid poison oak contact whenever possible.

Also be sure to wash carefully and avoid bringing your clothing into contact with your family.



*"The boss said I need a photo of the accident happening to prove it's work-related."*



## Local 1245, Sierra Pacific Power are back at the bargaining table



### SIERRA PACIFIC POWER NEGOTIATING COMMITTEE

Local 1245 is currently bargaining a new agreement with Reno-based Sierra Pacific Power Co. in Nevada. The current agreement expires at the end of this year. Bargaining for the union are (from left): Santiago Salazar, electrician, 31 years in the union; John Stralla, Local 1245 business representative, 32 years; Michael Hinton, lab technician, 9 years; Gino Armini, control foreman, 32 years; Scott Downs, lineman foreman, 19 years; Rita Weisshaar, foreman customer services, working, 11 years; Grant Garrison, lab technician, 11 years; Robert Wilk, foreman, gas and water operations, 18 years; Dale Huntsman, utility fleet mechanic, 17 years. (Not in photograph: Wayne Paterson, lineman, 19 years; Tom Cornell, assistant control room operator, 7 years.)



# Retirees appreciate support in pension talks

By Orv Owen

At the regular meeting of the San Jose Chapter of the Local 1245 Retirees Club on Sept. 4, Brother Jack Hill reported on the negotiations between PG&E and Local 1245 to

amend the current Benefit Agreement between the company and the union.

Brother Hill reported that an agreement had been concluded between company and union negotiators that will provide monthly in-

creases in retirees' pension benefits.

Brother Hill reported that monthly increases range from 2.5% to 9.0%, depending on the retirement years. Other details of the settlement were reported in last

month's Utility Reporter.

It goes without saying that all retirees are grateful and appreciative of the efforts of Business Manager Jack McNally and the officers and members of Local 1245 for their continued support and efforts on behalf of all Local 1245 retired members.

## 'Fast track': quick road to nowhere

Congress is now considering whether to grant President Clinton "fast track" authority to negotiate an expansion of the North American Free Trade Agreement (NAFTA) to include Chile.

Fast track would authorize the president to negotiate a treaty that Congress would then have to vote up or down without amendments.

Fast track is supported by business interest who argue that "free trade" promotes economic development. Opponents—which include labor unions, environmental groups, consumer groups and human rights activists—claim fast track undermines labor and environmental standards inside the US and globally as well.

Opponents of fast track are sometimes portrayed as "protectionists" who want the US to live in isolation from the rest of the world. But this is not an accurate picture of the opposition.

For the most part, unions and environmentalists understand that the US and world economies are closely linked and that the US needs to play a leadership role. AFL-CIO President John Sweeney put the matter this way earlier this year:

"The question is not whether America must lead, but where we must lead.... It is not whether we are internationalists, but what values are internationalism serves."

The Clinton Administration, which supports fast track, claims that regional trading agreements help develop protections for property, copyright and capital. Opponents say that the



rights of people—including labor and environmental rights—are just as important as protections for capital.

Similar reasoning was used by Local 1245 last year when California utility companies were arguing that they should be compensated for "stranded" capital when California opens up competitive markets for electricity. The union said that any agreement should benefited affected workers, not just capital.

For working people, the stakes are high in the fast track debate. Though mostly overlooked by the news media, the new global economy has many victims, people described by writer Robert Borosage as the other face of free trade:

"[It] is the fact of Michigan schoolchildren infected with hepatitis from imported Mexican fruit, it is the face of terrified Vietnamese teenagers striking against a Nike contractor that refuses to pay a living wage. Of young women in El Monte, California, held in virtual slavery while stitching garments for America's upscale department stores. Of skilled Boeing machinists watching production lines move to China."

Says Borosage, writing in the Sept. 29 issue of The Nation: "It is the reality of

stagnant wages and growing insecurity and inequality in this country, even in the seventh year of economic growth."

The disastrous consequences of NAFTA should be enough to make any American think twice about supporting fast track authority for more such agreements.

Following passage of NAFTA, the Mexican peso collapsed and close to a million Mexicans were thrown out of work. Peasants displaced from their land joined in insurrections, and others poured across the border into the US.

As Borosage notes: "The growing US trade surplus—hailed as a source of good jobs—became a \$16 billion yearly deficit. The Labor Department has certified that 142,000 US and Canadian workers have been displaced by NAFTA."

The Economic Policy Institute puts the number at between 300,000 and 400,000.

Nonetheless, the Business Roundtable, House Speaker Newt Gingrich, and much of the news media is insisting Americans sign up for further free trade punishment. Despite this massive publicity campaign, Americans don't seem to be accepting the invitation. A BankBoston poll last November showed a staggering 73% of Americans supported protecting labor rights and environmental standards in trade agreements.

Tell your Representative: Put the brakes on fast track.

(You can subscribe to The Nation for \$52/year. Write to: The Nation, PO Box 37072, Boone, IA 50037.)

### Patient Bill of Rights

Currently, Local 1245 retirees are actively involved with other seniors and health care consumers from around the state, sending postcards to Gov. Wilson urging him to sign the Patient Bill of Rights legislation.

If you are retired and not a member of Local 1245 Retirees Club, you should be! If you are a member, please be an activist. Your participation and support is just as necessary now as it was when you were on the job.

As my granddaughters say: "That's cool, Grandpa!"

Keep the faith!

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, Ca.

Drop  
on  
by!

### 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/Svc.
Milford Anderson	Sacramento, CA	32
Catherine Baker	Fremont, CA	30
Cassie Bounds	Red Bluff, CA	14
Albert Bruce	Grover Beach, CA	16
Lawrence Carvalho Jr.	Newark, CA	24
Louis Dominguez	Rodeo, CA	33
Donald Friend	Cupertino, CA	34
Betty Gillespie	Hayward, CA	14
George Greene	Sonoma, CA	41
George Greer	Antioch, CA	35
Thomas Marshall	Middletown, CA	19
Jack Nugent	Westpoint, CA	35
Rafael Padin	Lady Lake, FL	25
Hermann Reuther	San Rafael, CA	37
Rosa Schoening	Hayward, CA	9
Raymond Seibert	Stockton, CA	27
Lawrence Thompson	Bakersfield, CA	44
Nancy Walters	Arroyo Grande, CA	12





## Winners: Gas Competition

### TEAMS: OVERALL WINNERS

1st: Bakersfield Heat (John Castro, Vince Fleming, Dave De Marco, Chad Coole)

2nd: California Gas Rats (Steve Jameson, Mike Jameson, Trinidad Sandoval, Tab Lagow)

3rd: Jato Pack (Timothy Owens, Martin Sveen, Glade Beaudrow, Steve Hawkins)

### TEAMS WINNERS BY EVENT

Meter Set: Bakersfield Heat

6" Pipe Cut: Bakersfield Heat

10" Gate Valve: Jato Pack

Hand Dig: Bakersfield Boys (John Prior, Mark Clark, Mike Reichert, Tom Marchini)

### INDIVIDUAL COMPETITION

#### WELDING PIPE FITTING

1st: Mark Clark, Bakersfield

2nd: Steve Jameson, Avenal

3rd: Tab Lagow, Merced

#### MARK & LOCATE

1st: Roy Logan, Sacramento

2nd: Martin Sveen, Stockton

3rd: Greg Molkides, Burney

#### BACKHOE

1st: Clint Grich, Roseville

2nd: Glade Beaudrow, Stockton

3rd: Ernie Quinonez, Antioch

#### COMMERCIAL DRIVING

1st: Todd Pranggey, Hayward

2nd: Steve Jameson, Avenal

3rd: Dwain Denfip, Petaluma

#### METER SET

1st: Greg Molkides, Burney

2nd: Wayne Greer, Local 1245

3rd: Gary Hambrick, Richmond

#### METER READING

1st: Crissy Morgan, Marysville

2nd: W. Gordon King, Cupertino

3rd: Gillian Jaques, San Jose

#### CORROSION

1st: Jim Guiles, Concord

2nd: Don Mendonsa, Sacramento

3rd: Robert Kneppel, Sacramento

#### JOURNEYPERSON

1st: Greg Molkides, Burney

2nd: Greg Thomas, Richmond

3rd: Barry Pinnel, Concord

#### APPRENTICE

1st: Marcelino Ortiz, King City

2nd: Tom Marchini, Bakersfield

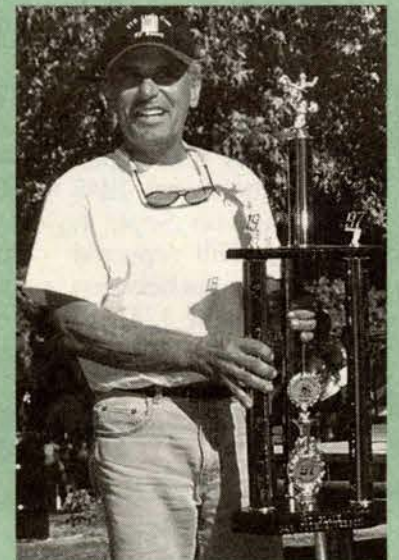
3rd: Will McCauley, Richmond



Crissy Morgan



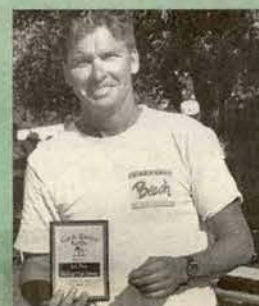
Clint Grich



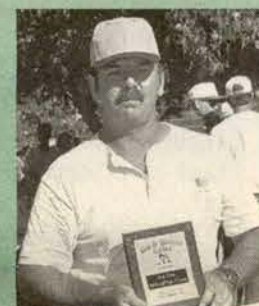
Greg Molkides



Mark Clark



Tab Lagow



Steve Jameson



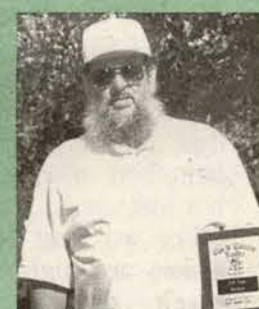
Will McCauley



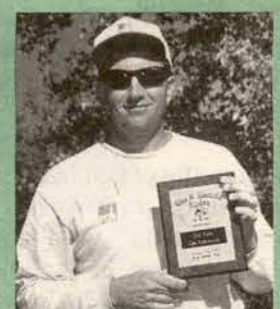
Marcelino Ortiz



Martin Sveen



Glade Beaudrow



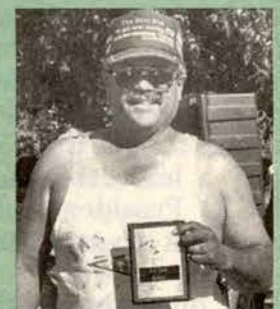
Tom Marchini



Dwain Denfip



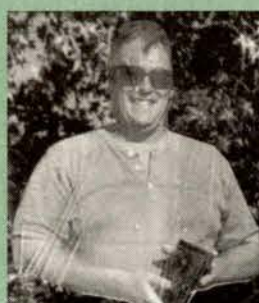
Wayne Greer



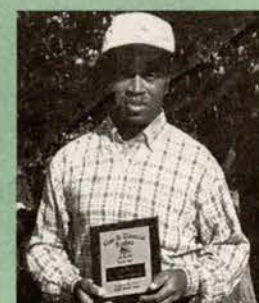
Ernie Quinonez



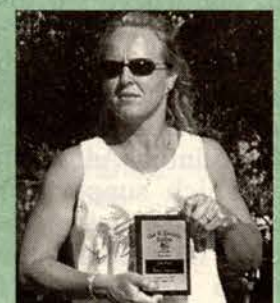
Todd Pranggey



Greg Hambrick



Greg Thomas



Gillian Jaques

## Gas Champs!



SMUD • IBEW 1245 • PG&E

# Gas & Electric Rodeo 1997



Bakersfield Heat



Gas Rats



Jato Pack

## Team Winners: Gas



Bakersfield Boys

**Training  
Experience  
Dedication  
Excellence**

## Participants: Gas Competition

David Ahart  
Glade Beaudrow  
Mark Clark  
Liz Colwell  
Dave DeMarco  
Dwain Denfip  
Scott Embry  
Brandon Gillespie  
Ron Gilmore  
Anthony Ginter  
Clint Crich  
Jack Guerra  
Jim Guiles  
Gary Hambrick  
Aaron Henson  
Keith Hopp  
Mike Jameson  
Steve Jameson  
Gillian Jaques  
Terry Kelly  
Jacob Kincade  
Rebecca Kincade  
Dylan Kincade  
W. Gordon King  
Robert Kneppel  
Andrew Koponen  
Tab Lagow  
Aaron Lester  
Tom Marchini  
Christopher Marcus  
Will McCauley  
Don Mendonsa  
Wlat Mims  
Greg Molakides  
Ione Snyder  
Crissy Morgan  
Marcelino Ortiz  
Timothy Owens  
Barry Pinnell  
Todd Pranggey  
John Prior  
Ernie Quinonez  
Jon Rodgers  
Trinidad Sandoval  
Gregg Schofield  
Dave Stinebaugh  
Martin Sveen  
Steve Tanti  
Gregory Thomas  
Curtis Tonetti  
John Van Newburgh  
Jeff Swetsloot  
John Castro  
Chad Coole  
Carl Cox  
Vance Fleming  
Todd Harrison  
Steve Hawkins  
Larry Heal  
Roy Logan  
Roy Martinez  
Chris Nelson  
Brad Rayner  
Mike Reichert  
Paul Sanchez  
Wayne Vernon  
John Waldron  
Greg Finley  
Wayne Greer  
Dave Ferguson  
Mickey Harrington  
Darrin Britt Sawyer



## Winners: Electric Competition

### TEAMS: OVERALL WINNERS

1st: Team 13, SMUD  
2nd: Team 11, SMUD

### TEAMS: PG&E

1st: Team 1  
2nd: Team 3  
3rd: Team 4  
4th: Team 8\*

### TEAMS: SMUD

1st: Team 13  
2nd: Team 11  
3rd: Team 14

### TEAM WINNERS BY EVENT

ROPE SPLICE  
Team 4, PG&E

SERVICE INSTALLATION  
Team 11, SMUD

CUTOUT REPLACEMENT  
Team 13, SMUD

STRAIGHT SPLICE  
Team 15, SMUD

HURT MAN RESCUE  
Team 13, SMUD

POLE CLIMB  
Team 11, SMUD

**BEST OVERALL APPRENTICE**  
Walt Lyons, SMUD

**BEST PG&E APPRENTICES**  
1st: Bill Terry  
2nd: Roger Lopez  
3rd: Robert Rigley

**BEST SMUD APPRENTICES**  
1st: Walt Lyons  
2nd: George Smith  
3rd: Mike Garcia

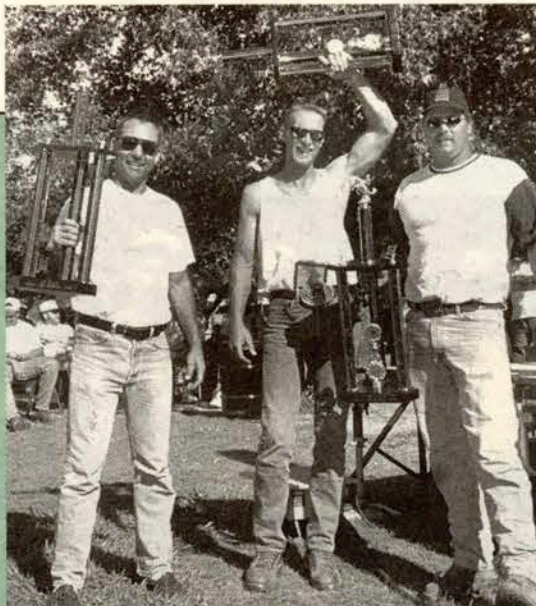
### APPRENTICE WINNERS BY EVENT

SLACK BLOCKS  
Roger Lopez, PG&E

HURT MAN RESCUE  
George Smith, SMUD

POLE CLIMB  
Andrew Monarque, SMUD

\*No award for 4th place, but as 4th place finisher for PG&E, Team 8 will go to National Lineman's Rodeo.



1st Place (SMUD) & 1st Place Overall:  
Team 13

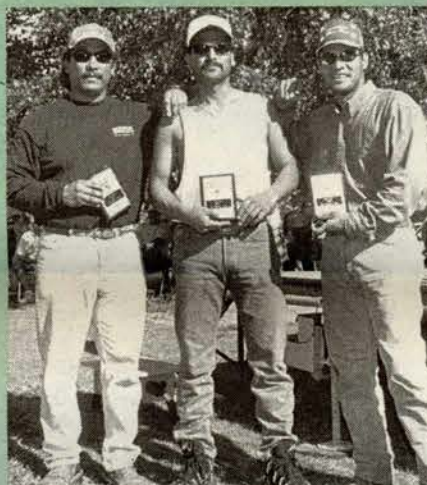
## Team Winners: Electric



1st Place (PG&E): Team 1



2nd Place (SMUD) & 2nd Place Overall:  
Team 11



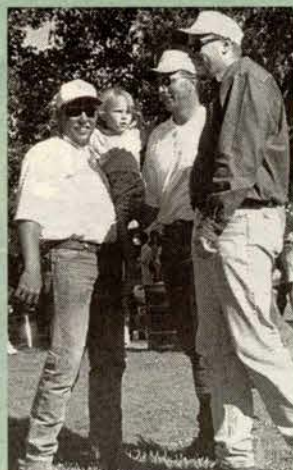
3rd Place (SMUD): Team 14



2nd Place (PG&E): Team 3



3rd Place (PG&E): Team 4



4th Place (PG&E):  
Team 8

SMUD • IBEW 1245 • PG&E

# Gas & Electric Rodeo 1997



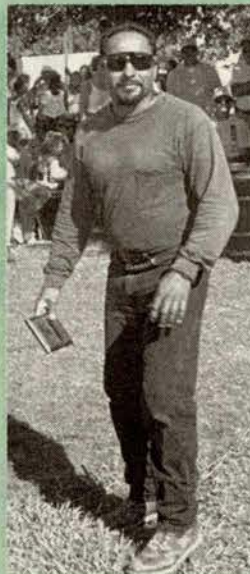
## Best SMUD Apprentices



Walt Lyons

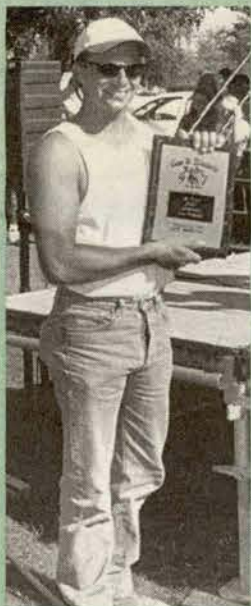


George Smith



Mike Garcia

## Best PG&E Apprentices



Bill Terry



Roger Lopez



**Training  
Experience  
Dedication  
Excellence**



Team 15 won the Straight Splice Event, but only one team member remained for the award ceremony. No problem. He accepted all three.

## Participants: Electric Competition

Team 1 (PG&E)  
Ted Warner, Jesse Delgado,  
Walt Posey

Team 2 (PG&E)  
William Goodman, Rick Laskowski,  
Gerard Hammer

Team 3 (PG&E)  
Patrick Windschitl, Jim Rogers,  
Glenn Crane

Team 4 (PG&E)  
Scott Rose, Bob Sholler,  
Steve Wilson

Team 5 (PG&E)  
Tim Combs, Jack Spencer,  
Steve Castillo

Team 6  
(Imperial Irrigation District)  
Jerry Travis, Gus Ortega,  
Gabe Guillan

Team 7  
(Imperial Irrigation District)  
Pedro Lopez, Tom Meyer,  
Bill Demelio

Team 8 (PG&E)  
Tim Bedford, Brad Mert, Chris Dieter

Team 9 (PG&E)  
Terry Denlip, Steve Schrum,  
Marty Mohnson

Team 10  
Southern California Edison  
Rex Klinkenborg, Mike Burgenstock,  
Phil Millar

Team 11 (SMUD)  
Jim Clamp, Greg Smelser, Jim Baird

Team 12 (SMUD)  
Lou Solo, Mike Flynt, Steve Hoyt

Team 13 (SMUD)  
Gerald Mankins, Don Gay,  
Gary Eickmann

Team 14 (SMUD)  
Dave Lopez, Larry Gonzales,  
Ray Padilla

Team 15 (SMUD)  
Brian Perry, Tom Mullally,  
Pete Henderson

Team 16  
(Southern California Edison)  
Frank Velez, Dale Lilly, James Lilly

Team 17  
(Southern California Edison)  
Bruce Thompson, Dale Lorz,  
Rich Jimenez

Team 18  
(Seattle City & Light)  
Donald Laiching, James Sharp,  
Lance Stolts

Team 19 (PG&E)  
Greg Finley, Greg Young,  
Steve Young





**50 Years**

Executive Board member Chris Habecker presents award to 50-year member Albert Callahan.

## Fresno Pin Dinner honors members for union service

**May 17, 1997**



**40 Years**



**35 Years**



**30 Years**



**25 Years**

### *Congratulations!*

#### **50 Years**

Albert Callahan

#### **40 Years**

Donald Franck

#### **35 Years**

Eli Zakar  
Chris Bowlby

#### **30 Years**

Edward Basgall, Thomas Boggs, Jim Contrestano, Thomas Garcia, Edward Hedrick, Benny Martinez, Mel Ormonde, Edward Smith, Richard Sullivan, Art Verret, Dwight Yocum

#### **25 Years**

John Avila, Robert Bevers, David Cannon, Juan Cerda, Randy Craven, Glen Fries, Charles Garabedian, Arnold Garza, Donald Glass, Hal Harris, Lane Hatcher, Tim Hendrix, Ronald Jones, Merl Maudlin, Alfred McCoy, Sal Perales, Daniel Pronold, Rudy Ramos, Bob Scheidt, Larry Sebilian, Leroy Travis, Joseph Turner, Geary Weaver, Lloyd Wilfong, Frances Zwinge

#### **20 Years**

Alfred Acosta, Frank Bonilla, Anthony Chavira, Jolene Clark, Robert Cruz, Robert Garcia, Chris Habecker, Gerroll Medeiros, James Moore, Michael Parsons, Carlos Prieto, Frank Raney, Keith Rasumssen, Rose Schirling, George Teeters, Robert Whitley, Stephen Zagyi, Frank Torres, Pete Sandoval

Editor's Note: Due to a technical problem we were unable to publish the photo of the 20-year service award winners. Our apologies.

