

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
December 1998  
Vol. XLVI No. 12

# UTILITY REPORTER

Happy  
Holidays!

## Memorial Wall ceremony

## L. L. Mitchell honored as union 'co-founder'

**L**ocal 1245 dedicated a marker atop its Memorial Wall to the memory of union co-founder L.L. "Mitch" Mitchell last month in a ceremony attended by Mitchell's widow, Avis, and other family members.

Business Manager Jack McNally hailed Mitchell as a true leader and skilled negotiator.

Mitchell, who served as the Senior Assistant to Business Manager Ron Weakley in the 1950s and 1960s, was the principal architect of the labor agreement with PG&E. In 1971 Mitchell succeeded Weakley as Business Manager.

To honor Mitchell's central role in organizing Local 1245 in the 1940s and helping craft contract language that continues to benefit

PG&E employees today, the plaque honoring him was placed at the top of the memorial wall.

The plaque's inscription appears below.

Former Local 1245 President Leland Thomas spoke of Mitchell as a hard-nosed leader who didn't tolerate anything less than a full commitment from those he appointed as business representatives for the union. Former Assistant Business Manager Orv Owen said he admired Mitchell so much that he gave his son "Mitchell" as a middle name.

L.L. 'Mitch' Mitchell  
Co-Founder Local 1245  
Principled Leader and Teacher  
Tenacious Organizer, Brilliant  
Negotiator, Selfless Devotion to  
the Cause of Unionism  
Initiated 1942 - Retired 1977



### HONORING MITCH

Honoring Mitch Mitchell with the dedication of a plaque atop the union's Memorial Wall are, from left: Business Manager Jack McNally, retired Assistant Business Manager Orv Owen, Avis Mitchell, and former Local 1245 President Leland Thomas.

Avis Mitchell thanked the assembled guests for sharing their memories and read a letter of greeting from

Weakley, who now lives in Hawaii.

Also attending the ceremony were Mitchell's daughters Kay Pacheco, Mary Gill, Nancy Ash, and Elayne Luer, daughter-in-law Gudrun Luer, and grandsons Nicholas and Alexander Luer.

*(Additional photo and a tribute to Mitchell, "My Old Man," on page 5.)*

[www.ibew1245.com](http://www.ibew1245.com)

Local 1245 can now be found on the World Wide Web.

Our website features information about the union's staff, Executive Board and Advisory Council, an extensive collection of articles on electric deregulation, and historical pieces.

Our site also features a variety of articles on current union issues-uploaded monthly!

Check us out!

[www.ibew1245.com](http://www.ibew1245.com)

## PUCN prepares regulations

## Nevada plan threatens jobs, service

**T**he fate of customer service and union jobs could be decided in the next few months as Nevada continues to press ahead with the restructuring of its electric service industry.

The Public Utilities Commission of Nevada (PUCN) is now finalizing regulations to implement the provisions of Assembly Bill 366, the state's electric restructuring law. The PUCN appears intent on stripping customers away from the existing utilities--Sierra Pacific Power and Nevada Power--

whether the customers desire a new provider or not.

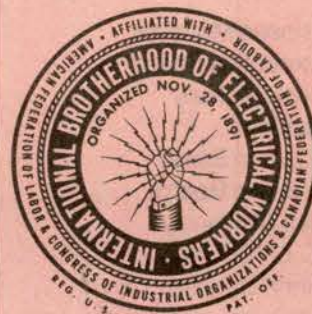
Under this scenario, the PUCN would contact all customers by mail sometime next year, instructing them to choose an electric service provider to handle metering, billing and customer assistance services. The existing utilities, although still responsible for distribution services, would be prohibited from offering these other services.

IBEW Locals 1245 and 396, which represent Nevada utility employees, have

warned that this approach will wipe out hundreds of union jobs at the utilities, and result in a marked deterioration of customer service. In August the unions ran full-page newspaper ads in Reno, Las Vegas and Carson City warning customers they will no longer be able to directly contact their distribution utility to request service--even in an emergency.

The PUCN now appears to be leaning toward a proposal that would address the

*(See PAGE FIVE)*



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## CALENDAR

February 6-7  
Advisory Council  
Concord, Ca.

March 1  
Application Deadline for  
Al Sandoval Competitive  
Scholarship

April 5  
Application Deadline for  
Local 1245 Trade &  
Vocational School Grant



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## Workers here and abroad

## Rolling the union on...

**Labor Party Platform:** 1450 delegates to the Labor Party's First Constitutional Convention last month adopted health care reform, democracy in the workplace, social security, and fair trade as top priorities. Delegates also laid out pragmatic conditions for candidates who wish to seek office on a Labor Party ticket. For a complete report on the convention and text of all resolutions passed visit the Labor Party Web site at [www.labor.net/org/lpa](http://www.labor.net/org/lpa).

**A Standard At Last?:** The Occupational Safety and Health Administration has set a summer 1999 target date for issuing a proposal

for national ergonomic standards, the Wall Street Journal reported. The agency's efforts were boosted in October when the National Academy of Sciences reported a link between muscle and skeletal injuries and certain workplace activities, such as lifting.

**Railway Strike:** Railway strikes in six European Union countries led to sharp cutbacks in some passenger and freight services on Nov. 23, Reuters reported. The strikers were protesting a plan by the European Union's executive commission to open 25% of the rail freight market to competition over the next 10 years. Strikes were conducted in Belgium, Spain, Greece, France, Portugal and Luxembourg.

## APPOINTMENTS

OUTSIDE LINE  
CONSTRUCTION

LOCAL 1245 Journeyman Lineman Exam Advisory Committee  
Rich Dunkin

LOCAL 1245 Outside Line Joint Safety Committee  
Cliff Penrod

## Essay topic

The essay topic for the 1999 Al Sandoval Memorial Competitive Scholarship contest is: "Why Was the National Labor Relations Act (Wagner Act) passed into law and what was it intended to accomplish?"

Watch for full details in the January 1999 issue of the Utility Reporter.



"He's two hundred years old, he loads tons of stuff onto a sleigh all alone, and flies around the world without a break? Where's his union?"

**121 Times More Than You:** Executive Pay Watch, an AFL-CIO website, documents the incredible raises that many corporate CEOs have given themselves. The AFL-CIO says chief execs of large companies earned about 121 times the wages of the average worker in 1997. Annual compensation of execs at Standard & Poor's 500 companies average nearly \$9 million a year. That's up 38% over 1996, while wage increases for most American workers averaged less than 4%. Check it out on the web

at [www.paywatch.org](http://www.paywatch.org).

**Illegal to Fire:** The National Labor Relations Board ruled that workers cannot be fired for engaging in a spontaneous work stoppage, even if there is a no-strike clause in their contract, Labor Notes reported in a case involving Teamsters Local 631. The Board said the no-strike clause only applies to actions of the union. Since the union had not authorized this strike, the Board ruled that the employer violated the law when it fired the strikers.

## Alturas-Reno project brought in on schedule



Members dispatched from Local 1245's Outside Line Construction hiring hall overcame every obstacle to build the new Alturas-Reno transmission line in Nevada. Working for Union Power, under contract with Sierra Pacific Power Co., the crews built nearly 200 miles of transmission line, with up to 120 workers on the job at a time. New substations were built on either end by union crews employed by Harker and Harker. The transmission line was needed to accommodate increased loads in the area. Local 1245 Business Rep. Art Murray said the job should be completed by year's end "on time."

# Organizing: it's a matter of survival

(In this Utility Reporter interview, Business Manager Jack McNally addresses an issue of growing importance to our union: organizing.)

## Q: Why is our union putting new emphasis on organizing?

JKM: It's a matter of survival. We have to organize to hang on to what we've got. Local 1245 and the IBEW have worked long and hard over many years to achieve a respectable level of wages and benefits. Now we face some very real threats. Restructuring of the electric utility industry is a big factor. PG&E is getting out of power generation, so over a period of time those union jobs will be lost. But somebody is going to be operating those power plants—and new power plants will be built. We have to make sure that the people who operate and maintain these plants are covered by a union contract and receive union wages and benefits that have been established for the industry.

And it's not just power plants we're concerned about. Utilities are desperate for ways to save money. Contracting out of our work, for example, is a real concern.

## Q: Doesn't the labor agreement prevent contracting out?

JKM: The labor agreement permits PG&E to use contractors under certain conditions. In general, PG&E isn't supposed to contract out if it means they're giving away work normally done by union members—by bargaining unit employees. In cases where contracting is prohibited by the labor agreement, we want to stop it. But in cases where contracting is not prohibited, we want to make sure we have a labor agreement with that contractor, with union-scale wages and benefits for those employees.

## Q: Line clearance tree trimming, for example?

JKM: That's right. Historically, tree trimming is our work. SMUD and the City of Redding use their own employees—our members—to trim trees. And PG&E employees used to perform that work, too. But back in the 1960s PG&E began using contractors. We've worked very hard to organize those contractors. Most of that work—over 80%—is now done by union contractors. Just last month we signed up Provco-EPA, and got big wage and benefit improvements for those employees. But there are still some nonunion tree trimming contractors on PG&E property, paying lower wages with lousy benefits. We can't tolerate that because it creates competitive pressures

## Jack McNally, IBEW 1245 Business Manager

for everyone to lower wages and benefits. The union's job is to create wage parity throughout the industry. The contractors can still compete on how well they manage their operation and how well they motivate their employees, but we can't let them compete on the basis of how far down they can drive wages. People would end up working for minimum wage. We can't ignore this threat.

## Q: So what has the union been doing?

JKM: Well, as I said, we just signed up Provco-EPA, and we're taking a close look at the remaining nonunion contractors. This fall we made a run at organizing WEC [Western Environmental Consultants]. PG&E has been using these folks to perform pre-inspection and post-audit work on the trees. That's about 200 people. And they're doing work that used to be done by union members at PG&E or by union contractors. The WEC employees are not well-paid and several of them asked us to help them organize. WEC management called in Littler-Mendelson to run their anti-union campaign. Littler-Mendelson peddled their usual propaganda and misinformation about unions. The National Labor Relations Board conducted the election and, unfortunately, we lost. But it was a close vote, and we learned some things. That's the thing about organizing—you don't always win on the first try. It takes persistence.

## Q: Back to the power plants. How do we keep that workforce unionized?

JKM: It's going to take a lot of effort on our part. We've been active in two areas. First, we're protecting the unionized workforce at the power plants PG&E is selling. And we're preparing ourselves to go out and organize new plants being built by independent power producers.

## Q: Let's start with the PG&E plants.

JKM: We have to protect our members. We helped get language written into AB 1890 [the Electric Restructuring law passed by the California legislature in 1996] that requires the existing California utilities to continue operating their power plants for two years after they are sold. That's important protection for our members at those plants, and that lays the foundation for keeping those plants union into the future.

The other issue is what to do about the new power plants that will be built over the next few years. Some of these plants will be built by firms

that have little experience with unions. To deal with these companies, we formed a strategic alliance with the Building and Construction Trades unions,



called California Unions for Reliable Energy. We've worked very aggressively this year to persuade these new companies to sign project agreements where they pledge to use union labor to build these new plants, and to remain neutral if the employees who operate the plant try to organize a union.

## Q: Where do these negotiations stand?

JKM: Right now there are three principal players: US Generating Co., which is a PG&E affiliate, Enron, and Calpine.

We've essentially wrapped up the agreement with Calpine. In fact we offered testimony just last month to the California Energy Commission in support of Calpine's proposal to build a 500-megawatt plant in the Yuba City area, the Sutter plant. Construction could begin next year. It's not guaranteed that the employees operating that plant will be unionized—we still have to go through the organizing process. But Calpine has made a commitment to not fight a union organizing drive.

We are trying with some success to negotiate similar agreements with US Generating and with Enron. These three companies hope to build maybe a dozen plants altogether in the next few years, so that's a lot of jobs for operators and maintenance workers.

## Q: Who will be doing the organizing?

JKM: Everyone has a role to play: union staff, stewards, members—everyone. All of us have an interest in seeing this succeed. To protect our jobs, we need to organize the industry as fully as possible. That's our mission. In some cases union staff may have less time for their regular assignments, which means stewards may have more responsibility for enforcing the contract at the worksite. Every member can help by identifying organizing targets. Sometimes former members contact us for help with organizing after they've hired on at some non-union outfit. There's a potential role for everyone. It's a creative process—we're going to learn as we go. I'll tell you this much: it's a challenge we can't ignore.

# Safety Matters

By the Local 1245  
Safety Committee

## Beware Poison Oak

It may be a bush, it's usually a vine. It could have greenish white berries that grow in clusters. Its leaves are shiny green in groups of three.

Could you identify this plant before you start itching?

Poison Oak (*Rhus Diversiloba*) grows in California and surrounding states. The poison is in the sap, contained in the roots, stems, leaves and berries. The sap is released by cutting stems or bruising the outer layer of the leaves. The plant is most active in the spring and early summer when the leaves and shoots are most tender. The sap is usually transferred to the skin by direct contact from the plant, but can also come from pets.

Contact with contaminated objects, such as boots, clothing, and tools can also be a source, as the sap remains potent for long periods, especially under dry conditions.

Never burn Poison Oak. The poison can be carried in the smoke and affect the whole body and respiratory system.

The sap must get on the skin before the poisoning

can occur, and the thin skin areas are most susceptible, while areas of thick skin or heavy hair may not become infected at all. No person is immune completely and there is no known method of immunization.

The poisoning takes its course in stages. In the first few hours itching starts, followed by redness and blistering rash that can take up to 48 hours to show up. The rash spreads from the sap, not as a result of contamination from the blisters. Recovery can take a few days to several weeks and severe reactions need the attention of a doctor.

You can never act fast enough to prevent the contamination of the skin, as the sap acts within the first few minutes. But as soon as possible wash with soap and water—or just water if that is all you have in the field. Clothing can be washed with laundry soap, but use gloves to prevent further contamination.

There is no certain way to protect yourself from the effects of Poison Oak except to learn to recognize the plant in its various seasonal stages and by wearing protective clothing.



"Sorry, Rhodes, but if I let you go home, I'd have to do the same for every employee who has a heart attack."

## Psychology Lesson



## THE UNION ADVANTAGE

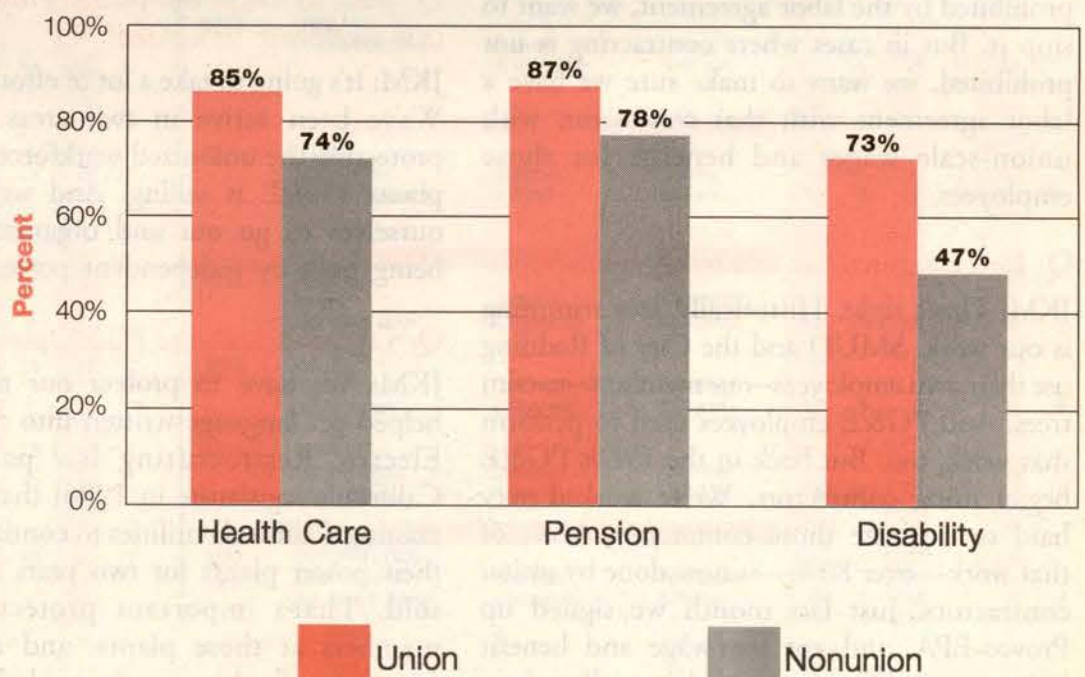
### Union Workers Have Better Benefits

Union workers are more likely than their nonunion counterparts to receive health care and pension benefits, according to the US Department of Labor. In 1995, 85% of union workers in medium and large establishments had medical care benefits, compared with 44% of nonunion workers. (Defined-benefit plans are federally insured and provide a guaranteed monthly pension amount. They are better for workers than defined-contribution plans, in which the benefit amount depends on how well the underlying investments perform.)

As the chart below illustrates, 87% of

union workers have pension plans versus 78% of nonunion workers. Seventy-nine percent of union workers have defined-benefit retirement coverage, compared with 44% of nonunion workers. (Defined-benefit plans are federally insured and provide a guaranteed monthly pension amount. They are better for workers than defined-contribution plans, in which the benefit amount depends on how well the underlying investments perform.)

UNION WORKERS ARE MORE LIKELY TO HAVE HEALTH AND PENSION BENEFITS, 1995



Note: Defined benefit pensions are a subset of all pensions and are not shown separately in chart.  
Source: US Dept. of Labor Employee Benefits Survey, "Full-Time Workers in Medium and Large Private Establishments." Disability refers to short-term disability benefits.  
Prepared by the AFL-CIO.



**DEDICATION**  
Attending the dedication of the Memorial Wall plaque in honor of L. L. Mitchell were his widow, Avis Mitchell, daughters Kay Pacheco, Mary Gill, Nancy Ash, and Elayne Luer, daughter-in-law Gudrun Luer, and grandsons Nicholas and Alexander Luer. (Photo: Eric Wolfe)

## My Old Man

**A Tribute to L. L. 'Mitch' Mitchell**

By Nancy Ash

To be great  
is to be misunderstood, especially by your children,  
whose growing pains seem small  
in light of great deeds in need of being done.

My old man was a great man,  
I decided sometime ago,  
who sometimes didn't seem to notice  
the pain of those around him  
because he was future-sighted  
and saw the greater pains which  
were  
and would continue to be  
if he failed to act.

And because he did act,  
he left us the only thing  
great men  
can leave their children:  
the legacy  
of a life lived with conscience and purpose,  
a life which mattered.

It has been said that the goodness  
of a civilization can be judged  
by the way it treats its least powerful members.  
Because of my old man and other future-sighted  
men and women who act for those who must labor  
to live,  
our society comes off a lot better in this test of goodness  
than it would have without them and without  
the labor movement.

That said, I would not want those of you here  
who knew my old man to think I did not know that,  
great as he was at times,  
he was at other times a great curmudgeon

It is impossible for a woman  
not to know that about a father who told her when she was  
thirteen that her new hair do  
made her look 'just like a young robin,'  
or who remarked in the same year

that her new white buck shoes looked like she had kicked  
two white bulls in the ass and come away with the  
hides.

It was hard not to laugh when my Dad  
was bawling you out, and my brother and  
I often had a difficult time keeping a straight  
face when he was angry at us.

I have those memories, too,  
And the knowledge that he loved me  
and that he showered me with that love  
in the best way he knew how  
through duty and dedication.  
He never let me down,  
despite the great things he had to do.

"To laugh often and much,  
to win the respect of intelligent people  
and the affection of children,  
to earn the appreciation of honest critics  
and endure the betrayal of false friends,  
to appreciate beauty,  
to find the best in others,  
to leave the world a bit better,  
whether by a healthy child,  
a garden patch,  
or a redeemed social condition,  
to know even one life has breathed easier  
because you have lived,  
this is to have succeeded."

Some years ago,  
when I received my masters degree from  
St. John's College,  
I also won the graduate school prize.  
One of my favorite professors,  
gave me a great compliment:  
'Well done, old girl,' she said.

I can think of no better way  
than this to sum up a lifetime

'Well done, old man, well done.'

## Nevada plan threatens jobs, service

*From PAGE ONE*

problem of emergencies. Under this scenario, customers with an emergency could contact their energy service provider, which in turn would provide the customer with an 800 number they could use to contact their distribution utility.

Currently, a customer with an emergency can call their utility directly—without the annoying and potentially dangerous delay of having to go through a third party.

In addition to an erosion of customer service, union jobs will almost certainly be lost under such a scenario. In theory, utilities like Sierra Pacific Power could set up subsidiaries to offer metering, billing and customer assistance services. However, the presence of non-union competitors would put strong pressure on these utility subsidiaries to contract out this work to low-wage, non-union contractors.

According to Mike Reed, who represents the IBEW on regulatory matters in Nevada, any measures adopted by the PUCN could be revised or reversed by the Nevada legislature when its new session begins in February 1999.

During the autumn elections, Locals 1245 and 396 contacted all candidates for the Nevada legislature to stress the importance of safeguarding electric service reliability. A number of the successful candidates said they favored legislation to permit utilities to compete with other energy service providers in the areas of metering, billing, and customer assistance services.



# Season's Greetings



Mary Baarda  
Confidential  
Secretary



Ken Ball  
Senior Business  
Representative



Brenda Bartizal  
Administrative  
Associate



Shirley Boyle  
Administrative  
Associate



Phil Carter  
Business  
Representative



Ed Caruso  
Business  
Representative



Bob Choate  
Business  
Representative



Tom Dalzell  
Attorney



Sheryl Dillon  
Administrative  
Associate



Richard Dunkin  
Business  
Representative



Joel Ellioff  
Business  
Representative



Dorothy Fortier  
Assistant  
Business Manager



Luz Garcia  
Building  
Maintenance



Wayne Greer  
Business  
Representative



Mike Grill  
Business  
Representative



Mike Haentjens  
Business  
Representative



Mickey Harrington  
Business  
Representative



Janet Hill  
Dispatcher  
Riverside Office



Pat Hove  
Administrative  
Associate



Happy Chanukah



Gary Hughes  
Business  
Representative



Angela Jacobson  
Administrative  
Associate



Karen Kiley  
Confidential  
Secretary



Linda Knight  
Bookkeeping



Ann Kools  
Confidential  
Secretary



Austin Lea II  
Acting Office  
Manager



Jim Lynn  
Business  
Representative



**LOCAL 1245 OFFICERS**  
FRONT ROW, FROM LEFT: HOWARD S. BUSINESS MANAGER/FINANCIAL SEC. DENT. BACK ROW, FROM LEFT: ED ANNA BAYLESS, EXECUTIVE BOARD TINDALL, EXECUTIVE BOARD; CHRIS MENDOZA, EXECUTIVE BO



# Season's Greetings

from  
**IBEW**  
**Local 1245**



**LOCAL 1245 OFFICERS & EXECUTIVE BOARD**  
FRONT ROW, FROM LEFT: **HOWARD STIEFER**, PRESIDENT; **JACK McNALLY**, BUSINESS MANAGER/FINANCIAL SECRETARY; **JIM McCAULEY**, VICE PRESIDENT. BACK ROW, FROM LEFT: **ED MALLORY**, RECORDING SECRETARY; **ANNA BAYLESS**, EXECUTIVE BOARD; **MIKE DAVIS**, TREASURER; **KATHY TINDALL**, EXECUTIVE BOARD; **CHRIS HABECKER**, EXECUTIVE BOARD; **JOHN MENDOZA**, EXECUTIVE BOARD. (PHOTO: AUSTIN LEA II)



Pat Hove  
Administrative  
Associate



Linda Knight  
Bookkeeping



Austin Lea II  
Acting Office  
Manager



Jim Lynn  
Business  
Representative



Jack McNally  
Business Manager



Peggy Proschold  
Administrative  
Associate



Julie Rodriguez  
Office Manager



Hunter Stern  
Business  
Representative



Kit Stice  
Business  
Representative



Lula Washington  
Business  
Representative



Virginia Wigington  
Administrative  
Associate



Eric Wolfe  
Communications  
Director

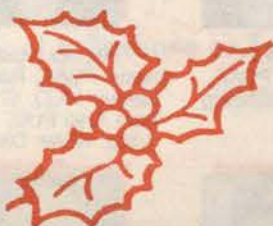


# from IBEW Local 1245



## & EXECUTIVE BOARD

IEFER, PRESIDENT; JACK McNALLY, SECRETARY; JIM McCAULEY, VICE PRESIDENT; MALLORY, RECORDING SECRETARY; MIKE DAVIS, TREASURER; KATHY LABECKER, EXECUTIVE BOARD; JOHN D. (PHOTO: AUSTIN LEA II)



Jack McNally  
Business Manager



Lita Martin  
Administrative Assistant



Darrel Mitchell  
Senior Assistant Business Manager



Landis Marttila  
Senior Business Representative



Art Murray  
Business Representative



Corrine Mascarenas  
Administrative Associate



Jack Osburn  
Business Representative



Debbie Mazzanti  
Business Representative



Larry Pierce  
Business Representative



Peggy Proschold  
Administrative Associate



Julie Rodriguez  
Office Manager



Roy Runnings  
Business Representative



Frank Saxsenmeier  
Business Representative



Dennis Seyfer  
Business Representative



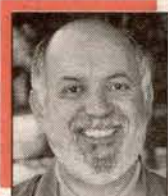
Roger Stalcup  
Assistant Business Manager



Hunter Stern  
Business Representative



Kit Stice  
Business Representative



Sam Tamimi  
Assistant Business Manager



Gail Varner  
Bookkeeping



Lula Washington  
Business Representative



Virginia Wigington  
Administrative Associate



Eric Wolfe  
Communications Director

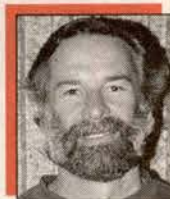


Perry Zimmerman  
Assistant Business Manager



Merry Christmas

# Happy Holidays!



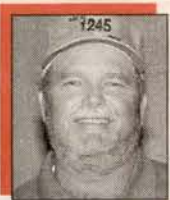
TERRY ANDREUCCI  
Drum PG&E, Plumas  
Sierra REC, City of  
Roseville



CONSTANCE BIBBS  
Sacramento Regional  
Transit District



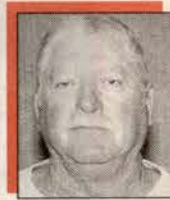
RICH COWART  
East Bay & Materials  
PG&E, Foster  
Wheeler



GROVER DAY  
Stockton PG&E,  
City of Lodi



ARLENE EDWARDS  
Clerical at Large  
PG&E  
(except GO clerical)



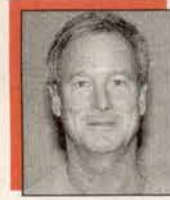
JIM EDWARDS  
Colgate PG&E, City of  
Gridley, Yuba County  
Water Agency



JIM FINDLEY  
North Bay PG&E,  
City of Healdsburg



HARVEY INESS  
Shasta PG&E, Redding,  
Lassen MUD, Shasta  
Dam Area PUD, Bella  
Vista Water District



BOB IRWIN  
Tree Trimmer  
Companies



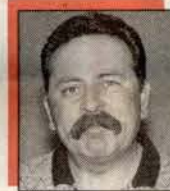
STEVE JAMESON  
PLO, PG&E, C.P.  
Nat'l: Needles Div. &  
Henderson District



DAN LOCKWOOD  
Coast Valleys PG&E



BOB LOVETT  
De Sable PG&E



MIKE MENA  
Citizens Utilities Co.  
of California



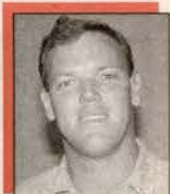
JOE OSTERLUND  
General Construction  
PG&E



RICH PERRY  
U.S. Bureau of  
Reclamation Region 2



LARRY RODRIGUEZ  
AC Transit, East Bay  
Municipalities



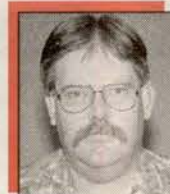
TOM ROWLEY  
Outside Construction



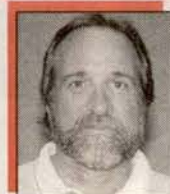
DAVID SCOTT  
San Joaquin PG&E,  
CAPCO,  
Chow. Water District



BERNARD SMALLWOOD  
San Francisco &  
General Office PG&E



KIT STICE  
Sacramento PG&E,  
Calibration & Testing



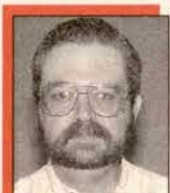
MIKE STOUT  
Irrigation Districts



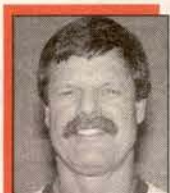
ARCHIE TAYLOR  
Pacific Gas  
Transmission Co.



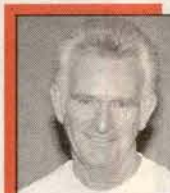
LEE THOMAS JR.  
Humboldt PG&E



ART TORRES  
Sacramento  
Municipal Utility  
District,  
GEO/Coldwater  
Creek Operating  
Coop



BOB VEIERA  
Sierra Pacific Power,  
WP Natural Gas-S.  
Lake Tahoe, CP  
National-Elko  
Telephone, Truckee  
Donner PUD, Mt.  
Wheeler Power, Wells  
REA, City of Fallon



BILL WALLACE  
City of Santa Clara,  
San Jose Div. PG&E

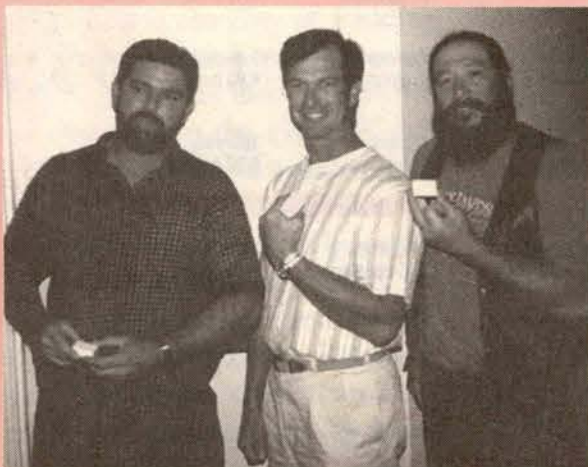


*Local 1245  
Advisory  
Council*

# Service award ceremony honors long-time members



**Riverside, Ca.  
1998**



## 50 YEARS

HAMMON, WILLIE

## 45 YEARS

BRAITENBACK, WALTER  
PACHOLZUK, CLETUS  
ROLOW, MELVIN

## 40 YEARS

BENDO, JACKIE  
BIRCHFIELD, VERNON  
DIXON, HOWARD  
HOGG, CLINE SR  
JOHNSON, GERALD  
KING, STEPHEN

## 35 YEARS

AABERG, GUS  
CHILDERS, DAVID  
CHRISTOFFERSON, CHRIS  
EAKIN, RON  
GRAVESTOCK, RICHARD  
MOISAN, JOSEPH  
THOMSON, LARRY  
WALTMIRE, CHARLES

## 30 YEARS

BATY, ROBERT  
DEVINE, JOHN  
GAINOR, DEAN  
GARNER, ALLEN  
HINDMAN, TED  
JOHNSTONE, JEFF

LILES, WILLIAM

LYLES, BOBBY  
MADDOX, HAROLD  
MCNAIR, DON  
PANGBURN, LEON JR  
RANKIN, JOHN  
STROY, WALTER  
THORN, WILLIAM  
WALDROP, WENDELL  
WENNINGER, RICHARD

## 25 YEARS

BERNER, STEVEN  
BIRD, DENNIS  
BRUESCH, DARLYN  
BUCKMASTER, RALPH JR  
FAHRION, MITCHELL  
GRIEGO, RAMON  
HARDEE, DONALD  
HOLM, TOM  
HUNZEKER, MICHAEL  
MCCORKLE, HUGH JR  
MCKINNON, DANIEL  
MILLER, HARVEY  
PETERSON, DENNIS  
PETERSON, RODNEY  
ROBERTS, JOE  
SAYE, STEVE  
SYLVESTER, DENNIS  
VOIGHT, EUGENE  
WARDLE, JOHN  
WILTSE, JOHN  
WINBERLY, CLIFFORD  
YOUNG, KENNETH

## 20 YEARS

BARKER, FRED  
BROWN, D E  
BRUCE, KENNY  
BRUECKNER, RICHARD  
DAVIS, BEVERLEY  
DAVIS, HARLEY  
HAGGE, JAMES JR  
HARGREAVES, RODNEY  
HAYNES, WILLIAM  
HEIN, STEPHEN  
JACKSON, BOB  
JASPER, GORDON  
LAMB, ROBERT  
LITTERAL, ROBERT  
LOWMAN, DARLENE  
MADIGAN, TIMOTHY  
MCKINNEY, MICHAEL  
MELENDEZ, LILLIAN  
MILLAR, ROBERT  
MORRIS, CLAUD  
NOLAN, RUSSELL  
RICHARDSON, BRAD  
RINGGENBERG, BRIAN  
ROLOW, MARK  
RUCKER, JAMES  
RUIZ, TIM  
SEGESMAN, JOHN  
SPRINGER, WILLIAM  
UPDEGRAFF, GARY  
WALSER, ROD  
WILKES, DOUGLAS  
WINNER, MICHAEL

SAN JOAQUIN				JAN	FEB	MAR	APR	MAY	JUN
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.	5	9	9	6	4	8
1112	BAKERSFIELD Labor Hall 200 W. Jeffery St.	Chairman: R. Moon*	Wednesday 6:00 p.m.	13	10	10	14	12	16
1120	SELMA Sal's Mexican Rest. 2163 Park St.	Chairman: P. Sandoval	Thursday 4:30 p.m.	14	18	18	15	13	17
1121	COALINGA PGE Downtown Office Coalinga	Chairman: R. Eakin*	Wednesday 4:00 p.m.	6	-	3	-	5	-
1122	MERCED IRR. DIST. Branding Iron 640 W. 16th	Chairman: R. Telles	Tuesday 7:30 p.m.	5	2	2	6	4	1
1123	MERCED Branding Iron 640 W. 16th St.	Chairman: P. Galan-Wert	Wednesday 5:30 p.m.	6	3	3	7	5	2
1128	LEMOORE Fleet Reserve 788 "D" Street	Chairman: M. Ormonde	Tuesday 5:30 p.m.	12	9	9	13	11	15
1129	AUBERRY Daddy Joe's Auberry Road	Chairman: T. Moore	Tuesday 5:45 p.m.	12	16	16	13	11	15
COAST VALLEYS									
1211	SALINAS Mtn. Mike's Pizza E. Alisal St.	Chairman: J. Merdan*	Tuesday 5:00 p.m.	5	9	9	6	4	8
1213	KING CITY Round Table Pizza 500-Canal St.	Chairman: J. Sportsman	Thursday 3:45 p.m.	7	11	11	8	6	10
1215	PISMO BEACH Del's Pizzeria Shell Beach*	Chairman: T. Castanon	Thursday 4:00 p.m.	7	11	11	8	6	10
1216	SANTAMARIA Giavanni's Pizza Orcutt	Chairman: B. Bell	Tuesday 4:00 p.m.	5	9	9	6	4	8
1217	TEMPLETON The Pizza Place Templeton	Chairman: G. Burk	Tuesday 4:00 p.m.	12	16	16	13	11	15
1219	HOLLISTER Straw Hat Pizza 191-A San Felipe	Chairman: J. Vermilyer	Wednesday 5:00 p.m.	6	10	10	7	5	9
1220	DIABLO CANYON Marge's Diner San Luis Obispo	Chairman: D. Lockwood	Wednesday 5:30 p.m.	6	10	10	7	5	9
1221	BUELLTON Antonio's Pizza Buellton	Chairman: T. Mathews	Monday 4:00 p.m.	11	8	15	12	10	14
PIPELINE									
1311	HINKLEY PSEA Rec. Room Hinkley Station	Chairman: P. Earl	Wednesday 5:30 p.m.	-	3	-	7	-	9
1313	TOPOCK PSEA Rec. Room Topok Station	Chairman: K. Feil	Thursday 4:45 p.m.	-	4	-	8	-	10
1314	KETTLEMAN PSEA Rec. Room Kettleman Station	Chairman: S. Jameson	Tuesday 5:30 p.m.	19	-	16	-	18	-
SANTA CLARA									
1411	CITY OF SANTA CLARA Vesuvius Rest. 3044 El Camino	Chairman: B. Wallace	Thursday 5:30 p.m.	14	11	11	8	13	10
SAN JOSE									
1511	SANJOSE Straw Hat Pizza 1535 Meridian Avenue	Chairman: B. Brill	Wednesday 6:30 p.m.	6	3	3	7	5	2
1512	BELMONT T.W.U. Local 505 1521 Rollins Rd/Millbrae	Chairman: B. Quinn	Wednesday 5:30 p.m.	13	10	10	14	12	10
1513	SANTACRUZ VFW Post #7263 2259 7th Avenue	Chairman: A. Freitas	Tuesday* 6:00 p.m.	12	16	16	13	11	15
CITY OF OAKLAND									
2211	OAKLAND GENERAL Francesco's Hegenberger & Pardee	Chairman: L. Rodriguez	Thursday 4:00 p.m.	21	18	18	15	20	17
EAST BAY									
2301	EAST BAY CLERICAL To Be Announced*	Chairman: P. Kelleher	Wednesday 6:00 p.m.	6	3	3	7	5	2
2311	OAKLAND PHYSICAL Francesco's Hegenberger & Pardee	Chairman: J. Audelo	Tuesday 5:30 p.m.	5	2	2	6	4	1
2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: B. Bolen*	Thursday 7:00 p.m.	14	11	11	8	13	10
2317	ANTIOCH Aladino's Pizza 1324 Sunset Drive	Chairman: D. Tucker	Wednesday 5:00 p.m.	13	10	10	14	12	9
2318	RICHMOND To Be Announced*	Chairman: C. Jackson	Wednesday 4:30 p.m.	6	3	3	7	5	2
SAN FRANCISCO									
2401	SAN FRANCISCO CLERICAL Beale St. Bar & Grill 133 Beale St., S.F.	Chairman: F. Marshall	Wednesday 5:30 p.m.	13	10	10	14	12	9
2412	SAN FRANCISCO Ship Clerks Union Hall 4 Berry St., S.F.	Chairman: M. Phillips*	Wednesday 4:30 p.m.	6	3	3	7	5	3
STOCKTON									
2511	STOCKTON Ed Stewart Post 3110 N. West Lane	Chairman: A. Bayless	Thursday 6:30 p.m.	14	11	11	8	13	10
2512	ANGEL'S CAMP Mike's Pizza Hwy. 49/Murphys Grade	Chairman: G. Day*	Thursday* 4:00 p.m.*	7	4	4	5*	6	3
2513	JACKSON Mtn. Mike's Pizza 525 S. Hwy 49	Chairman: D. Shulze	Tuesday 4:00 p.m.	5	2	2	6	4	1
2515	MODESTO Days Inn* 1312 McHenry*	Chairman: F. Malcria*	Wednesday 5:30 p.m.	13	10	10	14	12	9
2516	CITY OF LODI Round Table* Kettleman Lane	Chairman: B. Fisher	Thursday 4:30 p.m.	7	4	4	1	6	3
2517	SONORA Stuff Pizza Hwy 108 East	Chairman: B. Owens	Tuesday 4:30 p.m.	12	9	9	13	11	8
2518	MODESTO IRR. DIST. Pizza Pub Kansas Avenue	Chairman: R. Wright*	Wednesday 4:30 p.m.	6	3	3	7	5	2
PG&E GAS TRANSMISSION NORTHWEST									
3021	SAND POINT PG&E GTNW Office	Chairman: T. Anderson	Monday 5:00 p.m.	11	15	15	12	10	14
3023	WALLA WALLA PG&E GTNW Office	Chairman: M. Prior*	Wednesday 4:30 p.m.	13	17	17	14	12	16
3025	SPOKANE PG&E GTNW Office	Chairman: S. Jordan	Thursday 5:00 p.m.	14	18	18	15	13	17
3026	PORTLAND PG&E GTNW Office	Chairman: M. Gustafson	Wednesday 12:00 p.m.	27	24	31	28	26	30
HUMBOLDT									
3111	EUREKA Labor Temple 9th & "E" Street	Chairman: C. Wood	Tuesday 6:00 p.m.	12	9	9	13	11	15
SHASTA									
3212	REDDING Pietros* 995 Hilltop Drive*	Chairman: A. Streetman	Wednesday 5:15 p.m.	13	10	10	14	12	9
3213	BURNEY Sam's Pizza Johnson Park	Chairman: T. Marymee	Tuesday 6:00 p.m.	12	9	9	13	11	8
3214	REDBLUFF The Green Barn #5 Chestnut	Chairman: H. Iness	Thursday 5:30 p.m.	14	11	11	15	13	10
CITY OF REDDING									
3217	CITY OF REDDING Labor Council* 900 Locust Street*	Chairman: J. Kropholler	Wednesday 5:15 p.m.	6	3	3	7	5	2

Your Union, Your Voice--  
Attend Your Unit Meetings!

NEVADA				JAN	FEB	MAR	APR	MAY	JUN
3311	RENO IBEW Hall LU 401 2713 E. 4th Street	Chairman: W. Paterson	Wednesday 7:00 p.m.	6	3	3	7	5	2
3312	CARSON CITY Carson City Fire Dept. Station #3	Chairman: W. Keating*	Tuesday* 5:30 p.m.	12	9	9	13	11	8
3314	SOUTH LAKE TAHOE Steamer's 2236 Lake Tahoe Blvd.*	Chairman: P. Stahl	Thursday 5:00 p.m.	7	4	4	1	6	3
3315	MT. WHEELER/ELY Ely Fire Department Dept. Meeting Hall	Chairman: R. Miller	Wednesday 4:30 p.m.	20	17	17	21	19	16
3318	ELKO Stockman's Hotel Elko	Chairman: L. Allen*	Thursday* 6:00 p.m.	14	11	11	8	13	10
3319	WELLS R.E.C. Silver Sage Sr. Ctr. 1st Street, Wells	Chairman: C. Swett	Thursday 6:30 p.m.	21	18	18	22	20	17
3320	NORTH LAKE TAHOE Carpenter's Hall Kings Beach	Chairman: B. Warmuth*	Wednesday 5:30 p.m.	20	17	17	21	19	16
DESABLA									
3412	QUINCY Moon's Pizza Lawrence Street	Chairman: J. Dolloff	Wednesday 6:00 p.m.*	6	3	3	7	5	2
3417	PARADISE Red Lion Pizza 6611 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	7	4	4	8	6	3
DRUM									
3511	AUBURN Moose Lodge Sacramento & High	Chairman: T. Andreucci	Tuesday 6:00 p.m.	12	9	9	13	11	8
3512	ROSEVILLE Fast Freddie's Pizza 130 Main Street	Chairman: T. Bakkie	Tuesday 5:15 p.m.	5	2	2	6	4	1
3513	GRASS VALLEY Swiss House 535 Mill Street	Chairman: T. Gilbert	Wednesday 6:00 p.m.	13	10	10	14	12	9
3813	PLACERVILLE Spanky's Pizza 197 Placerville Drive	Chairman: P. Flecklin	Tuesday 4:00 p.m.*	5	2	2	6	4	1
COLGATE									
3611	MARYSVILLE Marcella's 1245 Bridge Street	Chairman: J. Edwards	Wednesday 6:00 p.m.	6	3	3	7	5	2
3613	OROVILLE Eagle's Hall 2010 Montgomery	Chairman: J. Hall	Tuesday 5:15 p.m.	19	16	16	20	18	15
NORTH BAY									
3711	MARIN COUNTY Roundtable Pizza S. Novato Blvd., Novato	Chairman: I. Snyder	Wednesday 5:30 p.m.	13	10	10	14	12	9
3712	SANTAROSA Roundtable Pizza Steele & Cleaveland	Chairman: L. Stubblefield	Tuesday 7:00 p.m.	5	2	2	6	4	1
3714	UKIAH Discovery Inn 1340 N. State St.	Chairman: K. Wilson*	Wednesday 7:30 p.m.	6	3	3	7	5	9
3715	LAKEPORT Senior Center 527 Konocti Avenue	Chairman: B. Dawson	Tuesday 7:00 p.m.	5	2	2	6	4	8
3716	NAPA/VALLEJO Mary's Pizza Jefferson St. Napa	Chairman: J. Kent	Thursday 7:00 p.m.	7	4	4	1	6	3
3717	FORT BRAGG/PT ARENA Masonic Temple 426 N. Main*	Chairman: G. Fernandez	Thursday 5:00 p.m.	21	18	18	22	20	24
3718	WEST GEYSERS Giorgio's Pizza Healdsburg Ave.	Chairman: A. MacLean	Tuesday 6:30 p.m.	19	16	16	20	18	22
SACRAMENTO				JAN	FEB	MAR	APR	MAY	JUN
3011*	SAC REG TRANS Club 65 65th & Broadway	Chairman: J. Mendonca	Thursday 4:45 p.m.	14	11	11	8	13	10
3801	SACRAMENTO CLERICAL Sac. Cntrl Labor Council 2840 El Centro	Chairman: A. Edwards	Thursday 5:15 p.m.	21	18	18	15	20	17
3811	SACRAMENTO Florin Odd Fellow 8360 Florin Road	Chairman: D. Norris	Thursday 6:00 a.m.	7	4	4	1	6	3
3812	VACAVILLE 140 Browns Vly Pkwy Vacaville	Chairman: B. Yaws*	Tuesday 5:00 p.m.	12	9	9	13	11	8
3814	WOODLAND Amer. Legion Hall 523 Brush Street	Chairman: B. Wallace*	Thursday 5:00 p.m.	7	4	4	1	6	3
3911	SMUD Cntrl Labor Council El Centro & I-80	Chairman: G. Richie	Wednesday 5:00 p.m.	13	10	10	14	12	9
3912	FRESH POND (SMUD) 50 Grand Pollock Pines	Chairman: D. Newton	Wednesday* 6:00 p.m.	6	3	3	7	5	2
CITIZENS COMMUNICATIONS*									
4012	SUSANVILLE Grande Cafe 730 Main Street	Chairman: J. Deal	Thursday 5:15 p.m.	14	11	11	15	13	10
4013	ALTURAS The Brass Rail Hwy. 395	Chairman: M. Nelson	Wednesday 5:30 p.m.	13	10	10	14	12	9
4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: D. Morrison*	Thursday 6:30 p.m.*	21	18	18	22	20	17
4015	BURNEY Sam's Pizza Hwy 299 East	Chairman: D. Trobridge	Tuesday 5:30 p.m.	5	2	2	6	4	1
TREE TRIMMERS									
4404	DAVEY TREE/OAKLAND Francesco's Hegenberger & Pardee	Chairman: A. Garcia	Tuesday 4:30 p.m.	5	2	2	6	4	1
4406	DAVEY TREE/PARADISE Red Lion Pizza 6011 Skyway	Chairman: P. King	Thursday 5:30 p.m.*	7	4	4	8	6	3
4418	DAVEY TREE/EUREKA Labor Temple 9th & E. St.	Chairman: A. Stockham	Thursday 6:30 p.m.	14	11	11	15	13	17
4419	DAVEY TREE/REDDING Pietro's* 995 Hilltop Drive*	Chairman: B. Irwin	Wednesday 5:00 p.m.	20	17	17	21	19	16
4711	ASPLUNDH TREE Mtn. Mike's Pizza Redwood City	Chairman: D. Sanchez	Wednesday 5:30 p.m.	20	17	17	21	19	16
4712	ASPLUNDH TREE/SELMA Sal's Restaurant Park & Skelton	Chairman: A. Martinez	Thursday 4:30 p.m.	7	11	11	8	6	10
OUTSIDE LINE									
4911	OUTSIDE LINE/SACRAMENTO 2840 El Centro Sacramento	Chairman: J. Madigan	Saturday 10:00 a.m.	9	13	13	10	8	12
4912	OUTSIDE LINE/RIVERSIDE 1074 LaCadena Dr #5 Riverside	Chairman: J. Johnstone	Wednesday 8:00 p.m.	13	10	10	14	12	9

\* Indicates recent change

Be In The Know--  
Attend Your Unit Meetings!



## Senior centers provide assistance at holiday time

By Orv Owen

**T**he arrival of the holiday season brings many beautiful and loving memories and reflections for our elderly citizens.

Many will again share the spirit and joys of Christmas with their families and friends.

However, the arrival of the holiday season often leaves many older Americans feeling sad, angry, anxious, overcome by grief, and depressed, particularly when their children live far away or their spouses or other family members have passed away. Unfortunately, many of our elderly will be alone this holiday season. Many of these elderly citizens are our neighbors or live close by.

If you are aware of seniors who will be alone during the holiday season, contact the Senior Center in your area.



### MORE INVOLVEMENT NEEDED

Mike Silva helps spur a discussion on getting more retirees involved in union activities during a recent meeting of the East Bay Chapter of the Local 1245 Retirees Club. (Photo: Eric Wolfe)

They can usually provide assistance and programs to assure that seniors will not be alone and will share the holidays with other seniors.

Senior Centers throughout our state and nation were established to provide the necessary everyday assistance for our elderly citizens who are unable to perform some of the simple and routine tasks of everyday living, such as: shopping, banking, transportation, medical and legal assistance, affordable housing and meals, etc.

If you have a Senior Center, please take advantage of their services, and encourage others to do so. They want to assist seniors by providing activities that some seniors might otherwise go without. Keep the Faith!

IBEW  
Local  
1245



Retirees Corner

### Retiree Club dates

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

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

**PAY US  
A VISIT!**

## Eroding Americans' entitlements

# How would privatized Social Security fare in a market crash?

**H**ere's a scenario worth thinking about.

What would happen if America privatized the Social Security system, and then the bottom fell out of the stock market?

Millions of middle-class Americans would find themselves headed into the lower class upon their retirement, that's what would happen.

If the guaranteed benefit program is replaced with individual retirement accounts—as some in Congress now propose—working Americans would be dependent upon their stock market investments for their income when they retire. Those who retire when the market is doing poorly would find their Social Security income sharply curtailed.

And for most middle-class Americans, that would spell disaster. Why? Because Social Security currently makes up 66% of all income

received by middle-income senior citizens in America.

Compare this to pensions, which make up just 14% of all income for middle-income seniors. Or income from assets and savings, which makes up just 10% of all income. Or income from after-retirement jobs, which makes up 6% of all income for middle-income seniors.

If we knock out any of these other sources of income, Social Security remains as a safety net. But if we knock out Social Security by tying it to a volatile market, we would be cutting into the chief source of income for middle-income seniors in America today.

### Problem with Pensions

The problem of retirement income is aggravated by the changing nature of pensions in the American workplace. Only 42% of retirees receive income from any type of pension such as private or government employee pensions, Keogh plans or 401(k)

plans. Income from employment-based pensions is unlikely to increase for future retirees. Today, only 49% of all wage and salary workers have a pension through their employer.

Furthermore, employers are shrinking the size of their pension contributions. In 1979, employers' contributed 88 cents to a pension plan for each hour an employee worked, but by 1994, adjusted for inflation, the contribution had declined by 20% to just 70 cents.

Moreover, most firms no longer offer defined-benefit pensions, which provide a guaranteed retirement income level. Instead, firms offer defined-contribution pensions, like 401(k) plans, in which the employer deposits money into an employee's account. In this type of plan, retirement income depends upon the amount deposited, an employee's investment decisions, and the perfor-

mance of the stock and bond markets.

But employees in defined-contribution plans at least have the peace of mind that comes from knowing that their Social Security benefit is not subject to the whims of the stock market—it is guaranteed. Or at least it

has been up to now.

The privatization of Social Security would destroy the only sure source of income enjoyed by virtually all Americans.

(Adapted from "Paycheck Economics," a publication of the Economic Policy Institute.)

