Memorial Wall ceremony

L. L. Mitchell honored as union ‘co-founder’

Local 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 Ory Owen said he admired Mitchell so much that he gave his son “Mitchell” as a middle name.

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.

(PUCN prepares regulations)

Nevada plan threatens jobs, service

The 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...
Workers here and abroad

Rolling the union on...

---

**Labor Party Platform**

150 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.labornet.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.

---

**121 Times More Than Your Executive Pay Watch**

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 exects at Standard & Poor's 500 companies average nearly $9 million ayear. 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.

---

**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 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.
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 blistery 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."

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 only 74% of nonunion workers. Union workers also are more likely to have retirement and short-term disability benefits.

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 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.)

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 only 74% of nonunion workers. Union workers also are more likely to have retirement and short-term disability benefits.

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.)
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 hairdo 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."
Happy Chanukah
Local 1245 Officers & Executive Board

Front row, from left: Howard Steifer, 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)
Merry Christmas
Service award ceremony honors long-time members

Riverside, Ca.
1998

50 YEARS
HAMMON, WILLIE

45 YEARS
BRAITENBACK, WALTER
PACHOLZUK, CLETUS
ROLNOW, MELVIN

40 YEARS
BENCO, JACKIE
BIRCHFIELD, VERNON
DIXON, HOWARD
HOGG, CLINE SR
JOHNSON, GERALD
KING, STEPHEN

35 YEARS
AABERG, GUS
CHILDERS, DAVID
CHRISTOFFERSON, CHRIS
EACK, RON
GRAVESTOCK, RICHARD
MOSIAN, JOSEPH
THOMSON, LARRY
WALTWIRE, CHARLES

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

25 YEARS
LILES, WILLIAM
LYLES, BOBBY
MADOCK, HAROLD
MONAIR, DON
PANGBURN, LEON JR
RANKIN, JOHN
STROY, WALTER
THORN, WILLIAM
WALDROP, WENDELL
WENNINGER, RICHARD

20 YEARS
BARKER, FRED
BROWN, D.E
BRUCE, KENNY
BRUECKNER, RICHARD
DAVIS, HERB
DAVIS, HARLEY
HAGUE, JAMES JR
HARGREAVES, ROODNEY
HAYNES, WILLIAM
HEN, STEPHEN
JACKSON, BOB
JASPER, GORDON
LAM, ROBERT
LITTERAL, ROBERT
LOWMAN, DARLONE
MADIGAN, TIMOTHY
MCKINNEY, MICHAEL
MELINDEZ, LILLIAN
MILLAR, ROBERT
MORRIS, CLAUD
NOLEN, FUSSELL
RICHARDSON, BRIAN
RINGGENBERG, BRIAN
ROLNOW, MARK
RUCKER, JAMES
RUIZ, TIM
SEGESEMAN, JOHN
SPRINGER, WILLIAM
SPRINGER, WILLIAM
UPDEGRAFF, GARY
WALSER, ROY
WILKES, DOUGLAS
WINNER, MICHAEL
<table>
<thead>
<tr>
<th>JAN</th>
<th>FEB</th>
<th>MAR</th>
<th>APR</th>
<th>MAY</th>
<th>JUN</th>
</tr>
</thead>
<tbody>
<tr>
<td>2301</td>
<td>EAST BAY CLEIRCAL</td>
<td>To Be Announced*</td>
<td>Chairman: Wednesday</td>
<td>9:30 p.m.</td>
<td>6</td>
</tr>
</tbody>
</table>

### San Joaquin

| 1111 | PIEZID | Cedar & Shields | Chairman: Tuesday | 5:30 p.m. | 5 | 9 | 9 | 6 | 4 | 8 |
| 1112 | BAKERSFIELD | Labor Hall | 300 W. Jeffrey St. | R. Moore* | 6:00 p.m. | 13 | 10 | 10 | 14 | 12 | 16 |
| 1120 | SEVNA | Sal's Mexican Rest. | 2163 Park St. | P. Sandhoff | 4:30 p.m. | 14 | 18 | 18 | 15 | 13 | 17 |
| 1121 | CANA | PGE Downtown Office | Coalinga | R. Exin* | 4:00 p.m. | 6 | - | 3 | - | 5 | - |
| 1122 | MERRED | R. Tellas | 6:30 p.m. | 5 | 2 | 2 | 6 | 4 | 1 |
| 1123 | LEMORE | PGE Downtown Office | Coalinga | R. Exin* | 5:30 p.m. | 6 | 3 | 3 | 7 | 5 | 2 |
| 1124 | AUBERRY | Daddy Jo's | 6:45 p.m. | 12 | 16 | 16 | 13 | 11 | 15 |

### Coast Valleys

| 1211 | SALINAS | Mr. Mike's Pizza | E. Alisal St. | J. Mervin* | 5:00 p.m. | 5 | 9 | 9 | 6 | 4 | 8 |
| 1212 | KING CITY | Round Table Pizza | 600-200 St. | J. Sporter | 3:45 p.m. | 7 | 11 | 11 | 8 | 6 | 10 |
| 1213 | PISMO BEACH | Del's Pizza | 7:00 p.m. | T. Gartman | 4:00 p.m. | 7 | 11 | 11 | 8 | 6 | 10 |
| 1214 | SANTA MARIA | Galani's Pizza | San Luis Obispo | S. Bell | 4:00 p.m. | 5 | 9 | 9 | 6 | 4 | 8 |
| 1215 | TEMPLETON | The Pizza Place | Templeton | M. Nunn | 6:00 p.m. | 12 | 16 | 16 | 13 | 11 | 15 |
| 1216 | HOLLISTER | Straw Hat Pizza | J. McNaughton | 5:00 p.m. | 6 | 10 | 10 | 7 | 5 | 9 |
| 1217 | CAMBRIA | San Luis Obispo | T. Mathews | 4:00 p.m. | 11 | 8 | 15 | 12 | 10 | 14 |

### Pipeline

| 1311 | HINLEY | PGE Rec. Room | Amity Station | P. Earl | 5:30 p.m. | - | 3 | - | 7 | - | 9 |
| 1313 | TOPPOX | PGE Rec. Room | Topaz Station | R. Quin | 4:45 p.m. | - | 4 | - | 8 | - | 10 |
| 1314 | KETTLERMA | PGE Rec. Room | Kettleman Station | J. Jansen | 5:30 p.m. | 19 | - | - | - | - | - |

### Santa Clara

| 1411 | CITY OF SANTA CLARA | Vose's Floor | 3048 E. Center | B. Witt | 5:30 p.m. | 14 | 11 | 11 | 8 | 13 | 10 |

### San Jose

| 1511 | SAN JOSE | Shaw's Pizza | 1525 Meridian Avenue | B. Rill | 6:30 p.m. | 6 | 3 | 3 | 7 | 5 | 2 |
| 1512 | BELMONT | T.W. Local 505 | 1527 Roberts Rd/Miller Ave | B. Quinn | 5:30 p.m. | 13 | 10 | 10 | 14 | 12 | 10 |
| 1513 | SANTA CRUZ | VFV Post #7023 | 2259 7th Avenue | A. Plets | 6:00 p.m. | 12 | 16 | 16 | 13 | 11 | 15 |

### City of Oakland

| 2211 | OAKLAND GENERAL | Firemen's | Hegaseberger & Pardee | L. Rodriguez | 4:00 p.m. | 21 | 18 | 18 | 15 | 20 | 17 |

---

**Your Union, Your Voice—Attend Your Unit Meetings!**
Senior centers provide assistance at holiday time

By Ory Owen

The 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. 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!

Eroding Americans’ entitlements

How would privatized Social Security fare in a market crash?

Here’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. These 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 68% 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 8% 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' contributions amounted to 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 performance 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.)