

1245

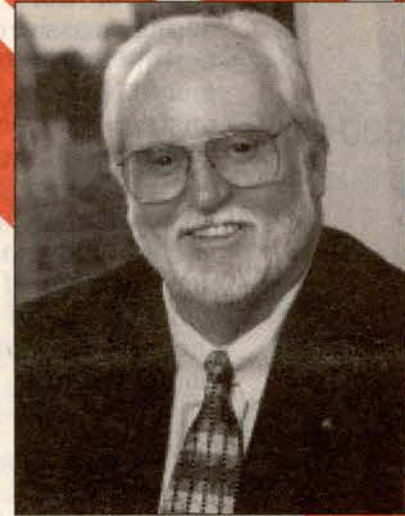
UTILITY SPECIAL ELECTION ISSUE REPORTER

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
October 1998
Vol. XLVII No. 10



IBEW LOCAL 1245

ELECTION GUIDE



Dear Local 1245 Member,

Elected officials have a big say in how much money goes into your wallet. The governor has the power to appoint people to the courts and to key agencies, including the California Public Utilities Commission, which administers electric deregulation, and the Industrial Welfare Commission, which administers overtime. The governor also has the power to sign--or veto--bills that protect your job security and your wage. Probably the single most important thing you can do in the next four years to protect your livelihood is to help elect Gray Davis as the next governor.

But a governor can't be effective without a legislature committed to the interests of working people. In the following pages you will find an explanation of key bills acted on by the 1997-98 legislature, and the candidates' positions on these bills. We have done our best to give you the facts upon which to make an informed decision. The rest is up to you. Inform yourself. Volunteer some time with your local Central Labor Council to help elect good candidates in your district. And on November 3rd, get out and **VOTE** !

In Unity,

Jack McNally

Jack McNally
Business Manager

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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.



Rolling the union on...

Russia's Massive Strike:

Twelve million people and 39,000 enterprises took part in strike action or work stoppages during a massive demonstration in Russia earlier this month. Meetings or demonstrations were held in 10,000 towns and villages with the following demands: Resignation of the president and the Duma (parliament); new election of president and Duma; and change of the direction of the economic reforms.

Failure to Pay: Fully half of farm labor contractors in California don't pay workers the federal mini-

mum wage, a US Labor Department investigation has found. In addition, 20% of grape growers in the state fail to pay minimum wage.

Clash with Police:

Striking bank workers armed with high-pressure water hoses fought a running battle with riot police firing tear gas in downtown Bogota on Oct. 11, the fifth day of a nationwide public sector work stoppage, Reuters reported. The bank workers, together with an estimated 700,000 other public sector workers, including doctors, teachers, oilmen, and telecommunications and airport staff have

Open enrollment at PG&E

Local 1245 members at PG&E should watch the mail for Benefits Open Enrollment packages during the week of Oct. 19. Open Enrollment is from Oct. 26 to Nov. 13.

Materials for retirees will be sent the week of Oct. 12. Retiree Open Enrollment is Oct. 19-30.

United HealthCare replaces Prudential. The covered benefits of these plans have not changed, only the company that administers

them. Members will be offered a United HealthCare plan or any HMO available in their areas.

Those currently in Prudential plans will be automatically enrolled in United HealthCare plans unless they choose to change. New or current Point-of-Service Plan members must call PG&E's Benefits Service Center during Open Enrollment to select or retain their primary care physician.

been on strike across the country since Wednesday, protesting the government's planned austerity measures.

Raiding Social Security: Last month more than 500 senior citizens rallied against a bill, subsequently passed, that will raid the Social Security Trust Fund surplus to give voters an \$80 billion tax cut in an election year. President Clinton has said he will veto the bill if it reaches his desk.

Not-So-Happy Meals: Women 17-to-20 years old work nine to ten hours a day, seven days a week, for as little as six cents an hour making the plastic toys—mostly Disney characters—given away by McDonald's to purchasers of its "Happy Meals" for children, the National Labor Committee reported. The toys are made in the Keyhinge Toys Co. factory in Da Nang City, Vietnam, where 90% of the 1,000 employees are young women. Earlier this year, 200 became ill, 25 collapsed and three were hospitalized for acute exposure to acetone, a chemical solvent.



CALENDAR

October 24
Citizens Communications
Stewards Conference
Sacramento, Ca.

November 7-8
Advisory Council
Concord, Ca.

APPOINTMENTS

NEVADA STATE AFL-CIO
42ND ANNUAL
CONVENTION
Bob Choate
John Stralla
Bob Vieira

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.

Union steps up efforts to defeat Proposition 9

Members of Local 1245 have moved into the vanguard of opposition to Proposition 9, the ballot measure that threatens service reliability and jobs in the electric industry. By the first week of October, union members had made over 100 presentations to employee, community, and retiree groups to urge rejection of Proposition 9.

The campaign has included dozens of on-site presentations at PG&E facilities by rank and file union members, with more events planned in the closing weeks of the campaign, including an October 16 event with food and campaign information at the Fresno Call Center being organized by Local 1245 Executive Board member Chris Habecker.

Local 1245 members are also reaching out to the wider community to sound the alarm about Proposition 9. In San Luis Obispo, Advisory Council member Dan Lockwood is operating a "No on 9" table at the local Farmers Market. In San Jose, retiree club member Orv Owen organized a "No on 9" presentation to the area's Federation of Retired Union Members (FORUM) in mid-September.

The union was also coordinating efforts with local AFL-CIO central labor councils to provide volunteers for precinct walking and phone banking, helping make sure that the message to potential voters includes a pitch against Proposition 9, as well as support for gubernatorial candidate Gray Davis and U.S. Senator Barbara Boxer. These efforts will carry the "No on 9" message to an estimated one million union households throughout the state by election day.

Local 1245 members are also directly visiting the offices of other local unions to provide campaign leaflets, bumper stickers and yard signs.

As of early-October, polling data showed Proposition 9 as too close to call, with a large number of voters still undecided. However, the "No on 9" campaign seemed to be picking up valuable momentum as several major newspapers recommended a "no" vote, including the



Local 1245 member Glen Fries (left) helps operate a "No on 9" table at a Labor Day gathering in Fresno. Several dozen rank and file members have been active promoting the "No on 9" campaign throughout northern and central California.

San Jose Mercury News, the Fresno Bee, the Bakersfield Californian and the San Francisco Chronicle.

Over 3,000 organizations have now signed on as endorsers of the "No on 9" campaign, indicating broad opposition to the measure.

The union opposes Proposition 9 in the belief that it would cripple the utilities' ability to provide safe and

reliable service, would repeal the worker protection measures created in 1996 with the passage of AB 1890, and would put upward pressure on electric rates by forcing the closure of nuclear generating plants.

No on 9

More time to consider impacts

Unions help delay natural gas deregulation

A California Senate bill supported by Local 1245 will delay the ability of the California Public Utilities Commission to deregulate the natural gas industry for "core" customers until Jan. 1, 2000.

The bill, SB 1602, requires the CPUC to report to the legislature should the CPUC find additional restructuring of the natural gas industry to be in the public interest.

Local 1245 and other unions in the Coalition of Utility Employees (CUE) actively lobbied the legislature to adopt this measure delaying natural gas deregulation. In recent months Local 1245 had become increasingly concerned that natural gas deregulation would be adopted by the CPUC without insuring adequate safeguards for consumers and utility employees.

Despite repeated requests by the union, the CPUC appeared unwilling to take any steps to provide assistance to utility employees dis-

placed by any future deregulation of the natural gas industry.

By helping achieve passage of SB 1602, the union has helped check the CPUC's headlong drive to deregulate natural gas regardless of the consequences, and has provided more time for a careful examination

of all the relevant issues.

Among other things, the bill provides the Legislature an opportunity to enact legislation giving the CPUC the authority to develop consumer protection regulations before the natural gas market for core customers is opened.

Unions lobby for change

CPUC to be more accountable

Local 1245 and its partners in the Coalition of California Employees (CUE) have played a key role in passing new legislation that insures greater accountability by the California Public Utilities Commission.

Under existing law, an appeal to the California Supreme Court is the only avenue of protest for anyone objecting to a CPUC decision. This state of affairs has greatly limited the public's ability to challenge CPUC actions.

The new law, SB 779, expands judicial review of major CPUC decisions by both the California Supreme Court and the courts of appeal in California.

Local 1245 worked hard to educate legislators about the sweeping power the CPUC holds over the lives of utility employees, and the importance of keeping the CPUC accountable to the public. Passage of SB 779 is a step in the right direction.



Davis vs. Lungren: Actions Speak Louder Than Words



Gray Davis

■ Gray Davis opposed Gov. Pete Wilson's attack on overtime pay premiums. Gray Davis openly and vigorously supports restoring the eight-hour day and overtime premium pay.

■ Gray Davis co-chaired the campaign to rescue Cal-OSHA after then-Gov. George Deukmejian tried to eliminate the agency.

■ Gray Davis refused to implement a 5% pay cut for 27,000 state employees in 1991 even after Gov. Pete Wilson ordered it.

■ Gray Davis stood tall with construction workers when big business tried to dismantle California's prevailing wage laws.


■ Gray Davis openly and firmly supported the effort by organized labor to increase the minimum wage.

■ Gray Davis won a court order overturning Gov. Wilson's attempt to increase health insurance premiums for state employees without renegotiating contracts.

■ Gray Davis spearheaded a program to invest state employee pension funds in affordable housing for first-time homebuyers, resulting in employment for 8,000 construction workers, the construction of a projected 5,000 new homes, and a handsome 20% return for the pension fund.

■ Gray Davis identified more than 20,000 vacancies in the state workforce when state employees were threatened with layoffs in the budget balancing process of 1991, thereby demonstrating that further layoffs were unnecessary to balance the budget.

■ Gray Davis, as Controller, saved taxpayers more than half a billion dollars by cracking down on medi-Cal fraud, rooting out government waste and inefficiency, and exposing the misuse of public funds.

 **GRAY DAVIS:**
Endorsed by
Your Union



Dan Lungren

■ Dan Lungren defended the Wilson administration's elimination of daily overtime regulations, costing California workers over \$1 billion annually in overtime pay.

■ Dan Lungren strongly supported Proposition 226, which would have gagged workers' political speech.

■ Dan Lungren did not support the Minimum Wage Initiative (Proposition 210). At that time, the purchasing power of California's minimum wage had dropped to a 40-year low.

■ Dan Lungren defended Gov. Wilson's raid of public employee pension funds. He opposed Proposition 162, which prevented politicians from dipping into pension funds.

■ Dan Lungren defended the Wilson administration's attempt to undermine prevailing wage laws and reduce construction workers' pay and benefits. As a Congressman, he voted to weaken federal prevailing wage protections.

■ Dan Lungren, while in Congress, voted to drastically slash funding for the Occupational Health and Safety Administration (OSHA).

■ Dan Lungren did not support Proposition 97, the initiative to restore Cal-OSHA.

■ Dan Lungren defended the Wilson administration's gutting of ergonomic regulations.

■ Dan Lungren, while in Congress, repeatedly voted against expanding Medicare coverage and voted against health care for the jobless.

■ Dan Lungren, while in Congress voted for cutting federal workers' collectively-bargained health care coverage.

■ Dan Lungren, while in Congress, voted to cut funds for scholarships for talented high school students who wish to become teachers, and other higher education programs.

Boxer vs. Fong: Senator Boxer Stands Up For Us

■ Senator Barbara Boxer supports overtime premium pay. She fought a bill that would have let employers require workers to work over 40 hours per week at straight-time pay.

■ Barbara Boxer opposed Proposition 226, which would have severely restricted unions' political activity. She recently voted against a similar measure in Congress (S. 1663).

■ Barbara Boxer co-sponsored a bill to increase the minimum wage.

■ Barbara Boxer supports using the budget surplus to save Social Security first.

■ Barbara Boxer opposes raising the eligibility age for Medicare benefits.

■ Barbara Boxer wrote a Patient Protection Act to make certain that doctors and patients make health care decisions, not accountants or HMO bureaucrats.

■ Barbara Boxer opposed Congressional efforts to cut \$270 billion from Medicare and use the savings to provide more tax cuts for the wealthiest Americans.

■ Barbara Boxer supported the Family and Medical Leave Act (1993), which gave workers up to 12 weeks of unpaid leave for the birth or adoption of a child, or to deal with a seriously ill child, spouse, or elderly parent.

■ Barbara Boxer voted against NAFTA, understanding it would kill American jobs and lead to erosion of worker rights and environmental standards in the US and Mexico.

■ Barbara Boxer voted against the Team Act (S. 295), a bill designed to let management create "company unions," hand pick the leaders, and then negotiate with those leaders with no democratic input from the employees.

■ Barbara Boxer helped uphold the Presidential Executive Order that forbids the government from doing business with large federal contractors that use permanent replacement workers in strikes.

✓ **BARBARA BOXER:**
Endorsed by
Your Union



Barbara Boxer

■ Matt Fong has failed to take a position on defending overtime pay protections.

■ Matt Fong refused to take a position on Proposition 226, last June's ballot measure that would have severely restricted unions' political activity.

■ Matt Fong opposes raising the minimum wage.

■ Matt Fong favors partial privatization of Social Security, making retirees bear the risk if investments go bad.

■ Matt Fong favors raising the age for becoming eligible for Medicare.

■ Matt Fong supports the current system which permits HMOs bureaucrats to make medical decisions for patients, rather than leaving such decisions to the patients in consultation with their doctors.

■ Matt Fong favors abolishing the inheritance tax and capital-gains tax, which would shift the tax burden onto working people while providing huge windfalls to the already-rich.



Matt Fong

LT. GOVERNOR



Bustamante



Leslie

Bustamante vs. Leslie

The Voting Record Tells the Story

Bustamante Voted
YES

Bustamante Voted
YES

Bustamante Voted
YES

Bustamante Voted
YES

AB 15/SB 680: Restore Overtime Protections

This bill would restore time-and-a-half pay for work in excess of 8 hours in a day, double-time for work in excess of 12 hours.

AB 1015: Penalize Bosses for Willful Safety Violations

This bill would increase the penalty on bosses whose willful violation of safety laws leads to a worker's death or serious injury.

AB 480: Allow Family Sick Leave

This bill would permit employees to use sick leave to care for an ill family member.

SB 500: Increase State Minimum Wage

This bill increased the state minimum wage from \$4.25 per hour to \$5.00 on July 1, 1996 and to \$5.75 on July 1, 1997.

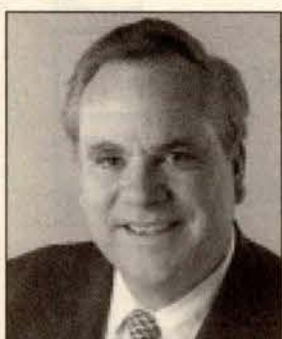
Leslie Voted
NO

Leslie Voted
NO

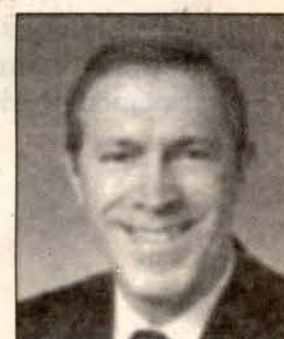
Leslie Voted
NO

Leslie Voted
NO

ATTORNEY GENERAL



Lockyer



Stirling

Lockyer vs. Stirling

It's Clear Where They Stand

Lockyer led the fight in the legislature and courts to oppose Gov. Wilson's elimination of California's daily overtime law.

Overtime Pay

Stirling led the court fight to defend Gov. Wilson's ban on daily overtime protections, which costs workers over \$1 billion annually in lost overtime.

Lockyer wrote law that requires more safety inspections in high-hazard industries. Helped pass Prop. 97, which reestablished Cal-OSHA.

Job Safety

Stirling opposed restoration of Cal-OSHA. Opposed legislation to allow criminal charges against bosses who cause worker deaths by violating safety laws.

Lockyer fought pension raids and appointed labor representative to Public Employees Retirement Board.

Pension Protection

Stirling defended Gov. Wilson's pension raid and opposed Prop. 162, the worker-supported ballot measure to protect pensions.

Lockyer supports Patient's Bill of Rights. Led the fight for state budget funding to provide health insurance for working families.

Patients' Rights

Stirling opposed legislation to give Attorney General power to prevent takeovers of community hospitals by for-profit operators.

Proposition 9: false promises, bad policy

A common sentiment expressed by those who favor Proposition 9 is that utilities—not ratepayers—should bear the consequences for past investments, especially for the nuclear investments that helped drive up the cost of electricity in California.

This “punish the utilities” argument casts Proposition 9 as a morality play, with utilities like PG&E as the bad guy and the ordinary ratepayer as the innocent victim.

The historical reality is not so simple. It is true that utilities saw nuclear power as a profit opportunity. Profits increased with the size of the investment under the regulatory framework in place at the time. But it is also true that the nation was looking for alternatives to oil-fired generating plants, especially after the oil embargo of 1973. Nuclear plants under construction or in the blueprint stage at that time struck many people as a reasonable alternative to uncertain supplies of oil and of natural gas, which was also thought to be in short supply at that time. In fact, California in 1978 outlawed natural gas as a new boiler fuel.

While there was a vigorous movement against nuclear power, the construction of nuclear plants like Diablo Canyon was approved by regulators

The prospect of punishing utility companies may give some people a warm glow. But if they think it's going to make their electricity cheaper or more reliable, they are deluding themselves.

appointed by our elected representatives. Many in the business community, especially, were outspoken advocates of nuclear power. When utilities like PG&E undertook nuclear projects, they did so with the approval and under the guidance of properly constituted legal authority.

If nuclear power was a mistake, it was not a mistake made by utilities in a vacuum. And so Californians must face the question: why should utilities be the sole party to suffer for a decision in which a large part of society was involved?

Legislators addressed this issue in fashioning AB 1890, the electric restructuring law of 1996. To the extent that consumers benefitted from the energy generated by nuclear plants, they should also have the responsibility for seeing through to the conclusion their responsibility for paying for these plants. The Competition Transition Charges authorized by AB 1890 assure that all customers (not just residential ratepayers) will share in the burden of paying off these plants.

AB 1890 was passed by unanimous votes in both houses of the California Legislature. AB 1890 took into account the historical background of electric generation decisions, and represented a fair compromise on a very complex issue. The unanimous votes were made possible by the good-faith efforts of legislators to balance the competing interests of all the parties to the debate over electric energy in California.

Now some groups want to undo this hard-won compromise in order to stick utility companies with all the costs of past investments. Those who adopt this “punish the utilities” attitude are not defenders of some moral high ground—they are pursuing a vendetta against one industry and its stockholders rather than trying to determine what energy policies will best serve the public as a whole.

When you strip away the moral indignation and consider the practical issues, the problems with Proposition 9 start coming into focus.

First, Proposition 9 is unlikely to lead to lower rates for residential and small commercial consumers. In fact, Proposition 9 repeals the 10% rate reduction that was mandated by AB 1890 and went into effect last January. Further, by making it economically unfeasible to operate nuclear plants, Proposition 9 will axe 20% of

California's electric generating capacity, which will almost certainly drive prices up for the remaining capacity.

Proposition 9 also poses a threat to taxpayers. Proposition 9 would forbid the use bonds to reduce electric rates, throwing into a legal limbo the \$6 billion in rate reduction bonds already issued. Who will pay to redeem those bonds? The state of California is ultimately responsible, which means California taxpayers. If Proposition 9 passes, taxes will have to be raised, or services will have to be cut. This prospect of funding cuts for local services has caused firefighters, police officers, and local public officials to unite against Proposition 9.

A less visible but very real danger is that passage of Proposition 9 would compromise the reliability and safety of the state's electric service. Utilities would take a huge financial hit, which would most likely translate into workforce reductions. The utility downsizings of the early 1990s, followed by the prolonged outages of 1995, demonstrated that an adequate workforce and good service are closely linked.

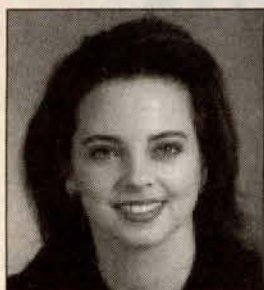
For utility workers Proposition 9 contains an additional insult: it would abolish the funding mechanism for early retirement and voluntary severance programs, as well as retraining and job placement services for displaced utility employees.

Some people argue that utilities should not be allowed to collect the Competition Transition Charges authorized by AB 1890 because in the past utilities have allegedly appropriated money intended for maintenance and used it for other purposes. Even if that charge could be proven, it would be an argument for tighter public controls on how utilities spend money, not an argument for cutting the utilities' revenue. It makes no sense to jeopardize reliable service to California's citizens in the name of making utilities behave properly.

The prospect of punishing utility companies may give some people a warm glow. But if they think it's going to make their electricity cheaper or more reliable, they are deluding themselves.

Local 1245 encourages all its members to inform their family, friends and neighbors about Proposition 9, and to help defeat Proposition 9 at the polls on Nov. 3.

SECRETARY OF STATE



Michela Alioto

✓ Endorsed by
Your Union!

- Advocates expanding opportunities for all eligible citizens to participate in elections
- Favors multi-day elections to increase voting opportunities for working families
- Supports same-day polling place registration with valid ID
- Favors permanent absentee voter status to all voters, allowing citizens to vote from home if they wish

Preserving overtime pay premiums

On April 11, 1997, Gov. Pete Wilson's appointees on the Industrial Welfare Commission wiped out the requirement that workers be paid overtime at time-and-a-half after eight hours of work in one day. This change took effect January 1, 1998.

The results are just what Wilson's corporate friends wanted: Ending the eight hour day transfers a billion dollars a year from the paychecks of workers into the pockets of employers. This represents an average loss of \$1,600 per year for a manufacturing worker. Workers now have no legal protection against a boss who wants to work them 14 hour a day, and workers can be fired if they refuse.

More accidents on the job will inevitably result as workers are forced to work longer hours. Studies have found that 12-hour shifts increase the risk of accidents and workplace injuries resulting from exhaustion and reduced attention. Consider the dangers of exhausted workers handling toxic chemicals, driving trucks, or working in oil refineries, and it is clear that the end of daily overtime is a threat to public safety.

Daily overtime gives part-time and temporary workers a chance to earn extra pay if they put in extra long work days. But under the new regulations, these workers suffer the greatest loss of pay, since they may never reach a forty-

The Key Vote: S.B. 680

hour work week. A worker with two part-time jobs might never get overtime pay, even if he or she works much more than forty hours per week.

Employers claim they want greater scheduling flexibility for workers, 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. But under the new regulations, employers can impose longer hours without the workers' consent. Workers who cannot make the change are subject to termination.

Union workers continue to benefit from overtime language in their union contracts, but it will be increasingly difficult to defend overtime standards at the bargaining table as unionized employers try to compete with nonunion employers who no longer have to pay overtime premiums.

For members of Local 1245, overtime pay is a bread-and-butter issue. Many members rely on overtime pay to make ends meet. And without the overtime premium, employers can wreak havoc on employees' schedules without having to worry about incurring overtime costs.

Last year, the California legislature voted to restore the overtime law by passing SB 680. But Gov. Wilson vetoed this legislation, and so the struggle to restore overtime protection continues.

The fight for overtime pay depends on two things: electing legislators who will pass another overtime bill, and electing a governor who will sign it. Please look through the following pages to find out how candidates for the State Senate and the Assembly voted on SB 680. Then get out and support the candidates who support your overtime pay.

The fight for overtime pay depends on two things: electing legislators who will pass another overtime bill, and electing a governor who will sign it.

Maintaining strong safety standards

Safety standards work. According to the National Safety Council and the Bureau of Labor Statistics, more than 170,000 lives have been saved since the passage of the federal OSHA in 1970.

OSHA inspections and enforcement actions have made workplaces safer. Injuries declined an average 22% in workplaces where OSHA inspected and penalized employers for violations.

Still, 154 workers lose their lives as a result of workplace injuries and illnesses, and another 18,000 are injured—every day. One reason that injury rates remain so high is that employers know they can get away with operating an unsafe workplace. The unscrupulous employer regards paying fines as just another cost of doing business—cheaper than providing safe working conditions.

There are two basic ways to persuade employers to eliminate hazards in the workplace: increase the fines and make negligent employers do prison time when their willful negligence leads to serious injury or death.

AB 1015, which passed the Cali-

The Key Vote: A.B. 1015

fornia legislature last year, would have done just that. AB 1015 provided for a fine of not more than \$250,000, a period of imprisonment of not more than one year, or both, for an

employer who willfully violates an occupational safety or health standard, order or special order and thereby causes the death or permanent or prolonged impairment of the body of an employee.

Further, AB 1015 provided that if the trier of fact finds that in committing the criminal offense it was reasonably foreseeable that the conduct constituting the violation would cause death or permanent or prolonged impairment of the body of the employee, the offense is punishable by a fine not to exceed five hundred thousand dollars (\$500,000), imprisonment for not more than one year, or both, or by a fine not to exceed one million dollars, and imprisonment in the state prison, or both.

This is not rocket science. Employers who knowingly let workers be maimed or killed are criminals and deserve punishment. A majority of legislators agreed when they passed this bill (which was then vetoed by Gov. Wilson).

How do the candidates for Assembly and Senate in your district stand on AB 1015? Find out in the following pages.



Fair treatment for older workers



When a California Court of Appeals ruled that it is permissible to discriminate against older workers if the employer can save money by hiring younger workers, most Americans were understandably outraged. What good are laws against age discrimination if you say it's all right to discriminate so long as the reason is money?

In the case *Marks v. Loral* (1997), the appeals court approved a jury instruction given by the trial court that there is no violation of law if the employer's dismissal of an older worker was based upon the desire for economic gain—attained by firing higher paid older employees and replacing them with younger employees at a lower rate of pay—even if such a decision disproportionately affected older workers. The California Supreme Court refused to hear the matter.

The whole point of anti-discrimination laws is to protect people against the impersonal and sometimes cruel effects of competitive markets. Older people are particularly at risk of discriminatory behavior because often they have worked their way up the wage ladder. Despite their loyalty and years of service, the unscrupulous employer will be tempted to terminate such

workers in order to save a buck.

Some free market extremists will argue that this is simply the way a market works. But most fair-minded people recognize the basic injustice of punishing workers simply because they have gotten older. All of us realize, at some level, that someday we ourselves are going to be joining the ranks of "older Americans." Is joblessness and poverty a just reward for years of dedicated service and loyalty to an employer?

Recognizing the basic injustice of the *Marks v. Loral* decision, the California Legislature took up a bill designed to give older Americans protections against this kind of brutal discrimination.

SB 1098 makes it an unlawful employment practice for an employer, because of the age of any person over the age of 40, to refuse to hire or employ the person, or to discharge, dismiss, reduce, suspend, or demote the person, or refuse to select the person for a training program leading to employment, or to discharge the person from a training program leading to employment, or to discriminate against the person in compensation or in terms, conditions, or privileges of employ-

ment, except in cases where the law compels or provides for this action.

The bill also provided that an employer may not refuse to hire or employ, and may not discharge, dismiss, reduce, suspend, demote, deny access to a training program leading to employment to, or discriminate in compensation or other terms and conditions of employment against, any individual, over the age of 40 on the ground that a younger employee would perform the job for a lower salary.

This important piece of legislation offered older workers real protections against unscrupulous employers, and it offered legislators a chance to stand up and be counted for the principle of honoring older Americans and defending older workers against the predatory practices of employers who would repay loyalty with calculated cruelty.

And it gives *you* a chance to size up the values of the candidates for the California Assembly and Senate. This bill was vetoed by Gov. Wilson, but it could be introduced again if California voters elect legislators and a governor who favor fair treatment for older workers.

The Key Vote: S.B.1098

Did Your State Senator
& Assembly Member
Vote

FOR

Working People
or

AGAINST

Working People
on These Key Issues?

Use the Maps on Pages 10 & 14
to Identify Your
Senate & Assembly District.
Then find out where the
candidates in your district stand
on these important issues.

Elect Politicians Who Will Defend
Your Economic Interests!

Vote

on

November 3rd!



'Family-friendly' sick leave policy

Every working parent knows what it's like to wake up in the morning with a sick child. All too often workers are confronted with the impossible choice of neglecting their children or jeopardizing their job.

Current federal law requires private employers with 50 or more employees to permit an employee to take up to 12 weeks of unpaid family leave. But the law provides no protection for employees who must miss work to tend to an ailing child.

Assembly Bill 480 was designed to correct this situation. The bill would permit employees to utilize their own sick leave to tend to a sick child. Employees would have the right to reinstatement and back pay if they are dismissed or suspended for using sick leave in this manner, and could seek damages through the Labor Commissioner or a court action in the form of one day's pay for each day denied.

Are the Assembly & Senate candidates in *your* district for 'family-friendly' employment policies?

The Key Vote: A.B. 480

Equitable treatment for part-timers

Existing law provides that employers must pay equal wages to all employees of both sexes for equal work on jobs requiring equal skills and effort and responsibility.

But the law contains no protections for part-time workers who perform work equal to their full-time counterparts. Different pay, benefits or level of benefits, may be offered to full-time employees than are offered to part-time employees.

S.B. 1968 provides pay and ben-

efit equity for part-time workers with full-time workers of employers with 20 or more employees. Employers would be prohibited from discriminating against any part-time or contingent worker in payment of wages or provision of non-mandated benefits.

In an era when many employers are reducing full-time workers to part-time status to save money, this bill offered significant protections for full-time as well as part-time workers.

Where did *your* candidates stand on this key issue?

The Key Vote: S.B. 1968

Locate *Your* State Senate District, Then Find Out Where the Candidates Stand



The Issues:

Where Do the Candidates Stand?



(No Incumbent)

Wes Chesbro

**District 2
California Senate**

Del Norte, Humboldt, Lake, Mendocino,
Napa, & part of Solano & Sonoma Counties
(See page 10)



Restore Overtime Protections (SB 680)

Chesbro For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Chesbro For Working People



Allow Family Sick Leave (AB 480)

Chesbro For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Chesbro For Working People



Fairness for Part-Time Employees (SB 1968)

Chesbro For Working People

(No Incumbent)

John Jordan



Restore Overtime Protections (SB 680)

Jordan For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Jordan For Working People



Allow Family Sick Leave (AB 480)

Jordan For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Jordan For Working People



Fairness for Part-Time Employees (SB 1968)

Jordan For Working People



Incumbent

Maurice Johannessen

**District 4
California Senate**

Butte, Colusa, Glenn, Shasta, Siskiyou,
Sutter, Tehama, Trinity, Yolo & part of Solano
Counties (See page 10)



Restore Overtime Protections (SB 680)

Johannessen Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Johannessen Against Working People



Allow Family Sick Leave (AB 480)

Johannessen Against Working People



Prohibit Discrimination Against Older Workers (SB 1098)

No Position



Fairness for Part-Time Employees (SB 1968)

Johannessen Against Working People

Challenger

Mark Desio



Restore Overtime Protections (SB 680)

Desio For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Desio For Working People



Allow Family Sick Leave (AB 480)

Desio For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Desio For Working People



Fairness for Part-Time Employees (SB 1968)

Desio For Working People



(No Incumbent)

Deborah Ortiz

**District 6
California Senate**

Part of Sacramento County (See page 10)



Restore Overtime Protections (SB 680)

Ortiz For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Ortiz For Working People



Allow Family Sick Leave (AB 480)

Ortiz For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Ortiz For Working People



Fairness for Part-Time Employees (SB 1968)

No Position

(No Incumbent)

Chris Quackenbush

No Photo
Available



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)



Fairness for Part-Time Employees (SB 1968)

Refused to Take a Stand

The Issues:

Where Do the Candidates Stand?



(No Incumbent)

Jackie Speier

**District 8
California Senate**

San Francisco & part of San Mateo Counties
(See page 10)

(No Incumbent)

Jim Tomlin

No Photo
Available



Restore Overtime Protections (SB 680)

Speier For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Speier For Working People



Allow Family Sick Leave (AB 480)

Speier For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Speier For Working People



Fairness for Part-Time Employees (SB 1968)

Speier For Working People



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)



Fairness for Part-Time Employees (SB 1968)

Refused to Take a Stand



(No Incumbent)

Liz Figueroa

**District 10
California Senate**

Parts of Alameda and Santa Clara Counties
(See page 10)

(No Incumbent)

Bob Gough

No Photo
Available



Restore Overtime Protections (SB 680)

Figueroa For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Figueroa For Working People



Allow Family Sick Leave (AB 480)

No Position



Prohibit Discrimination Against Older Workers (SB 1098)

Figueroa For Working People



Fairness for Part-Time Employees (SB 1968)

No Position



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)



Fairness for Part-Time Employees (SB 1968)

Refused to Take a Stand



Incumbent

Dick Monteith

**District 12
California Senate**

Mariposa, Merced, San Joaquin, Stanislaus,
Tuolumne, & part of Fresno & Madera Counties
(See page 10)

Challenger

Sal Cannella



Restore Overtime Protections (SB 680)

Monteith Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Monteith Against Working People



Allow Family Sick Leave (AB 480)

No Position



Prohibit Discrimination Against Older Workers (SB 1098)

No Position



Fairness for Part-Time Employees (SB 1968)

Monteith Against Working People



Restore Overtime Protections (SB 680)

Cannella For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Cannella For Working People



Allow Family Sick Leave (AB 480)

Cannella For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Cannella For Working People



Fairness for Part-Time Employees (SB 1968)

Cannella For Working People

The Issues:

Where Do the Candidates Stand?



(No Incumbent)

Chuck Poochigian

**District 14
California Senate**

Part of Fresno, Kern & Tulare Counties (See page 10)

Challenger

No Major Party Challenger



Restore Overtime Protections (SB 680)

Poochigian Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Poochigian Against Working People



Allow Family Sick Leave (AB 480)

Poochigian Against Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Poochigian Against Working People



Fairness for Part-Time Employees (SB 1968)

No Position



Incumbent

Jim Costa

**District 16
California Senate**

Kings & part of Fresno, Kern, Madera, & Tulare Counties (See page 10)

Challenger



Gregg Palmer



Restore Overtime Protections (SB 680)

Costa For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Costa For Working People



Allow Family Sick Leave (AB 480)

Costa For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Costa For Working People



Fairness for Part-Time Employees (SB 1968)

Costa Against Working People



Restore Overtime Protections (SB 680)

Palmer Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Palmer For Working People



Allow Family Sick Leave (AB 480)

Palmer Against Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Palmer For Working People



Fairness for Part-Time Employees (SB 1968)

Palmer Against Working People



Incumbent

Jack O'Connell

**District 18
California Senate**

San Luis Obispo, Santa Barbara, & part of Ventura Counties (See page 10)

Challenger



Gordon Klemm



Restore Overtime Protections (SB 680)

O'Connell For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

O'Connell For Working People



Allow Family Sick Leave (AB 480)

O'Connell For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

O'Connell For Working People



Fairness for Part-Time Employees (SB 1968)

O'Connell For Working People



Restore Overtime Protections (SB 680)

Klemm For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Klemm Against Working People



Allow Family Sick Leave (AB 480)

Klemm For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Klemm For Working People



Fairness for Part-Time Employees (SB 1968)

Klemm Against Working People

Locate *Your* State Assembly District, Then Find Out Where the Candidates Stand



The Issues:

Where Do the Candidates Stand?



Incumbent

Virginia Strom-Martin

**District 1
California Assembly**

Del Norte, Humboldt, Lake, Mendocino, and part of Sonoma Counties (See page 14)

Challenger

Sam Crump

No Photo Available



Restore Overtime Protections (SB 680)

Strom-Martin For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Strom-Martin For Working People



Allow Family Sick Leave (AB 480)

Strom-Martin For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Strom-Martin For Working People



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand



(No Incumbent)

Richard Dickerson

**District 2
California Assembly**

Colusa, Glenn, Shasta, Siskiyou, Sutter, Tehama, Trinity, and parts of Butte and Yolo Counties (See page 14)

(No Incumbent)

Francie Sullivan

No Photo Available



Restore Overtime Protections (SB 680)

Dickerson Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Dickerson For Working People



Allow Family Sick Leave (AB 480)

Dickerson Against Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Dickerson For Working People



Restore Overtime Protections (SB 680)

Sullivan For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Sullivan For Working People



Allow Family Sick Leave (AB 480)

Sullivan For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Sullivan For Working People



(No Incumbent)

Scott Gruendl

**District 3
California Assembly**

Lassen, Modoc, Nevada, Plumas, Sierra, Yuba & part of Butte Counties (See page 14)

(No Incumbent)

Sam Aanestad

No Photo Available



Restore Overtime Protections (SB 680)

Gruendl For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Gruendl For Working People



Allow Family Sick Leave (AB 480)

Gruendl For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Gruendl For Working People



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand

The Issues:

Where Do the Candidates Stand?



Incumbent

Thomas Oller

**District 4
California Assembly**

Alpine, Amador, Calaveras, El Dorado, Mono, and Placer Counties
(See page 14)

Challenger

Mark Norberg



Restore Overtime Protections (SB 680)

Oller Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Oller Against Working People



Allow Family Sick Leave (AB 480)

Oller Against Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Oller Against Working People



Restore Overtime Protections (SB 680)

Norberg For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Norberg For Working People



Allow Family Sick Leave (AB 480)

Norberg For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Norberg For Working People



(No Incumbent)

Linda Davis

**District 5
California Assembly**

Part of Sacramento County (See page 14)

(No Incumbent)

Dave Cox

No Photo Available



Restore Overtime Protections (SB 680)

Davis For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Davis For Working People



Allow Family Sick Leave (AB 480)

Davis For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Davis For Working People



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand



Incumbent

Kerry Mazzoni

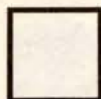
**District 6
California Assembly**

Marin & part of Sonoma Counties
(See page 14)

Challenger

Russ Weiner

No Photo Available



Restore Overtime Protections (SB 680)

No Position



Penalize Bosses for Willful Safety Violations (AB 1015)

Mazzoni For Working People



Allow Family Sick Leave (AB 480)

Mazzoni For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Mazzoni For Working People



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand

The Issues:

Where Do the Candidates Stand?



(No Incumbent)

Patricia Wiggins

**District 7
California Assembly**

Napa & parts of Solano & Sonoma
Counties (See page 14)

(No Incumbent)

Bob Sanchez

No Photo
Available



Restore Overtime Protections (SB 680)

Wiggins For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Wiggins For Working People



Allow Family Sick Leave (AB 480)

Wiggins For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Wiggins For Working People



Restore Overtime Protections (SB 680)

Sanchez For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Sanchez For Working People



Allow Family Sick Leave (AB 480)

Sanchez For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Sanchez For Working People



Incumbent

Helen Thomson

**District 8
California Assembly**

Parts of Sacramento, Solano & Yolo
Counties (See page 14)

Challenger

Toni Thompson



Restore Overtime Protections (SB 680)

Thomson For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Thomson For Working People



Allow Family Sick Leave (AB 480)

Thomson For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Thomson For Working People



Restore Overtime Protections (SB 680)

Thompson Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Thompson For Working People



Allow Family Sick Leave (AB 480)

Thompson For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

No Position



(No Incumbent)

Darrell Steinberg

**District 9
California Assembly**

Part of Sacramento County (See
page 14)

(No Incumbent)

Mike Dismukes



Restore Overtime Protections (SB 680)

Steinberg For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Steinberg For Working People



Allow Family Sick Leave (AB 480)

Steinberg For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Steinberg For Working People



Restore Overtime Protections (SB 680)

Dismukes For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Dismukes For Working People



Allow Family Sick Leave (AB 480)

Dismukes For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Dismukes For Working People

The Issues:

Where Do the Candidates Stand?



(No Incumbent)

Debra Gravert

**District 10
California Assembly**

Parts of Sacramento & San Joaquin
Counties (See page 14)



Restore Overtime Protections (SB 680)

Gravert For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Gravert For Working People



Allow Family Sick Leave (AB 480)

Gravert For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Gravert For Working People

(No Incumbent)

Anthony Pescetti



Restore Overtime Protections (SB 680)

Pescetti For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Pescetti For Working People



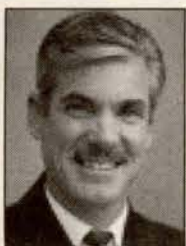
Allow Family Sick Leave (AB 480)

Pescetti For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Pescetti For Working People



Incumbent

Tom Torlakson

**District 11
California Assembly**

Part of Contra Costa County (See
page 14)



Restore Overtime Protections (SB 680)

Torlakson For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Torlakson For Working People



Allow Family Sick Leave (AB 480)

Torlakson For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Torlakson For Working People

Challenger

No Major Party Challenger



Incumbent

Kevin Shelley

**District 12
California Assembly**

Parts of San Francisco & San Mateo
Counties (See page 14)



Restore Overtime Protections (SB 680)

Shelley For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Shelley For Working People



Allow Family Sick Leave (AB 480)

Shelley For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Shelley For Working People

Challenger

Mike Fitzgerald

No Photo
Available



Restore Overtime Protections (SB 680)

Fitzgerald Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Fitzgerald For Working People



Allow Family Sick Leave (AB 480)

Fitzgerald For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Fitzgerald For Working People

The Issues:

Where Do the Candidates Stand?



Incumbent

Carole Migden

District 13
California Assembly

Part of San Francisco County (See Page 14)

Challenger

Randy Bernard

No Photo Available



Restore Overtime Protections (SB 680)

Migden For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Migden For Working People



Allow Family Sick Leave (AB 480)

No Position



Prohibit Discrimination Against Older Workers (SB 1098)

Migden For Working People



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand



Incumbent

Dion Louise Aroner

District 14
California Assembly

Parts of Alameda & Contra Costa Counties (See page 14)

Challenger

Jerald Udinsky

No Photo Available



Restore Overtime Protections (SB 680)

Aroner For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Aroner For Working People



Allow Family Sick Leave (AB 480)

Aroner For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Aroner For Working People



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand



Incumbent

Lynne Leach

District 15
California Assembly

Parts of Alameda & Contra Costa Counties (See page 14)

Challenger

Charles Brydon



Restore Overtime Protections (SB 680)

Leach Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Leach Against Working People



Allow Family Sick Leave (AB 480)

Leach Against Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Leach Against Working People



Restore Overtime Protections (SB 680)

Brydon For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Brydon For Working People



Allow Family Sick Leave (AB 480)

Brydon For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Brydon For Working People

The Issues: Where Do the Candidates Stand?



Incumbent

Don Perata

**District 16
California Assembly**

Part of Alameda County (See page 14)

Challenger

Linda Marshall



Restore Overtime Protections (SB 680)
Perata For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Perata For Working People



Allow Family Sick Leave (AB 480)
No Position



Prohibit Discrimination Against Older Workers (SB 1098)
Perata For Working People



Restore Overtime Protections (SB 680)
Marshall For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Marshall Against Working People



Allow Family Sick Leave (AB 480)
Marshall For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Marshall For Working People



Incumbent

Michael Machado

**District 17
California Assembly**

Part of San Joaquin County (See page 14)

Challenger

Jay Smart



Restore Overtime Protections (SB 680)
Machado For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Machado For Working People



Allow Family Sick Leave (AB 480)
Machado For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
No Position



Restore Overtime Protections (SB 680)
Smart Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Smart For Working People



Allow Family Sick Leave (AB 480)
Smart For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Smart For Working People



(No Incumbent)

Ellen Corbett

**District 18
California Assembly**

Part of Alameda County (See page 14)

(No Incumbent)

Carol Nowicki



Restore Overtime Protections (SB 680)
Corbett For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Corbett For Working People



Allow Family Sick Leave (AB 480)
Corbett For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Corbett For Working People



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand

The Issues:

Where Do the Candidates Stand?



Incumbent

Lou Papan

**District 19
California Assembly**

Part of San Mateo County (See page 14)

Challenger

Penny Ferguson



Restore Overtime Protections (SB 680)
Papan For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Papan For Working People



Allow Family Sick Leave (AB 480)
Papan For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Papan For Working People



Restore Overtime Protections (SB 680)
Ferguson Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Ferguson For Working People



Allow Family Sick Leave (AB 480)
Ferguson For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Ferguson For Working People



(No Incumbent)

John Dutra

**District 20
California Assembly**

Parts of Alameda & Santa Clara Counties (See page 14)

(No Incumbent)

Jonelle Zager

No Photo Available



Restore Overtime Protections (SB 680)
Dutra For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Dutra For Working People



Allow Family Sick Leave (AB 480)
Dutra For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Dutra For Working People



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand



Incumbent

Ted Lempert

**District 21
California Assembly**

Parts of San Mateo & Santa Clara Counties (See page 14)

Challenger

Laverne Atherly

No Photo Available



Restore Overtime Protections (SB 680)
Lempert For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Lempert For Working People



Allow Family Sick Leave (AB 480)
Lempert For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Lempert For Working People



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand

The Issues:

Where Do the Candidates Stand?



Incumbent

Elaine White Alquist

**District 22
California Assembly**

Part of Santa Clara County (See page 14)

Challenger

Stan Kawczynski



Restore Overtime Protections (SB 680)

Alquist For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Alquist For Working People



Allow Family Sick Leave (AB 480)

Alquist For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Alquist For Working People



Restore Overtime Protections (SB 680)

Kawczynski For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Kawczynski For Working People



Allow Family Sick Leave (AB 480)

Kawczynski For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Kawczynski For Working People



Incumbent

Mike Honda

**District 23
California Assembly**

Part of Santa Clara County (See page 14)

Challenger

Patrick Du Long



Restore Overtime Protections (SB 680)

Honda For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Honda For Working People



Allow Family Sick Leave (AB 480)

Honda For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Honda For Working People



Restore Overtime Protections (SB 680)

Du Long For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Du Long For Working People



Allow Family Sick Leave (AB 480)

Du Long For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Du Long For Working People



Incumbent

James Cunneen

**District 24
California Assembly**

Part of Santa Clara County (See page 14)

Challenger

Phil Stokes



Restore Overtime Protections (SB 680)

Cunneen Against Working People



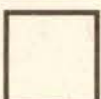
Penalize Bosses for Willful Safety Violations (AB 1015)

Cunneen Against Working People



Allow Family Sick Leave (AB 480)

Cunneen For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

No Position



Restore Overtime Protections (SB 680)

Stokes For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Stokes For Working People



Allow Family Sick Leave (AB 480)

Stokes For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Stokes For Working People

The Issues:

Where Do the Candidates Stand?



Incumbent

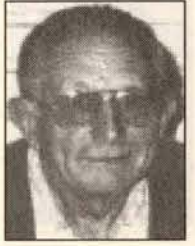
George House

**District 25
California Assembly**

Mariposa, Tuolumne & parts of Fresno, Madera & Stanislaus Counties (See page 14)

Challenger

Wesley Firsch



Restore Overtime Protections (SB 680)
House Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
House Against Working People



Allow Family Sick Leave (AB 480)
House For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
House Against Working People



Restore Overtime Protections (SB 680)
Firsch For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Firsch For Working People



Allow Family Sick Leave (AB 480)
Firsch For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Firsch For Working People



Incumbent

Dennis Cardoza

**District 26
California Assembly**

Merced & parts of San Joaquin & Stanislaus Counties (See page 14)

Challenger

Patty Hollingsworth

No Photo Available



Restore Overtime Protections (SB 680)
Cardoza For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Cardoza For Working People



Allow Family Sick Leave (AB 480)
Cardoza For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Cardoza For Working People



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand



Incumbent

Fred Keeley

**District 27
California Assembly**

Parts of Monterey & Santa Cruz Counties (See page 14)

Challenger

Phil Chavez

No Photo Available



Restore Overtime Protections (SB 680)
Keeley For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Keeley For Working People



Allow Family Sick Leave (AB 480)
Keeley For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Keeley For Working People



Restore Overtime Protections (SB 680)
Chavez Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Chavez For Working People



Allow Family Sick Leave (AB 480)
Chavez For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Chavez For Working People

The Issues:

Where Do the Candidates Stand?



Incumbent

Peter Frusetta

District 28
California Assembly

San Benito & parts of Monterey,
Santa Clara & Santa Cruz Counties
(See page 14)

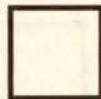
Challenger

Alan Styles



Restore Overtime Protections (SB 680)

No Position



Penalize Bosses for Willful Safety Violations (AB 1015)

No Position



Allow Family Sick Leave (AB 480)

Frusetta For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Frusetta For Working People



Restore Overtime Protections (SB 680)

Styles For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Styles For Working People



Allow Family Sick Leave (AB 480)

Styles For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Styles For Working People



(No Incumbent)

Mike Briggs

District 29
California Assembly

Parts of Fresno & Tulare Counties
(See page 14)

Challenger

No Major Party Challenger



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand



Incumbent

Robert Prenter Jr.

District 30
California Assembly

Kings and parts of Fresno, Kern &
Madera Counties (See page 14)

Challenger

Dean Florez



Restore Overtime Protections (SB 680)

Prenter Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Prenter Against Working People



Allow Family Sick Leave (AB 480)

Prenter For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Prenter Against Working People



Restore Overtime Protections (SB 680)

Florez For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Florez For Working People



Allow Family Sick Leave (AB 480)

Florez For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Florez For Working People

The Issues:

Where Do the Candidates Stand?



(No Incumbent)

Sarah Reyes

**District 31
California Assembly**

Parts of Fresno & Tulare Counties
(See page 14)



Restore Overtime Protections (SB 680)
Reyes For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Reyes For Working People



Allow Family Sick Leave (AB 480)
Reyes For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Reyes For Working People

(No Incumbent)

David Jackson

No Photo
Available



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand



Incumbent

Roy Ashburn

**District 32
California Assembly**

Parts of Kern & Tulare Counties
(See page 14)



Restore Overtime Protections (SB 680)
Asburn Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Asburn Against Working People



Allow Family Sick Leave (AB 480)
Asburn Against Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Asburn Against Working People

Challenger

Robert Tucker

No Photo
Available



Restore Overtime Protections (SB 680)



Penalize Bosses for Willful Safety Violations (AB 1015)



Allow Family Sick Leave (AB 480)



Prohibit Discrimination Against Older Workers (SB 1098)

Refused to Take a Stand



(No Incumbent)

Betty Sanders

**District 33
California Assembly**

San Luis Obispo & part of Santa
Barbara Counties (See page 14)



Restore Overtime Protections (SB 680)
Sanders For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Sanders For Working People



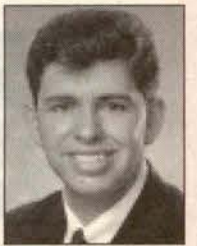
Allow Family Sick Leave (AB 480)
Sanders For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Sanders For Working People

(No Incumbent)

Abel Maldonado



Restore Overtime Protections (SB 680)
Maldonado Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)
Maldonado For Working People



Allow Family Sick Leave (AB 480)
Maldonado For Working People



Prohibit Discrimination Against Older Workers (SB 1098)
Maldonado For Working People

The Issues:

Where Do the Candidates Stand?



Incumbent

Keith Olberg

**District 34
California Assembly**

Inyo & parts of Kern & San Bernardino Counties (See page 14)

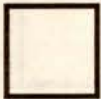
Challenger

Steven Figueroa



Restore Overtime Protections (SB 680)

Olberg Against Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

No Position



Allow Family Sick Leave (AB 480)

Olberg Against Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Olberg Against Working People



Restore Overtime Protections (SB 680)

Figueroa For Working People



Penalize Bosses for Willful Safety Violations (AB 1015)

Figueroa For Working People



Allow Family Sick Leave (AB 480)

Figueroa For Working People



Prohibit Discrimination Against Older Workers (SB 1098)

Figueroa For Working People

How the Local 1245 Candidates Survey was conducted

IBEW Local 1245 undertook the Candidate Survey to give our members an opportunity to see how candidates for the US House, state Senate, and state Assembly stand on important labor issues such as wages, working conditions, and occupational safety and health. It is our intention to give members a chance to evaluate the candidates based on objective evidence.

Such objective evidence is available in the form of voting records. The issues we selected were all voted on during the current (1997-98) session of the US House, state Assembly, or state Senate. The survey shows how the incumbents actually voted on the given issue. In cases where the incumbent was absent or abstained from voting, they are listed as having "No Position."

Non-incumbent candidates (challengers and candidates running in districts where there is no incumbent running) were sent a survey asking them to declare whether they were generally for or against the selected bills. (We also sent a summary of the language contained in the bills, and in some cases we sent the entire text of the bill if a candidate so requested.) All surveyed candidates received a follow-up letter reminding them of the deadline for returning the survey, as well as a telephone call as a last reminder. If a non-incumbent refused to respond to our survey, they were awarded a "chicken." This seemed an appropriate symbol for candidates who don't have the courage to say where they stand. If a non-incumbent candidate responded to the survey, but chose not to take a position on a particular issue, their position on that issue was listed as "No Position."



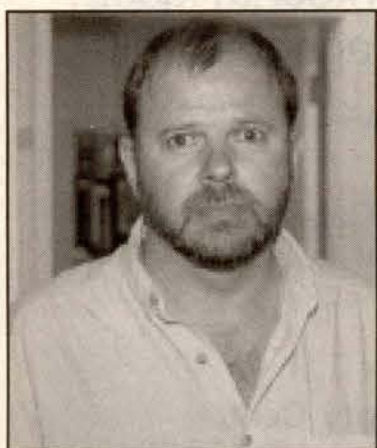
There were two exceptions to this procedure in the survey of Congressional candidates that appeared in the September 1998 issue of Utility Reporter. Barbara Lee, who was recently elected to replace Congressman Ron Dellums, was not in office when the issues in our survey came up for a vote. Congresswoman Lee was invited to state her position on these issues and she did so. Lois Capps, who was recently elected to finish the term of her late husband, Walter Capps, was not yet in office when some of the issues in our survey came up for a vote. In those cases, she was invited to state her position on these issues and she did so.

We have made every effort to include in our Election Guide all major party candidates for Congress, state Assembly and state Senate within Local 1245's geographical jurisdiction. If a candidate failed to participate, it was by his or her own choice. Local 1245's endorsements of California candidates can be found on Page 29. We hope that our efforts to survey the candidates provide you, the member, with objective information to assist you as you form your own opinion about the candidates.

REMEMBER: VOTE NOVEMBER 3!

No On 9!

Local 1245 members speak out



"I think it would wipe out the utility industry as we know it. It will be of no benefit to the consumer...It's the law of supply and demand. If the supply goes away and demand stays there, the price [of electricity] is going to go up."

Roy Runnings, Materials Leadperson, PG&E, Geysers Power Plant

"The 20% rate cut catches everyone's attention, but it's not guaranteed. It's going to mean higher taxes. The state's going to be responsible for paying off the bonds."

Chris Habecker, Service Rep., PG&E, Fresno



"It would compromise PG&E's ability to continue to deliver electricity safely and reliably. And because the state is liable for paying off the \$6 billion in bonds, services at the local level will be reduced."

Bill Brill, Meter Reader, PG&E, San Jose

"The dividend for retired PG&E employees can't handle another cut, which would happen if Proposition 9 did pass. The rate increase would be a burden on all the fixed income people."

Glen Fries, Sr. Operating Clerk, PG&E, Fresno



California Candidates & Propositions Endorsed by IBEW Local 1245

U.S. SENATOR

Barbara Boxer

GOVERNOR

Gray Davis

LT. GOVERNOR

Cruz Bustamante

ATTORNEY GENERAL

Bill Lockyer

SECRETARY OF STATE

Michela Alioto

STATE CONTROLLER

Kathleen Connell

STATE TREASURER

Phil Angelides

SUPERINTENDENT OF PUBLIC INSTRUCTION

Delaine Eastin

INSURANCE COMMISSIONER

No Endorsement

BOARD OF EQUALIZATION

District

1. Johan Klehs
2. Tom Santos
3. Mary Christian-Heising
4. John Chiang

UNITED STATES CONGRESS

District

1. Mike Thompson
2. Roberts Braden
3. Sandie Dunn
4. David Shapiro
5. Robert Matsui
6. Lynn Woolsey
7. George Miller
8. Nancy Pelosi
9. Barbara Lee
10. Ellen Tauscher
11. No Endorsement
12. Tom Lantos
13. Fortney Pete Stark
14. Anna Eshoo
15. Dick Lane
16. Zoe Lofgren
17. Sam Farr
18. Gary Condit
19. No Endorsement
20. No Endorsement
21. John Evans
22. Lois Capps
23. Daniel Gonzales
24. Brad Sherman
25. No Endorsement
26. Howard Berman (D)

27. Barry Gordon
28. Janice Nelson
29. Henry Waxman
30. Xavier Becerra
31. Matthew Martinez
32. Julian Dixon
33. Lucille Roybal-Allard
34. Grace Flores Napolitano
35. Maxine Waters
36. Janice Hahn
37. Juanita Millender-McDonald
38. Peter Mathews
39. A.R. Groom
40. No Endorsement
41. Eileen Ansari
42. George Brown Jr.
43. Mike Rayburn
44. Ralph Waite
45. Patricia Neal
46. Loretta Sanchez
47. Christina Avalos
48. No Endorsement
49. Christine Kehoe
50. Bob Filner
51. No Endorsement
52. No Endorsement

CALIFORNIA SENATE

District

2. Wes Chesbro
4. Mark DeSio
6. Deborah V. Ortiz
8. Jackie Speier
10. Liz Figueroa
12. Sal Cannella
14. No Endorsement
16. Jim Costa
18. Jack O'Connell
20. Richard Alarcon
22. Richard G. Polanco
24. Hilda Solis
26. Kevin Murray
28. Debra Bowen
30. Martha M. Escutia
32. Joe Baca
34. Joseph Dunn
36. George M. Swift
38. No Endorsement
40. Steve Peace

CALIFORNIA ASSEMBLY

1. Virginia Strom-Martin
2. Francie Sullivan
3. Scott Gruendl
4. Mark A. Norberg
5. Linda Davis
6. Kerry Mazzoni
7. Patricia Wiggins
8. Helen Thomson
9. Darrell Steinberg
10. Debra Gravert
11. Tom Torlakson
12. Kevin Shelley
13. Carole Migden
14. Dion Aroner
15. Charles Brydon
16. Don Perata
17. Michael Machado
18. Ellen Corbett
19. Lou Papan
20. John Dutra
21. Ted Lempert
22. Elaine White Alquist
23. Mike Honda
24. Phil Stokes
25. No Endorsement
26. Dennis Cardoza
27. Fred Keeley
28. Alan Styles

29. No Endorsement
30. Dean Florez
31. Sarah Reyes
32. No Endorsement
33. Betty Sanders
- Abel Maldonado (Dual Endorsement)
34. Steven A. Figueroa
35. Hannah-Beth Jackson
36. Paula Calderon
37. Rosalind McGrath
38. No Endorsement
39. Tony Cardenas
40. Bob Hertzberg
41. Sheila James Kuehl
42. Wally Knox
43. Scott Wildman
44. Jack Scoff
45. Antonio Villaraigosa
46. Gil Cedillo
47. Herb Wesson
48. Roderick Wright
49. Gloria Romero
50. Marco Antonio Firebaugh
51. Edward Vincent
52. Carl Washington
53. George Nakano
54. Allen Lowenthal
55. Richard Floyd
56. Sally Havice
57. Martin Gilegos
58. Thomas Calderon
59. Christian Christiansen
60. Ben Wong
61. Nell Soto
62. John Longville
63. No Endorsement
64. No Endorsement
65. Ray Quinto
66. Patsy Hockersmith
67. Marie Fennell
68. Mike Matsuda
69. Lou Correa
70. No Endorsement
71. Martha Badger
72. No Endorsement
73. Robert D. Wilberg
74. No Endorsement
75. Charlene Zettel
76. Susan A. Davis
77. Margaret Carlson
78. Howard Wayne
79. Denise Moreno Ducheny
80. Joey Acuna, Jr.

California Propositions

PROPOSITION 1: YES
Property Taxation, Environmental Problems:
 Provides property tax relief for innocent homeowners who are victims of environmental disasters. Existing Proposition 13 protections will be preserved for families whose homes are destroyed as part of an environmental contamination and clean-up. Guarantees homeowners are treated fairly and not forced into paying higher taxes because of their misfortune.

PROPOSITION 2: YES
Transportation, Funding:
 Additional restrictions would be placed on loans of state transportation funds to the state General Fund. In addition, local transportation funds from the one-quarter cent of county sales tax could not be diverted from speci-

fied transportation purposes to other general purposes. Proposition 2 will make sure the money you pay in fuel taxes is used to build and maintain California's roads and transit systems.

PROPOSITION 3: YES
Presidential Primary Elections:
 Changes existing open primary law to require closed, partisan primary for purposes of selecting delegates to national political party presidential nominating conventions. Limits voting for such delegates to voters registered by political party. Provides partisan ballots to be voted only by members of the particular party. Proposition 3 fixes an accidental error in California's Open Primary Law.

PROPOSITION 4: NO RECOMMENDATION
Wildlife, Body-Gripping Traps Ban.

PROPOSITION 5: NO
Tribal-State Gaming Compacts.
 Specifies terms and conditions of mandatory compact between state and Indian tribes for gambling on tribal land. Allows slot machines and banked card games at tribal casinos.

PROPOSITION 6: NO RECOMMENDATION
Prohibition on Slaughter of Horses and Sale of Horsemeat for Human Consumption.

PROPOSITION 7: NO
Air Quality Improvement, Tax Credits.
 Authorizes \$218 million in state tax credits annually, until January 2011, to encourage air-emissions reductions through the acquisition, conversion, and retrofitting of vehicles and equipment. Annual state revenue loss averaging tens of millions to over a hundred million dollars, to beyond 2010. Proposition 7 gives tax breaks to the corporations that paid to put it on the ballot. It guarantees billions in taxpayers' money to polluters, with no accountability or regulation in return.

PROPOSITION 8: NO
Public Schools, Class Size Reduction. Parent-Teacher Council. Teacher Credentialing.
 Permanent class size reduction funding for districts establishing parent-teacher governing councils. Requires teacher credentialing/testing; teacher evaluations; pupil suspension for drug possession. Cuts education programs. Funds a new unaccountable school bureaucracy (triple the existing size), a political appointee (with no limit on his salary), and 8000 committees (not elected by taxpayers) authorized to spend tax-dollars and set 8000 different local curricula (ignoring uniform state standards).

PROPOSITION 9: NO
Electric Utilities. Assessments. Bonds. Initiative Statute.
 Prohibits assessment of taxes, bonds, surcharges to pay costs of nuclear power plants. Limits recovery by electric companies for costs of non-nuclear power plants. Invalidates current law under which utilities can recover costs associated with providing voluntary severance and early retirement incentives, worker retraining, and job placement services. Prohibits issuance of rate reduction bonds. State government net revenue reductions potentially in the high tens of millions of dollars annually through 2001-02. Local government net revenue reductions potentially in the tens of millions of dollars annually through 2001-02. Consumer, environmental, business, police, fire, taxpayer and school groups agree Proposition 9 can't deliver on its false promises. Proposition 9 would: jeopardize electric rates and reliability, harm utility employees, hit taxpayers with liability for \$6 billion in previously sold bonds, undermine school, police and fire budgets, and damage California's economy.

PROPOSITION 10: NO RECOMMENDATION
State and County Early Childhood Development Programs. Additional Tobacco Surtax.

AN IMPORTANT MESSAGE FOR LOCAL 1245 MEMBERS IN NEVADA

Local 1245 is contacting all Assembly and Senate candidates in Nevada to find out their positions on the critical issue of electric deregulation in Nevada. Because of the late date of the Nevada Primary, we were unable to print the results of that survey in the Utility Reporter prior to the General Election. But we will mail the results of our survey--and the union's endorsements--to all of our members in Nevada. Watch your mail box!

Safety Matters

By Local 1245
Safety Committee

Don't overlook tree safety

Trees are appreciated for their shade value and overall aesthetics. What we overlook sometimes are conflicting overhead power lines.

If you notice a tree that is touching powerlines, it is important that you notify the utility provider. Tree clearance from powerlines is vital, first for

public safety, and, second, for system reliability.

Remember: stay clear of trees that are into overhead conductors. The threat of electrical shock is real!

Your local utility should be able to supply you with a listing of trees suitable for planting in the proximity of power lines.

Threat of lead poisoning

Lead poisoning can slow your children's growth and cause learning and behavior problems.

Children under six years of age are at the highest risk.

Lead can be found in paint on houses built before 1960, imported decorative dishes, handmade pottery, hobbies that use stained glass, fishing weights, radiators, car batteries and soil near freeways, smelters and factories.

Health hazards from lead include damage to kidneys, nervous system

and brain disorders, as well as death.

Measurements for lead are in parts per million (ppm). Normal soil conditions are 50 ppm, city soil 200-500 ppm. Over 1,000 ppm is defined as hazardous waste.

Young children who swallow lead dust may not look or act sick. A blood test should be given if you suspect poisoning.

Healthy eating can help protect your children from lead poisoning. Always wash your children's hands. Serve your children food high in calcium and iron.



"Good work, Blake--you uncovered a tiny flaw in our safety program!"

New faces on union Safety Committee



The Local 1245 Safety Committee has a new look with the addition of several new members. They include: Ralph Muraca, City of Santa Clara; Grant Ritchie, Sacramento Municipal Utility District; Rod Wright, Modesto Irrigation District; Bill Bell, Pacific Gas & Electric; and Ray Thomas, City of Redding. Not pictured: Matt Goldsmith, Outside Line Construction. (Photo: Art Murray)

Healthcare reforms aren't working

By Robert Kuttner

President Clinton recently made headlines by ordering the Department of Health and Human Services to deny Medicare contracts to health insurance companies that discriminate against high-risk consumers.

And the Democrats and Republicans are currently outdoing each other to crack down on the excesses of HMOs.

It is encouraging to see both parties addressing the public's distress over misdeeds by private health insurers. But this sort of piecemeal regulation is useful only to spotlight the abuses of the present system. As policy, it runs the risk of adding more layers of bureaucracy without addressing the deeper problem of a fragmented, profit-oriented health system.

In such a system, insurers pursue profits in two basic ways. They avoid covering people who are sick or likely to get sick. And they work to minimize the costs of treatment of sick people they can't avoid covering. This strategy, of course, is at odds with the whole point of health insurance.

HMOs put out a great deal of publicity about how they emphasize wellness, prevention and coordinated care. This certainly described the community-oriented, non-profit group health plans of a generation ago.

But today's for-profit HMO's lack that social mission. They are responsive mainly to Wall Street. They have much higher patient turnover than old-fashioned pre-paid group plans, so it doesn't make economic sense for them to invest in your lifetime wellness. And the cost savings that can be garnered by more comprehensive screenings and vaccinations pale next to the savings available from avoiding sick people and limiting care.

Most states now prohibit health plans from denying a new mother two days in the hospital; they require HMOs to pay for reasonable emergency room care and inpatient mastectomies. But it is just not practical to regulate health care, one condition at time.

The federal Kennedy-Kassebaum law requires insurance companies to offer coverage at reasonable prices to people who've lost their health insurance because they moved or changed jobs. However, Kennedy-Kassebaum offers no assistance to people seeking insurance for the first time.

But the worst consumer abuses of the present HMO system are not touched by any of the proposed legislation or regulation. These include doctor-compensation formulas that make the doctor's income contingent on how much care is withheld; subtle marketing practices by managed care companies that make plans attractive to healthy subscribers and unattractive to sick ones; and elaborate protocols that get between doctor and patient, aimed mainly at saving money.

It is ironic, to say the least, that our desire to keep health insurance in the private sector led to less patient choice, more gaps in coverage, more clinical interference by private bureaucrats and a backlash of (mostly ineffectual) government regulation. At some point, one hopes soon, this system will collapse of its own weight and universal health insurance will be back on the national agenda.

(Robert Kuttner is co-editor of American Prospect. Excerpted from *Health Letter*.)

Voters are the jury on November 3rd

By Orv Owen

We the voters are the real jury sitting in judgment of the Congress of the United States and we must make a decision on Election Day, Nov. 3. At stake are the quality and future of programs that affect all Americans. There are significant risks in this election for senior citizens, their children, grandchildren.

The quality and future of Social Security, Medicare, Older Americans Act, Patients Bill of Rights, education of our children and grandchildren—all of these will be voted on by the next Congress.

It is extremely important that every eligible citizen vote in this election, because Americans of all ages have a vital stake in the outcome of decisions made by the next Congress.

This is a critical election year for seniors as well as working men and women. The ongoing attempt to en-

act legislation that would force labor unions to get written authorization from their members for political use of dues money is nothing more than an attempt to muzzle free speech in this country. *We cannot allow this to happen.* As you know, by working together, seniors and unions defeated the effort in California. However, the forces in the Republican party who supported the passage of Prop. 226 are still alive and kicking.

Wall Street brokers and financial planners have joined forces with conservative ideologues in an effort to privatize Social Security and get their hands on an additional \$150 billion in fees and profits a year. *We cannot allow this to happen.*

The insurance industry wants to reinvent Medicare, which now operates on a fee-for-service basis, and force seniors into for-profit managed-care networks where they will find health care rationed on behalf of

the plan's balance sheet. *We cannot allow this to happen.*

Seniors and citizens over 50, who traditionally vote in larger proportions than any other segment of the population, can play an even more important role in determining who gets elected in the next Congress. However, we must increase our ef-

forts to *get out the vote* in the aging community as well as among our friends and neighbors.

To make a difference, you've got to vote!

When Samuel Gompers, the first president of the American Federation of Labor, was asked about the political policy of the AFL,

IBEW
Local
1245

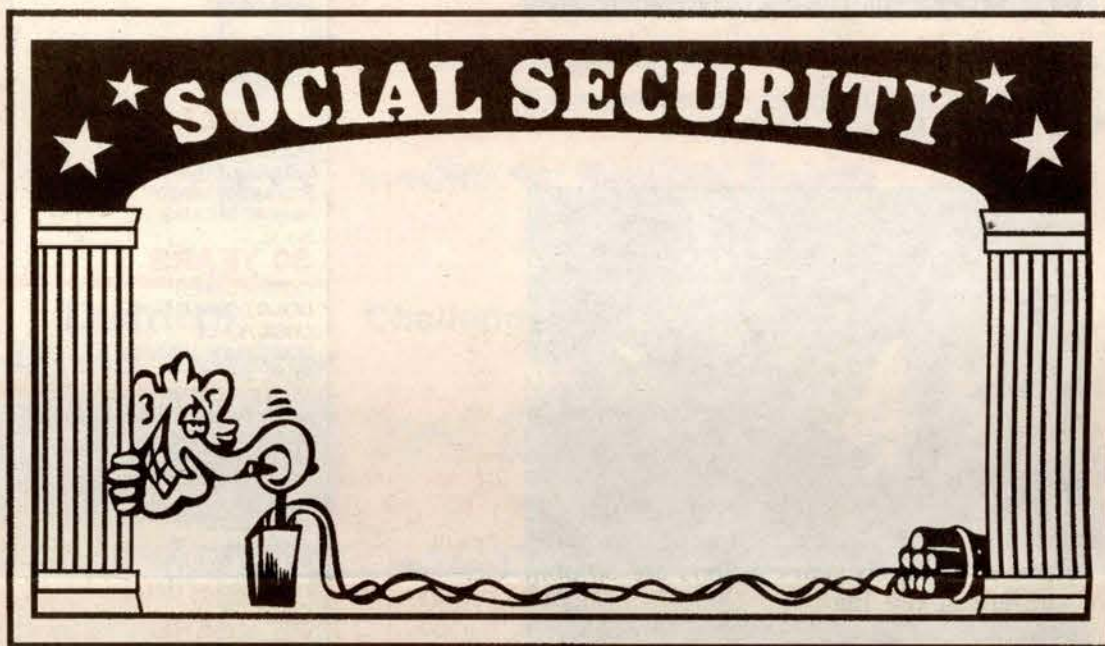


Retirees Corner

he stated: "Reward your friends and punish your enemies."

It was true then, and it is true now!

Keep the faith!



Don't replace guaranteed earnings with speculation

Those who would privatize Social Security ask us to give up a pension with guaranteed benefits for a chance to do better on the stock market. While the privatizers boast loudly of better returns, they whisper about benefit cuts and wink at mutual fund compa-

nies skimming off profits.

We're better off keeping a system that rewards work and guarantees a decent retirement.

All the privatization plans currently on offer have three things in common: they reduce the level of benefits; they take money out of the Social Security fund for those benefits; and they

force you to use that money to play the stock market. With no guarantee of return.

If the market is on the upswing when you retire or fall off an I-beam, you can expect at least, maybe a little more, than what is currently your right. That's because stocks earn more than government bonds (where the Social Security Trust Fund invests its surplus). They are also riskier. If the stock market crashes on your retirement

date and doesn't recoup its losses before you die, you are in serious trouble.

But Social Security aims to make retirement a matter of solidarity and rights, not luck. Society has a collective responsibility to take care of its old and infirm—that's the solidarity part. And we have a right to retire on a decent income once we've done our share of work. We fulfill our responsibility by paying into the system and by electing a government that guarantees our rights.

Because people are expected to live longer than in the past, and because baby boomers will expand the rolls of retirees, pessimistic projections have the system running a 23% deficit in about 30 years. To be prudent, we must come up with more money. That is a painful political decision, but the privatizers avoid that by promising a free lunch from

the stock market.

But there is no free lunch.

The more extreme versions of "reform" reduce monthly payouts to about \$400 per month, i.e. poverty level...The stealth reforms would also raise the retirement age to 70...The same politicians who are squeamish about raising the social security tax on the wealthy have no problem tacking a mandatory five years onto your working life.

A viable plan that spreads the pain among the classes will go a long way towards combatting public cynicism. So will an energetic movement that makes social solidarity a real alternative to the anxious and isolated scramble to secure a decent retirement.

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Congratulations to the newly-retired!

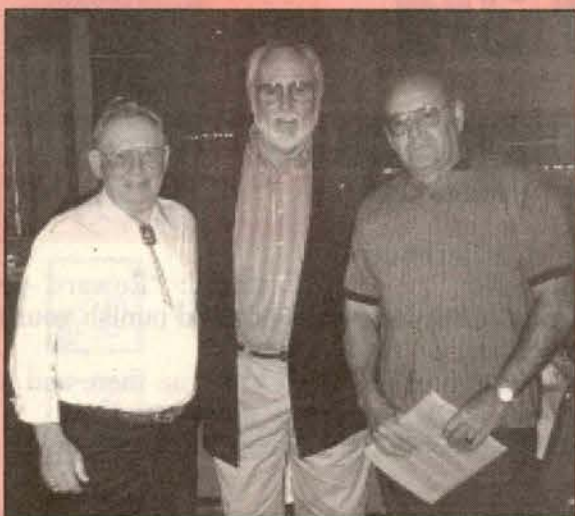
The Local 1245 Retirees Club extends its congratulations to these recently-retired members of the union. We invited you to participate in a Retirees Club chapter in your area, or to start one in your area if there is none! Call Austin Lea at 925-933-6060 Ext. 240.

Name	Residence	Yrs/Svc.
Karen Ball	San Francisco, CA	22
Mary Bjornson	Stockton, CA	20
Chris Bowlby	Fresno, CA	37
Jesse Crane	Bakersfield, CA	46
Herman Rocha	Pleasanton, CA	24
Gary Serletic	Sun Lakes, AZ	10
Marvin Silva	Paradise, CA	15
Eileen Tyrrell	San Francisco, CA	41

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.



45 Years

Bill Pease, left, and Frank Ruiz, right receive awards from Business Manager Jack McNally.



35 Years



30 Years



25 Years

Union honors members at service award ceremony

Fresno, Ca.
March 14, 1998

45 YEARS

RUIZ, FRANK

40 YEARS

PEASE, WILLIAM

35 YEARS

FULTON, THOMAS
PENDLEY, ORVIL
RICHMOND, HENRY
TILLERY, THOMAS

30 YEARS

CORBIN, JAMES
DONALDSON, G L
DOSS, ROYCE
FOGDERUDE, VERNON
KRAL, JERRY
MCGUIRE, GLENN
MCLAUGHLIN, DONALD
MORGAN, AUBREY
NUNES, WILLIAM
PORTER, ANTHONY
ROGERS, JOHN JR
SMITH, EDWARD
VALADON, LOUIS
VELASQUEZ, LARRY
WALTERS, CLIFTON

25 YEARS

ANDERSON, TERRY
BROWNER, ARTHUR
CABRAL, JOHN
CAMARENA, DANIEL
CAMARENA, JOSE
CAMINO, DENNIS
CANNON, JAN
CARDOZA, JOHN
CASILLAS, FRANK
CHENEY, RICHARD
COLLINS, LEVON
COOK, DENNIS
COOPER, BOB
ELDRIDGE, WILLIAM
ESQUIVEL, ANGELITA
FRAGUGLIA, DAVID
FRAGUGLIA, MICHAEL
FUSI, DAVID
GAMEZ, SAM
GARCIA, ROBERT
GILLIAM, JOYCE
GLASS, EDWIN
GOMEZ, ERNEST
GONZALES, LARRY
GONZALEZ, PAUL
GUTIERREZ, ROBERT
HANOIAN, GARY

HERNANDEZ, GILBERT
HUMMEL, J E
WATA, DAN
JAMES, STAN
KEYS, THOMAS
MARTINEZ, THOMAS
MASSENCE, LANCE
MCBEE, BEVERLY
MENDOZA, CESAR
MORRIS, RODGER
OMAHA, ABRAHAM
ORNELAS, MICHAEL
PATTERSON, NORRELL
PEREDES, RICHARD
PIGG, JONATHAN
PUCKETT, MICHAEL
UDELL, PATRICIA
RAM, NOBERT
RAMIREZ, MARIO
RAMON, RAMIRO
REAL, ADAN
RIOFRIO, ROBERT JR
RODGERS, ROGER
RODRIGUEZ, BRIAN
ROSALES, JOHN
SCHLETEWITZ, DAVID
SCHWOERER, ROBERT
SERPA, VINCE
SIERRA, ERNIE
STARKEY, JIM
STOUT, THOMAS
TORRES, FRANK
TORRES, ROBERT
URBANO, ANTONIO
VALDEZ, JOE
VANTASSEL, TED
VULICH, RICHARD
WATAMURA, RICHARD
WILSON, JAMES
WITHERELL, DEE
YAMANAH, KARSON

20 YEARS

AGUAYO, DANNY
ALLGOOD, STEVEN
ALVARADO, ANGEL
ANTON, SUE
ARABIA, GEORGE
BARKER, ROBIN
BARNETT, CLINTON
BEASLEY, GERLAD
BLACKMOND, MYRON
BRYANT, HOWARD II
BUNTS, PATRICIA
BUSH, RICHARD
CAMACHO, ROBERT
CANO, GREGORY
CARR, S W
CHEVOYA, BRYAN

CLARY, MICHAEL
COLGROVE, MICHAEL
COLLINS, GARY
CONLEY, ELIZABETH
COX, LARRY
DAVIDSON, JOHN
DAVIS, JEROME
DILLON, MIKE
DONOBEDIAN, TOM
EMBRY, GEORGE
EPPERLY, SCOTT
ERISMAN, FRANK
FAUST, LINDA
FINDLEY, JOVEL
FISHER, PRESTON
FRASER, M G
GATES, IRVING
GUZMAN, JOSE
HALL, DEBRA
HARVEY, JOHN
HAURY, LEROY
HENLEY, GARY
HICKS, JOHN
HOLCOMB, DENNIS
HOOVER, SOPHIA
HORN, MARK
HUNT, CRAIG
IKEDA, STEVE
ISAAK, MITCHELL
JONES, KEN
JONESON, MARTIN
JORGENSEN, DONALD
JOYNER, JOEL
KAZAKOS, THEODORE
KEELING, NORMAN
KISH, KENNETH
KNAPP, GERRY
KONZE, TIM
KRAEMER, KURT
LANDES, FRED
LAWSON, TERRY
LEWIS, PATRICK
LOVOS, BILL
LYNCH, KELLY
MAH, WAYNE
MARSH, TAMARA
MARTINEZ, FRANK
MARTINI, JAMES
MASON, KITTY
MCGEE, LIN
MCINTYRE, JIM
MCKIM, JOHN
MCMILLAN, KEVIN
MCNEIL, RALPH
MORRIS, JOHNNY
MOWERS, RUSSELL
MYERS, EVERETT
NELSON, PHILLIP
OBANNON, RUSS
PACK, DAVID
PANOO, DENNIS
PATTERSON, LARRY
PEREZ, DEBBY
PUCKETT, RANDY
PUGLIZEVICH, SUSAN
REINHARDT, DARRELL
REYES, LLOYD
ROSE, EDWARD
ROSSHIRT, JOHN
SEGRUE, BOB
SHARETTE, ROBERT
SHELTON, RICK
SISSOM, RONALD
SPENCER, MARK
STIDHAM, PAUL
STREETS, GAYLEN
SWILLEY, JEFF
WACHTLER, DAVID
WERT, ARTHUR
WIBETO, HAROLD JR
WOLCOTT, WILLIAM
WOODY, RONNIE
YAMAMOTO, LEONARD



20 Years