

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
January 1999
Vol. XLVIII No. 1

UTILITY REPORTER

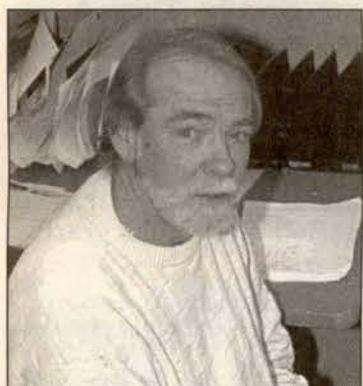
Al Sandoval
Essay Contest
Page 12

PG&E wage rates under attack by ORA



"I think for the amount of work we do, we're entitled to the money we get."

*Lydia Galvan
Operating Clerk Steno
PG&E, Concord*



"As vacancies occur in our department, they're not being filled, so we have to absorb the work."

*Jerry Burns
Service Representative
PG&E, Concord*

The Office of Ratepayer Advocates thinks members of Local 1245 should not be allowed to enjoy the fruits of their collective bargaining power.

The ORA, formerly known as the Division of Ratepayer Advocates, has recommended that the California Public Utilities Commission reduce the allowance for labor expenses when determining what rates PG&E will be allowed to charge customers.

The ORA believes PG&E employees are paid approximately 7% too much. In addition, the ORA is advocating a 24% reduction in the workforce at PG&E and an "increased reliance" on non-union labor.

This marks the fifth consecutive rate case in which the ORA has pressed for cuts in employee compensation.

"The ORA has always taken a strong anti-union position in the general rate cases, and they have done that again this year," said Local 1245 Business Manager Jack McNally. "Their position particularly hurts the clerical bargaining unit, where we have been able to negotiate wages and benefits that are far more fair than those enjoyed by most clerical workers."

Local 1245 members, when informed of the ORA's maneuver, were clearly upset.

"I think for the amount of work we do, we're entitled to the money we get," said Lydia Galvan, an Operating Clerk Steno at the Concord Service Center. "Experience makes a difference

when helping customers."

Galvan, a union member for 24 years, said that employees must know where to go for information, and to be able to interpret that information correctly.

In addition, the workload for many employees is increasing as PG&E continues to shrink parts of its workforce.

"As vacancies occur in our department, they're not being filled, so we have to absorb the work," said Jerry Burns, a Service Representative and union steward at the Concord Service Center.

Conflicting Pressures

The ORA's call for workforce reductions conflicts sharply with other public policy pressures on PG&E.

In the wake of prolonged

blackouts during three major storms in 1995, legislators and regulators demanded that PG&E improve system reliability. PG&E proceeded to hire thousands of temporary additional employees through the Local 1245 hiring hall to make needed repairs on the electric distribution system. By all accounts, those investments paid off in 1998 when PG&E's system withstood the months-long pounding of El Niño storms.

It is not clear how PG&E would be able to meet its obligation to provide reliable electric and gas service with a dramatically reduced workforce. And it is not clear that the ORA seriously considered the probable impact of its recommendations on system reliability and customer service.

See PAGE FIVE

Blackout investigation

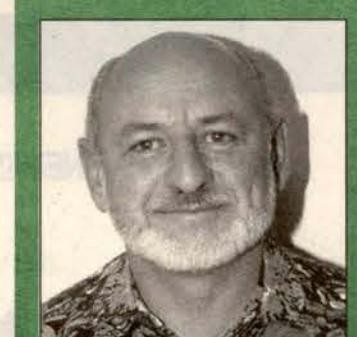
The blackout that cut power to over a million PG&E customers in San Francisco on Dec. 8 produced a spate of media attacks on PG&E workers—and a blistering response from Local 1245 Business Manager Jack McNally.

Two days after outage, a San Francisco Examiner editorial blamed the outage on "some bozo" at a PG&E plant, while a representative from Channel 2 set up a dummy in downtown San Francisco and invited passersby to beat up PG&E employees in effigy.

In a letter to both news organizations, McNally criticized these antics as possibly endangering the safety of PG&E employees.

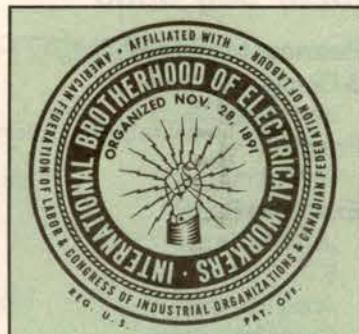
"For a journalist to invite members of the public to physically attack PG&E employees in effigy is reprehensible," McNally wrote.

See Page 3 for McNally's full statement.



**Joel Ellioff
'The G.C. Rep'
Retires**

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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

ALLIED PRINTERS
TRADES UNION COUNCIL 583
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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.



Workers here and abroad

Rolling the union on...

You're Happy, Damn It:

After 200 apple packing-house workers struck Borton and Sons in Yakima, Wash., John Borton told the workers that he consults with God about the way he treats them, the Teamsters Convoy Dispatch reported. Borton said that he knows the workers don't make enough—\$5.15 an hour with no health insurance—but not to worry because poor people are happier than rich people.

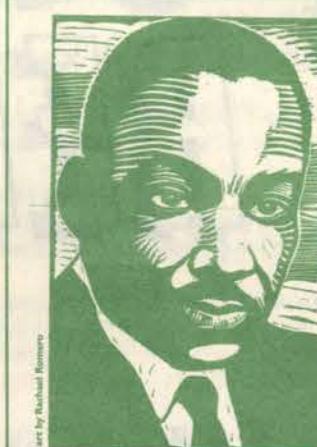
Wins Up in '98: More workers were seeking to join unions, and more union elections were being won, in 1998 than in 1997. There were 1,611 government-supervised elections in the first six months of 1998, up by 8.9% over the first six months of last year. Unions won 833 of those elections for a win rate of 51.7%, compared to 49.2% in the first half of last year. These figures do not include organizing victories under the Railway Labor Act or under card-check recognition.

Teacher's Sacrifice: Alexander Motorin, one of hundreds of Russian teachers who had maintained a

hunger strike over unpaid wages in a city on the Volga River, has died. Teachers throughout Ulyanovsk, a city of 465,000, starved themselves in their classrooms for 10 days, protesting at delays in wages held up since July. Many of the striking teachers have needed medical attention, according to Reuters.

UC strike: Teaching assistants at eight campuses of the University of California struck in late November, the latest development in a 15-year campaign to win union recognition. The striking graduate teaching assistants agreed to a 45-day cooling off period after the University bowed to a request by Assembly Speaker Antonio Villaraigosa and State Senate President Pro Tem John Burton to negotiate with the strikers. Further evidence that it pays to elect friends of labor to political office.

Cocoa Halted: A 48-hour strike by Ivory Coast civil servants shut down government offices and the main container terminal in the West African state in early December. The union



Union members and supporters will celebrate the life of Dr. Martin Luther King Jr. with a weekend of workers' music, drama, writing, art, story telling, comedy and song, culminating in a public concert on Jan. 17 to benefit workers in need.

The 13th Annual Western Workers Labor Heritage Festival begins Friday evening, Jan. 15, with an arts exchange and social at Machinists Lodge 1781, 1511 Rollins Road, Burlingame, Ca. (Take Millbrae exit off Hwy. 101, head west, go left on Rollins).

For more information, call David Winters at (831) 426-4940.

representing the country's 110,000 civil servants called the strike following disputes over medical claims and the criteria for awarding bonuses. The strike slowed activity at the two main ports of Abidjan and San Pedro from where Ivory Coast's cocoa and coffee are exported. Ivory Coast is the world's top cocoa producer.

Hurricane Relief: The AFL-CIO has set up a fund

Labor Heritage Festival honors Dr. King

to aid victims of Hurricane Mitch, which killed more than 9,000 people, left more than 500,000 homeless, and left thousands of workers without jobs in Central America. To contribute, make checks payable to "Solidarity Center/Hurricane Relief" and mail to: American Center for International Labor Solidarity, 1925 K Street, N.W., Suite 300, Washington, DC 20006, Attention: Selma Padron.

Breathe This: A Tennessee employer pleaded guilty to hiring homeless men to rip asbestos out of a factory in Wisconsin without training or safety equipment, Labor Notes reported. He could get five years.

Unit changes

Unit 2318, Richmond Physical, has a new meeting location: Hacienda Restaurant, 12020 San Pablo, in Richmond. The unit meets on the first Wednesday of the month at 4:30 p.m.

Unit 2301, East Bay Clerical, has a new meeting location: Hacienda Restaurant, 12020 San Pablo, in Richmond. The unit meets on the first Wednesday of the month at 6:00 p.m.

OUT WITH THE OLD...



...IN WITH THE NEW!!!



ORGANIZE IN '99

THE UNION ADVANTAGE

Union Workers Have Greater Job Stability

Although 60% of union workers have been with their current employers for at least 10 years, only 30% of nonunion workers can make the same claim.

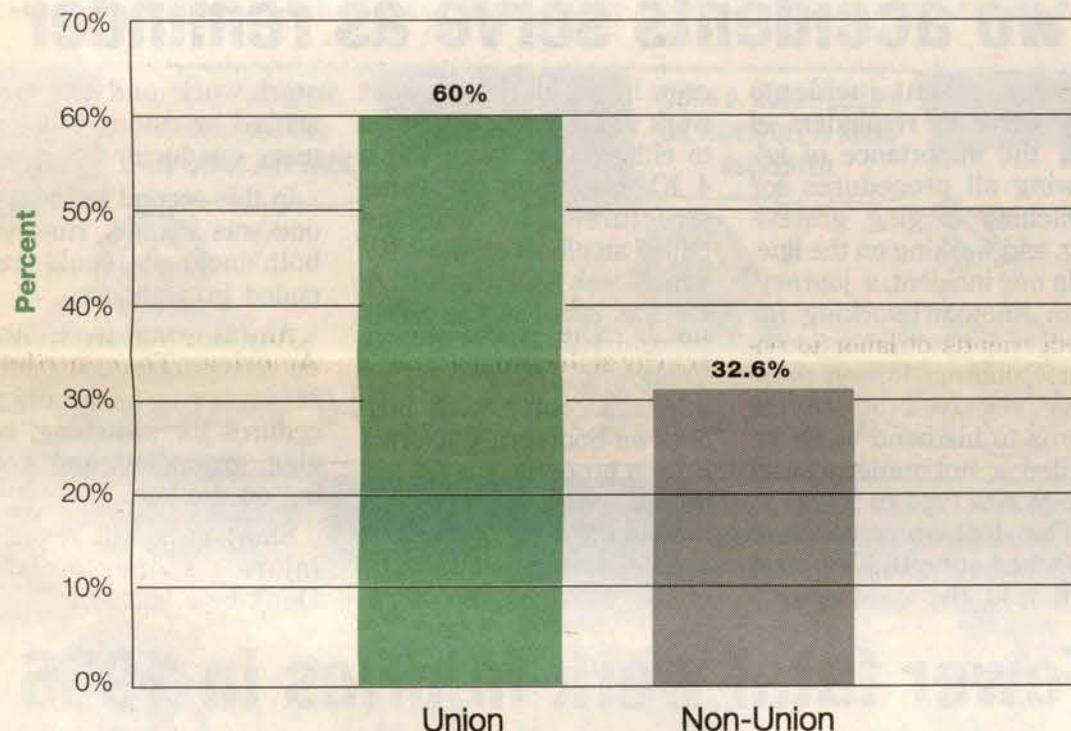
Union workers have greater job stability, in part because they're more satisfied with their jobs, receive better

pay, have better benefits, and have access to fair grievance procedures.

Even more important, most collective bargaining agreements protect union members from unjust discharge.

Non-union workers are "employees at will" who can be fired at any time for any reason--or for no reason.

UNION WORKERS AND JOB STABILITY
Percentage of Workers with the Same Employer
for 10 Years or More, 1993



Source: AFL-CIO analysis of the Current Population Survey, Supplement on Employee Benefits, April 1993.
Prepared by the AFL-CIO.

APPOINTMENTS

CONFERENCES & CONVENTIONS

Electrical Workers Minority Caucus - Ninth Annual Conference
Dorothy Fortier
Jack McNally
John Mendoza
Darrel Mitchell
Howard Steifer
Lula Washington

Utility Reporter wins twice

The Utility Reporter received two awards in the 1998 Journalist Contest sponsored by the International Labor Communications Association.

The Utility Reporter received an Honorable Mention in the category of General Excellence for local union publications with circulations of 15,000 or more. Although Local 1245's newspaper has received previous awards from the ICLA for feature stories, this is the first time the paper has

been recognized in the General Excellence category.

The Utility Reporter also received an Honorable Mention in the Unique Performance category for its ongoing coverage of the electric utility restructuring issue.

Awards were for material published in 1997.

The Executive Editor of Utility Reporter is Business Manager Jack McNally. Serving as Managing Editor is Communications Director Eric Wolfe.

Calling people bozos won't get the job done

Jack McNally, IBEW 1245 Business Manager

(The following Op-Ed piece was sent to the San Francisco Examiner and Channel 2)

The power outage that afflicted San Francisco on Dec. 8 serves as a powerful reminder of the fundamental importance of reliable electric service to our state's citizens and economy. Unfortunately, some elements of the media chose to exploit this extremely serious issue for cheap publicity stunts and personal attacks on PG&E employees.

As the leader of the union that represents PG&E's employees, I was deeply distressed by the personalized insults being directed at our members by the news media. In a Dec. 10 editorial, the San Francisco Examiner scapegoated "some bozo at a suburban plant" for the incident. The next morning, a "personality" on KTVU Channel 2 set up a dummy identified as a PG&E worker and invited passersby in downtown San Francisco to hit it.

These reckless attacks are a disservice to the public, and could even jeopardize the safety of the thousands of skilled PG&E employees who work hard to keep electric service safe and reliable.

For a journalist to invite members of the public to physically attack PG&E employees in effigy is reprehensible. Physical assault on workers is a major category of occupational injury in the United States today. For PG&E workers who have been the victims of physical assaults in the past, or who go to work today in fear of such assaults, this media stunt is no laughing matter.

The real issue raised by the blackout isn't the competence of PG&E's employees. Our members worked around the clock, sometimes at significant personal risk,



to restore your service in the wake of the Loma Prieta Quake, the East Bay Fire, the horrendous storms and floods of 1995, and last year's El Nino winter. Journalists, of all people, ought to know that PG&E employees are among the first people to respond to a disaster, usually arriving on the scene even before the journalists do.

No, the real issue raised by the blackout is system reliability. Even if an employee is ultimately judged to be at fault for knocking out a San Mateo substation, why did existing protections fail to stop the outage from spreading? Perhaps such systems are outdated, or poorly maintained. This is what investigators must find out.

System reliability is a product of skilled labor, adequate investment in infrastructure, and constant vigilance. In the rush to deregulate the electric industry in California, far too little attention is being paid to this fundamental fact. The real lesson of the Dec. 8 outage is this: We have an extremely complex and fragile electric infrastructure. If there are failings in the system, let's marshal the necessary resources to get them identified and get them fixed.

Calling people bozos and dummies may get a few cheap laughs, but won't get the job done.

Safety Matters

By Local 1245
Safety Committee

Recent death underscores need for roadside safety

Roadside safety should be of concern to employees in light of the recent death of a lineman who was hit and killed by a pick-up truck while setting up for the day at the side of the road.

Working on streets and highways is the most dangerous part of our jobs—but the part we pay the least attention to. We know electricity kills, but so do vehicles.

Pay particular attention to signs and cone placement. Be sure the cone taper is appropriate to the speed on the street. Be

sure to place signs far enough ahead of the cones so that drivers can take the right action.

Be sure arrow board, if used, is in good working order and also placed to alert drivers long before a lane change is necessary. Be sure the cones you use are the proper height and have two reflective bands.

However, no matter how well you have placed the protective devices you must still be aware of your surroundings at all times and watch out for your fellow workers.

Dress for the cold

Storm season is upon us with inclement weather knocking at the door. Working outdoors brings about potential for illnesses. Dressing in layers may reduce the risk.

First layers might be long underwear, tights, or exercise suit; next, a turtleneck or shirt and pants; on top, a loose sweater, vest and maybe

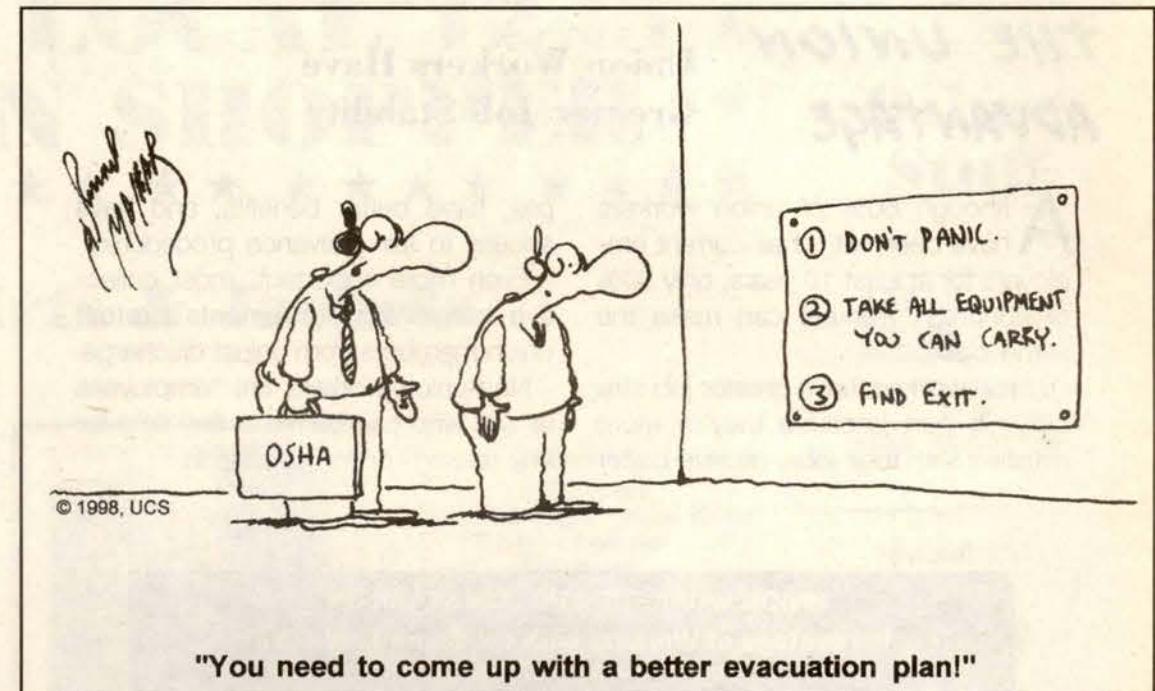
another loose-fitting pair of pants.

Keep your head warm. Wearing a hat or scarf saves body heat and even helps keep hands and feet warmer.

Inside portable electric heaters may keep you warm, but make sure they are in proper working order and cords are not where you can trip on them.



"The guys down at the hall wanted to know if you planned on using your golf clubs any time soon."



"You need to come up with a better evacuation plan!"

Two accidents serve as reminder

Two recent incidents serve as reminders of the importance of following all procedures for switching, tagging, grounding, and working on the line.

In one incident, a journeyman lineman working for Anderson Electric on Southern California Edison property received electrical burns to his hand when he pulled a hot underground elbow.

The Edison crew had switched out a 16 KV circuit and told the contractor's

crew it was all right to start work in the vault. Unknown to either crew, there was a 4 KV circuit in the same structure. The lineman pulled an elbow off the 4 KV which was still energized. He was taken to the hospital and has received skin grafts to his hand.

In a second recent incident on Southern California Edison property, a construction crew was informed that the circuit to be worked on was dead and grounded. The utility crew gave the OK to

start work and the crew started by cutting a hot primary conductor.

In this second incident no one was injured. However, both incidents could have ended in fatalities.

Any time you are working on an underground circuit, remember to follow all procedures for switching, tagging, grounding, and working on the line.

Short cuts will result in injuries sooner or later. Don't be a statistic.

Fewer fatal work injuries in 1996

Arguably as a result of a decrease in job-related homicides and electrocutions, the total number of fatal work injuries fell in 1996 to 6,112, the lowest level in the 5-year history of the Census of Fatal Occupational Injuries, conducted by the Bureau of Labor Statistics.

The downward trend of the past two years reversed the increases reported in both 1993 and 1994.

Transportation-related activities resulted in a large number of worker fatalities. Two-fifths of on-the-job deaths were the result of vehicle-related incidents.

Other common causes of worker deaths were electrocutions from contacting power lines, assaults during

robberies, falls from roofs and scaffolding, and being struck by falling objects.

The construction industry contributed one out of every six fatal work injuries in 1996. Other industries with large numbers of fatalities relative to their employ-

ment included public utilities; agriculture, forestry and fishing; transportation; and mining.

Three states—California, Texas, and Florida—had one-fourth of all on-the-job fatalities in the five years for which records are available.

Costs of not buckling up

Americans pay \$14.3 billion per year in injury-related costs for people who don't wear seat belts.

On average, those injured pay for less than 30% of these total costs. The remaining 70%—\$10.1 billion—is paid for by society through higher automobile and health insurance rates and through public assis-

tance programs funded by federal and state taxes.

By increasing seat belt use from the current 68% to 90% we would save \$356 million a year in Medicare and Medicaid costs alone. It is estimated that each driver who buckles up is paying an additional auto insurance premium of \$40 per year to cover the costs of the drivers who don't buckle up.

ORA wants PG&E wages cut

From PAGE ONE

The recurring dispute over labor expenses is practically built in to the rate-making process. By federal law, wages and benefits at a unionized company are determined by negotiations between the employer and the union. At the same time, state law invests the CPUC with the authority to set rates for regulated utilities like PG&E.

As part of that rate-setting process, the CPUC must determine what it costs PG&E to operate, and then set rates at a level that will permit the company to recover its costs as well as make some profit.

As part of its filing for a general rate increase, PG&E conducted a "total compensation" survey covering wages and fringe ben-

efits. The survey found that physical bargaining unit employees are 7.94% above the survey average and clerical employees are 13.12% above the survey average.

PG&E interpreted these results as showing that its total compensation was reasonable.

The ORA, which over the years has hardened its antipathy towards PG&E workers, is urging the CPUC to use its rate-setting authority to pressure PG&E into lowering its labor costs. Local 1245 maintains that this is an unlawful intrusion into the collective bargaining process established under federal authority.

Local 1245, which participated in the General Rate Case on the compensation issue, opposed the ORA

position on several additional grounds, namely:

All surveys contain error, and the survey used in this case is no exception. If there is no statistical significance to the survey's findings, no adjustment should be made.

All surveys contain bias, and this survey is no different. PG&E's high seniority union workers are compared to union and non-union workers from medium to large companies throughout the United States without any adjustments made to the survey data to account for these factors.

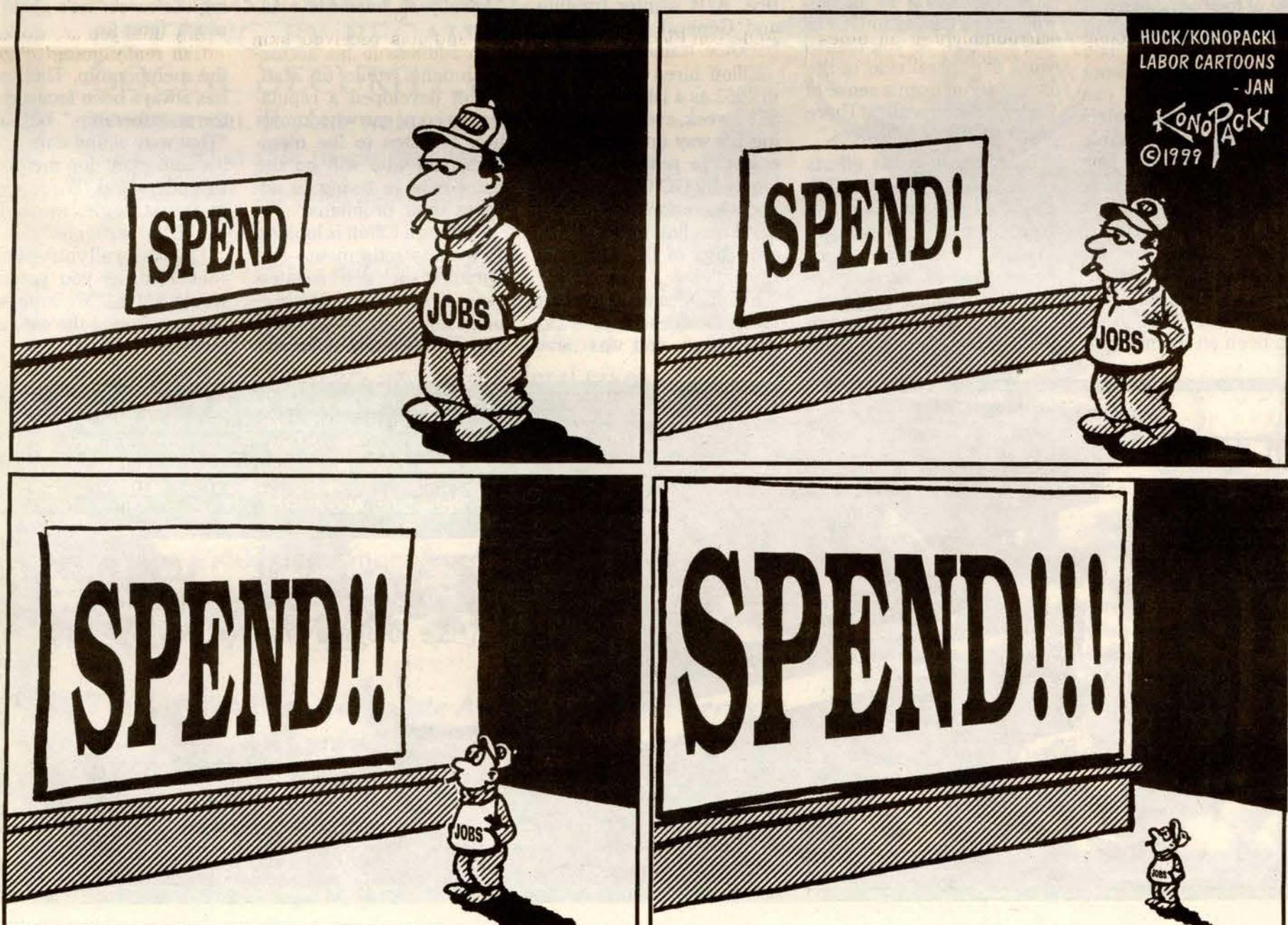
Using standards accepted by economists and compensation experts, PG&E's total compensation is not unreasonable.

A decision could come as early as February, though delays are possible.

Do You Like to Take Pictures? We'd Love to See Them!

Local 1245 would like to invite its members to submit work-related photographs for possible publication in the Utility Reporter. The photographs must be taken by a Local 1245 member. The subject matter should be work-related. Photographs can be of any size, black and white or color. The negative strip should be submitted along with the photo. The photo(s) should be accompanied by a description that includes: the location; the month the photo was taken; the nature of the pictured activity; the name, classification and employer of the photographer; and the names, classifications and employer of those appearing in the photograph. Names should be listed from left to right, where possible. To increase chance of publication, photos should be in focus, well-framed, with good light-and-dark contrast. If you wish the photos returned, please enclose a note so specifying. Send photos and descriptive material to:

Utility Reporter Photo
IBEW 1245
PO Box 4790
Walnut Creek, CA 94596



Joel Ellioff, the 'GC rep' retires from union staff

Joel Ellioff says his years as a crane operator on PG&E General Construction crews gave him a keen appreciation for the hardships of life on the road—and a desire to improve conditions for those who must live it that way.

When he became a Local 1245 business representative in 1980, Ellioff got a chance to put some of his ideas into action. As the long-time "GC rep" retires this month after 18 years of service to the members, Ellioff knows he was able to make a difference for those who have to spend much of their worklife on the road.

"One of the big issues was getting per diem," Ellioff recalled last month. "The Letter of Agreement on per diem spelled out that you could stay at decent motels and live like a reasonable human being. Per diem payments gave people a quality of life while they were away from home."

"Most of Joel's time on staff was in the GC assignment," said Business Manager Jack McNally. "Joel's always been an intense guy

and tenacious in representing people. He'd be quick to represent you if you had a case—and if you didn't, he'd be quick to tell you."

A career in defense of workers' rights was a logical destination for a man with Ellioff's background. As a child he spent about seven years in a Wisconsin orphanage, where he frequently found himself mediating conflicts and "fighting for the underdog."

"I was always challenging people," Ellioff recalls. "That taught me to be a better communicator."

This early experience served him well when Ellioff started representing GC.

"There wasn't a lot of language (pertaining to GC) in the contract. So you had to work the moral side of the issue, argue from a sense of fairness," he recalls. "There were so many injustices."

In addition to his efforts on behalf of members in GC, Ellioff spent 18 years on the Joint Apprenticeship and Training Committee, where he assisted in the development of training programs for gas department apprentice welder, line department

apprentice lineman, underground/overhead 1100 program, gas technical apprentice, A/B painter training, and General Construction backhoe training.

Ellioff hired on at PG&E in 1962 as a laborer earning \$52 a week, eventually working his way up to crane operator. In projects worked jointly by GC Gas and Pipeline Operations, he helped build gas line underground crossings of the California Aquaduct.

Ellioff became a steward under Business Rep. Micky Harrington, and was hired

as a union business representative in 1980 shortly after the first election of McNally as business manager.

In addition to his accomplishments while on staff, Ellioff developed a reputation as someone who knows how to listen to the members, and who will go the extra mile in trying to address their problems.

Although Ellioff is looking forward to retirement—and pursuing such diverse interests as bird-watching, blacksmithing, wood-working, and the study of Natural



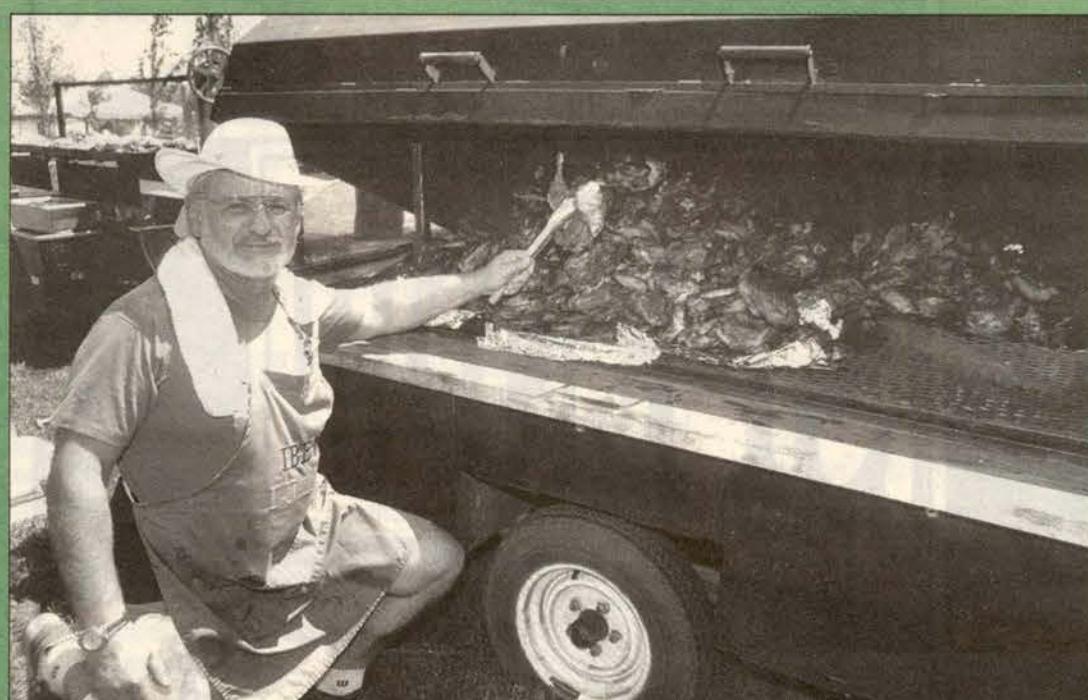
Above: Joel Ellioff, Business Rep.

At left: Joel Ellioff, Teenager.

Law and Consciousness-Based Education—he has mixed feelings about leaving the career he's given so much time to.

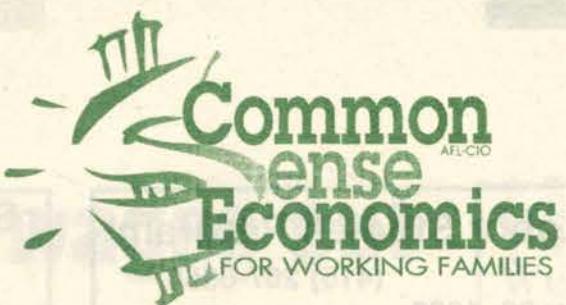
"I'm really going to miss the membership. This local has always been focused on the membership," he says. "That may sound corny, but it's important for members to understand. We're close to the struggle, we understand the struggle."

Thanks for all you've done, Joel. And, as you yourself would put it, "We'll be seeing you around the old campus."



At left: Ellioff displays his skill at the barbecue pit while preparing the union-sponsored lunch at an annual Gas and Electric Rodeo. Below: Ellioff (center) with members of the Joint Apprenticeship & Training Committee: Ron Van Dyke, Geary Dabney, Al Calleros, Gene Wallace, Barry Humphrey, Dan Robertson. About 1992.





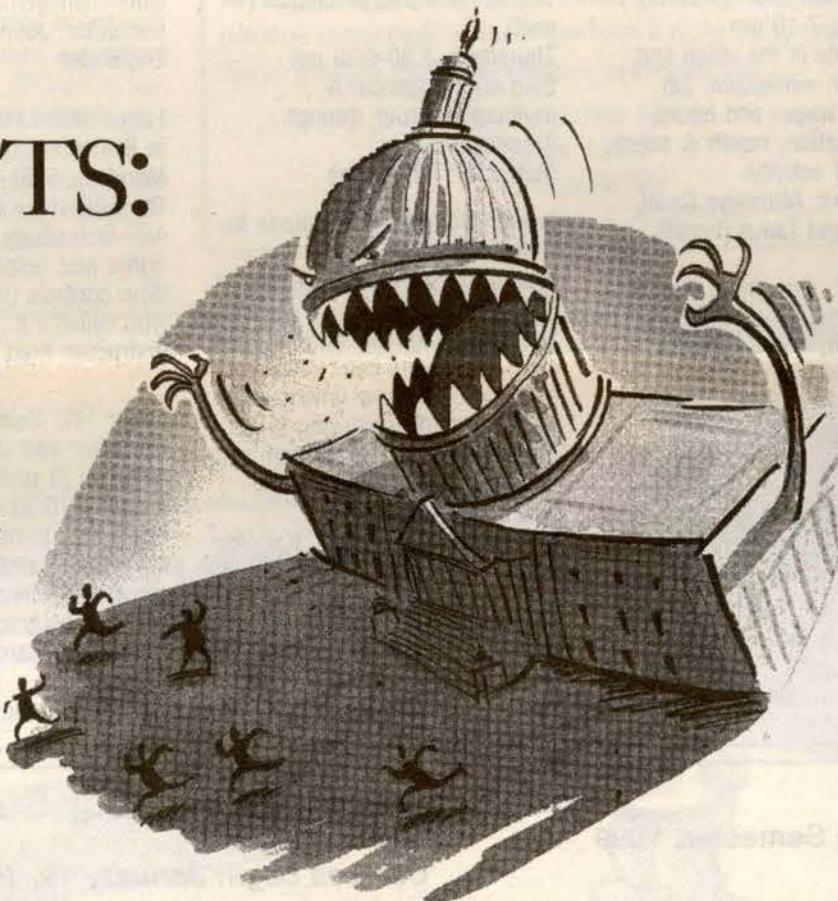
THE NEXT TIME SOMEONE TELLS YOU THAT **big government** IS WHAT'S WRONG WITH AMERICA, SPEAK UP—AND SHARE THE FACTS:

**IF YOUR PARENTS ARE
GETTING BY BECAUSE OF
SOCIAL SECURITY,** thank the government. If your water is safe to drink, your food is safe to eat and your medicine is safe to take, tip your hat to the government.

And government today is *smaller* than it's been in two decades. Government employees make up less of the nation's workforce than they did 20 years ago, and federal taxes are a smaller part of the nation's income.

But corporations and the wealthy have been shifting the cost of government to working families. Corporations contributed 31 percent of the nation's tax revenues in 1953, but just 9 percent in 1993. Families earning \$560,000 or more a year pay an average of \$15,674 less in taxes than they did in 1977; families earning \$48,000 pay an average of \$287 more.

The bottom line: *Corporate America likes the services that government provides just fine. It just wants you and me to pay for them.*



SPEAK UP! Please share your favorite myths about today's economy, and stories about how your working family is coping. Contact the Common Sense Economics Project, AFL-CIO, 815 16th Street, N.W., Washington, D.C. 20006. Fax: 202-508-6987. E-mail: 71112.2271@compuserve.com.

ILLUSTRATION BY DAVE KLUG

LEARNING OPPORTUNITIES

City College of San Francisco Labor Studies Program

Spring Semester, 1999

Classes begin January 20, 1999

(415) 267-6550

All classes are at Downtown Campus, 800 Mission St. (at 4th St.), in San Francisco unless otherwise noted. Fees are \$12/unit for all students, plus a \$11 per student fee. Some tuition assistance is available from City College.

Labor 70: American Labor Movement (3 units)

Thursdays, 7-10 pm
Strawberry pickers, truckers, bicycle messengers, exotic dancers and maids--they all want justice on the job.
Instructor: Karega Hart, ATU 1574

Labor 72: Labor & Employment Law (3 units)

Tuesdays, 7-10 pm
Your rights in the union and non-union workplace: job security, wages and hours, discrimination, health & safety, protected activity.
Instructors: Attorneys Carol Barmak and Tanya Russell

Labor 77: Grievance Handling & Arbitration (3 units)

Wednesdays, 7-10 pm
Rights and responsibilities of grievance handling; internal organizing; with role play.
Instructors: Albert Lannon

Labor 78: American Labor Movement (3 units)

Tuesdays & Thursdays, 11 am - 12:30 pm
If you work swing or night shifts, our core history class is just for you. See America's

working people create a country.
Instructor: Bill Shields

Labor 90: Union Leadership Training for Women & People of Color (2 units)

Feb. 27 - May 22, 9 am - 12 noon
Update of UC's legendary 1970s class. Class will cover labor history, economics and power, workplace and community organizing, strategy, communication, parliamentary procedure, work & families issues, and more.
Instructors: Karega Hart, Katie Quan, Kirsten Spalding, Ellen Starbird

Labor 93C: Rockin' Solidarity--The Labor Heritage Chorus (1 unit)

Thursdays, 8:30-9:30 pm
Sing out for justice! A multicultural tour through American history.
Instructor: Pat Wynne

Labor 94C: Labor Relations in Child Care (1 unit)

Wednesdays: Feb 3 to March 10 6 - 9 pm
There is a huge demand for child care, yet centers can't keep providers. See how unions and their allies are organizing to get more money for the children and a worthy wage for those who take care of them.
Instructors: Bill Shields, Kathleen White

Labor 96A: Labor Relations in Hospitality (3 units)

Mondays, 6:30-9:30 pm
Organizing at the Marriott, a new

city-wide contract, workplace power and justice on the job.
Instructor: Bill Shields

Labor 96D: Labor Relations in Aviation (3 units)

Mondays & Wednesdays 9 - 10:30 am, Airport Campus
Jet propelled study of aviation labor-management relations.
Instructor: Bill Shields

Labor 96E: Labor Relations in Health Care (3 units)

Tuesdays, 5 - 8 pm, 1880 Hayes
A look at industry history, quality of care, conflict resolution, stress reduction, managed care, organizing and labor-management relations.
Instructor: John Borsos, Sue Englander

Labor 96F: Labor Relations in Broadcasting (3 units)

Mondays, 5:30 - 8:30 pm
The ABC strike and lockout, new technology, new jobs, rights and responsibilities.
Who controls the message, who delivers it.
Instructor: Fred Glass

Labor 102: Computer Skills for Labor and Community Activists (3 units)

Tuesdays, 6:30 - 9:30 pm
Learn how to manage organizing campaigns, track grievances, create budgets, cost out contracts, produce fliers, do research on the Internet.
Instructor: John Stadkus

San Jose City Coll. Labor Studies

Spring Semester, 1999 (408) 288-3705

Classes begin January 25, 1999

LS98: Directed Study (1-3 units)

By arrangement.
Independent Study under the direction of faculty members in specific or related disciplines.

LS025: Organizing & Political Action (1 unit)

Thursdays, April 22-May 20 6:30-9:30 pm

How unions are organized and effect social change through the political process.
Instructor: Winters

LS 136: Labor Studies Work Experience (1-4 units)

Earn credit for your work in labor studies related activities. You must sign up for a minimum of 7 units including

Work Experience to qualify.
By arrangement.

LS 137: Special Topics: Communications Techniques and the Language of Persuasion (1 unit)

Thursdays, Feb. 4 - March 4 6:30-9:30 pm

Learn communications techniques and the language of persuasion for union activists.
Instructor: Gonzales

LS 137: Special Topics: Labor and Media (1 unit)

Thursdays, March 11-April 15 6:30-9:30 pm
Build your organization through the effective use of internal and external media.
Instructor: Lind

San Francisco State Labor Studies

Spring Semester 1999 (415) 338-2885

Classes begin January 1999

Labor 251: Know Your Workrights (3 units)

Tuesdays/Thursdays, 12:35-1:50 pm

An overview of your rights as a worker in US & Calif. Includes wage & hour, overtime, safety and health, discrimination, union organizing.
Instructor: Al Lannon

Labor 343: Women and Work (3 units)

Wednesdays, 7-9:45 pm
Historical and contemporary analysis of women in the American workplace.
Incorporates a discussion of the intersection of race, gender

and class in the occupational structure.
Instructor: Brenda Cochrane

Labor 500: Labor & Government (3 units)

Tuesdays, 7- 9:45 pm
Historical and current analysis of role played by labor in the political process in US.
Instructor: D. Looman

Labor 525: Diversity in the Workplace (3 units)

Saturdays, Jan. 30, Feb. 6, 20, 27, March 6, April 10, 17, 24, May 8, 9 am - 2 pm
Analysis of diversity in the American workplace, examining the complexity of the issues from a social and historical perspective and strategies to resolve modern problems.

Instructor: Tanya Russell

Labor 550: International Labor (4 units)

Thursdays, 7 - 9:45 pm
Examination of work and workers outside the US. Includes discussion of changes in world economy in 1990s, effect on workers around the world, examination of impact of IMF and World Bank policies on workers in developing countries, and current topics such as sweatshop and child labor.
Instructor: Brenda Cochrane

Labor 695: Union Internship (3 units)

Time arranged individually.

Labor 699: Special Study (1-3 units)

Time and topic individually arranged.

Laney College Labor Studies

Classes begin January 19, 1999

Spring Semester, 1999

All classes at Laney College, 10th & Fallon Streets, Oakland (one block from Lake Merritt BART Station). Fees are \$12/unit for all students, plus a \$2 Student Center fee.

LS 12: Collective Bargaining (3 units)

Thursdays, 7-10 pm
Negotiating labor agreements in the private and public sectors, with simulated bargaining sessions for hands-on experience. Strikes and alternative tactics, legal requirements, organizing the membership.
Instructor: Albert Lannon

LS 13: Economics for Labor & Community Leadership (3 units)

Wednesdays, 7-10 pm

Understanding how our economy works and who it works for. A common sense view of the changing job market, globalization, downsizing, the stock market, and what it all means.
Instructor: Ellen Starbird

LS 15: Labor Leadership and Communications (3 units)

Mondays, 7-10 pm
The practical and psychological sides of union leadership at all levels, from rank and file to top official. Balancing individual and organizational needs; communicating and motivating effectively.
Instructor: Albert Lannon

LS 19: Health & Safety on the Job (3 units)

Mondays, 7:00-10:00 pm
Identifying workplace health and safety hazards; legal protections; researching hazards on your job; organizing for a better work environment.
Instructor: Elaine El-Askari

SHORT TERM SAT. CLASSES

LS 201: Stewards' Training (1 unit)

Saturdays, Feb. 20,27, March 6 9 am-4 pm
Identifying and investigating grievances, dealing with management, negotiating solutions; internal organizing.
Instructor: Joanne Jung

(510) 464-3210

LS 205: Know Your Job Rights (1 unit)

Saturdays, March 13,20,27

9 am-4 pm

Legal protections for employees in and out of unions, including discrimination, sexual harassment, ADA and Family Leave, wage and hour law, and more.
Instructor: Tanya Russell

LS 248GP: Workers' Stories, Workers' Songs (1 unit)

Saturdays, April 10, 17, 24

9 am-4 pm

The literature and songs of working women and men fighting for justice; try writing and singing some of your own.
Instructor: Pay Wynne

Managed care companies abandon seniors

By Orv Owen

Hundreds of thousands of older Americans who opted to leave the original and traditional Medicare program in favor of a Health Maintenance Organization (HMO) just saw their worst nightmare come true.

The managed care industry, which enticed them with promises of extra benefits, prescription drug coverage and big savings, has now abandoned them because they aren't profitable enough!

Thirty-three managed care companies announced

in September that they would withdraw from Medicare in many service areas and drop their Medicare beneficiaries, effective Jan. 1, 1999. Since then, a total of 450,000 seniors in 30 states have gotten notices from their HMOs that their coverage is being terminated. Major companies giving seniors the boot include: Aetna-U.S. Healthcare, Pacific Care, Prudential Health Care, United Health Care, Oxford and Humana.

The Health Care Financing Administration, which oversees Medicare, offers the following advice to seniors dropped by their

HMO:

"Changing the way you receive your health care is an important decision. You may wish to ask your family, friends, or doctor for help. Special rules may apply when you disenroll from a Medicare health plan and return to the original Medicare Plan with a supplemental insurance policy. If you, or your spouse have health care coverage through a former employer or union, contact your benefits representative before you make a new health plan choice. If you have Medicaid coverage, contact the state Medical Assistance Office before

you make a new health plan choice."

Medicare, Social Security, Older Americans Act, Patient Bill of Rights and other seniors issues will be considered by the next Congress. Your Local 1245 Retirees Club will be participating with the Congress of California Seniors and the National Council of Senior Citizens to keep our current members and retired members updated on the important programs and benefits. Join your Retirees Club and help "Keep the Faith!"

(Orv Owen is a retired Local 1245 Assistant Business Manager).

IBEW
Local
1245

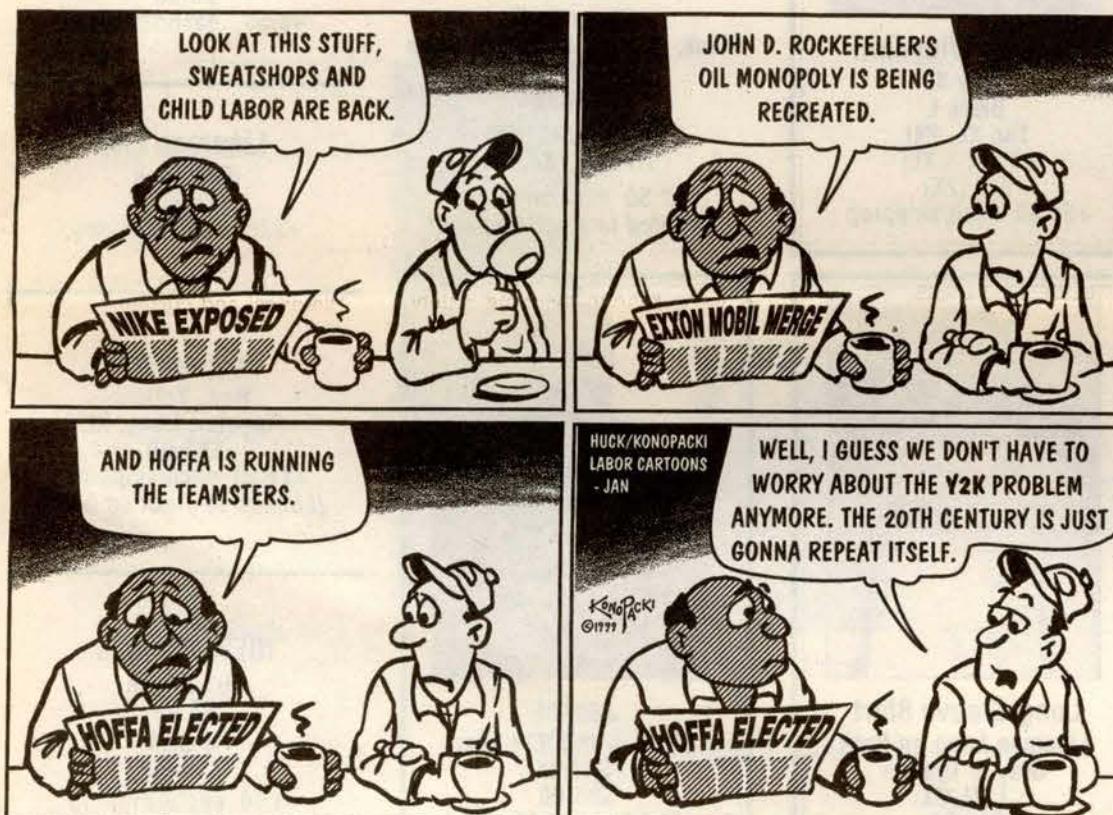


Retirees Corner

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.



HAPPY NEW YEAR
FELLOW RETIREES
OF LOCAL 1245!

East Bay Chapter

Communications plan

Members of the East Bay Chapter of the Local 1245 Retirees Club at their December meeting discussed ways to increase communications with current employees.

The retirees took note of the fact that all current employees (also known as future retirees!) should become acquainted with the realities of getting by on a fixed income and the need for periodic increases in pensions due to "creeping inflation."

Club Vice President Mike Silva suggested each mem-

ber of the club draft a form letter that could be sent to all retirees to solicit their ideas and concerns. In this way, greater interest might be taken in the activities of the Retirees Club.

Attending the meeting were President Bob Sherbourne, Vice President Silva, Roving Delegate Don Hardie, Ralph Weidling, Tom D. S. Young, and Theresa Sherbourne, guest.

The next meeting of the East Bay Chapter is Jan. 14, 10:00 a.m., at Local 1245 Headquarters in Walnut Creek, Ca.

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.
Richard Arney	Durham, CA	40
Robert Hessee	Sacramento, CA	33
Dolores James	Oakland, CA	13
Clifford Kirkbridge	San Jose, CA	29
Svend Petersen	San Francisco, CA	29



Hats



IBEW Winter Hat!
Black or Teal
\$8
+\$.75 each, shipping
(Note: One size fits all)

Lineman Logo Hat
\$5.00
+\$75 each/shipping
(Note: One size fits all)

Mugs



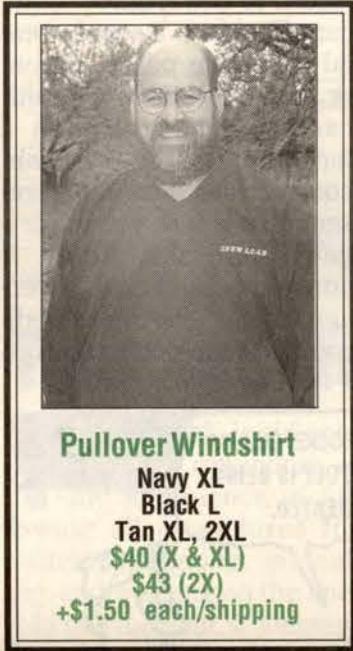
**Coffee Mug
IBEW (Ceramic)
Blue or Black**

**"Proud To Be Union" (Plastic)
White
(Limited to stock on hand)**
\$5.00
+\$3.00 shipping

IBEW LOCAL 1245

UNION SHOPPER

Shirts & Jackets



**Sweat Shirt/Hooded
Blue, Gray, Black
M/L/XL/2X
\$17.00
+\$3.00 each/shipping
(Allow 2-4 weeks for delivery)**

Stadium Jacket
Silver, Red
(Specify front or back logo)
S/M/2XL: \$35.00
3X, 4X: \$45.00
+ \$3.00 each/shipping
Note: L & XL not available
(Limited to stock on hand)

**Golf Shirt
(With Pocket)
Navy, Red, Royal, White, Maize
Logo on sleeve
M/L/XL/2X**

Club Shirt
(No pocket)
Black, Mint, Blue, Peach, Jade
Logo on chest
M/L/XL/2X
**PRICE SLASHED
TO JUST \$6.00**
+\$2.50 each/shipping
(Limited to stock on hand)

IBEW
PIN

**IBEW
1245** PIN
**Goldtone
\$2.00
+\$50 each/shipping**

Bucket Bags
Lineman Logo in Center
\$7.00
+\$1.50 each/shipping

IBEWomen Charm
14K Goldplated
\$5.00
+\$50 each/shipping

Lineman Pin
Goldtone
\$5.00
+\$50 each/shipping

Suspenders
Red, Yellow
Regular, Long, XL
\$10.00
+\$1.50 each/shipping
Limited to stock on hand

IBEW Patches
3-1/2 inch
\$3.50
8 inch
\$15.00
\$.50 each/shipping

*Mail completed
form with check
or money order
payable to
IBEW Local 12*

IBEW Local 1245
c/o Office Manager
PO Box 4790
Walnut Creek, CA 94599

Order Form

Quantity	Item	Color	Size	Price	Shipping	Total
1.					\$	
2.					\$	
3.					\$	
4.					\$	
5.					\$	

Shin To-

Name **Street Address (No P.O. Boxes!)** **City/State** **Zip** **Phone #**

Boycotts
Endorsed by
the AFL-CIO

Please Don't Patronize!

Boycotts
Endorsed by
the AFL-CIO

BUILDING MATERIALS & TOOLS

BROWN & SHARPE MFG. CO.
Measuring, cutting and machine tools and pumps
Machinists

JET EQUIPMENT & TOOLS
Auburn, Wash., distributor of "JET" brand metal-and-wood-working power and hand tools for home and commercial use.
Teamsters

SOUTHWIRE CO.
Commercial and industrial wire and cable; Do-it-yourself brand Homewire
Electrical Workers (IBEW)

TRANSPORTATION & TRAVEL

ALITALIA AIRLINES
Air transport for passengers and freight
Machinists

BEST WESTERN-GROSVENOR RESORT
Hotel in Lake Buena Vista, Fla.; located at Disney World, but separately owned and operated
Hotel Employees & Restaurant Employees

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

FOUR POINTS BY SHERATON
Hotel in Waterbury, Conn.
Hotel Employees and Restaurant Employees

KAUAI RESORT
Hotel in Kapaa, Hawaii
Longshore & Warehouse Union

NEW OTANI HOTEL & GARDEN
Hotel in downtown Los Angeles
Hotel Employees & Restaurant Employees

If you had to strike because your employer was unfair, you wouldn't want someone to cross your picketline. It's the same with boycotts. These boycotts have been called because unfair employers have refused to honor the rights of working people. Think of it as a consumer picketline: *don't cross it!*

ENTERTAINMENT/RECREATION

BLACK ENTERTAINMENT TELEVISION

BET cable television, Action pay-per-view, Bet on Jazz
Electrical Workers (IBEW)

OBLEBAY PARK

WHEELING, W. Va., park/resort/recreation complex
Hotel Employees & Restaurant Employees

REGAL CINEMAS

Chain of 250 movie theaters: "Regal Cinemas" & "Cobb Theaters"
Stage Employees & Moving Picture Technicians

OTHERS

CF&I STEEL and OREGON STEEL MILLS, INC.

Steel, including rod, bar, rail, pipe and steel plate
Steelworkers

WELLS FARGO BANK

Banks with branches in Arizona, California, Colorado, Idaho, Nevada, New Mexico, Oregon, Texas, Utah and Washington
Steelworkers

R.J. REYNOLDS TOBACCO CO.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking Tobaccos: Prince Albert, George Washington, Cater Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser; Little Cigars: Winchester
Bakery, Confectionery & Tobacco Workers

FOOD & BEVERAGES

CALIFORNIA TABLE GRAPES
Table grapes that do not bear the UFW union label on the carton or crate
United Farm Workers

DIAMOND WALNUT CO.
Diamond brand canned and bagged walnuts and walnut pieces
Teamsters

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

CLOTHING

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

Please Post

LOCAL 1245 SCHOLARSHIP OPPORTUNITIES

Local 1245 Trade and Vocational School Grant

The purpose of these grants is to provide aid to the children of members to attain a trade or technical education.

1. The grants will be as follows:
\$500 per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a daughter or son, natural, legally adopted or a legal ward of a member of Local Union 1245. You must be a high school student who has graduated or is graduating in 1999. A copy of your diploma or a letter from your high school stating that you will graduate in 1999 must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
3. Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
4. The grant will be made only to a candidate who intends to enroll full time in any industrial, technical or trade school, other than correspondence schools, which are accredited by the national Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.
5. Applications must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered mail or certified mail only, and be **postmarked no later than the first Monday of April each year (April 5, 1999)**.
6. Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
7. Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
8. Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.

Application for the Local 1245 Trade & Vocational

School Grant for Members' Children Enrolling in Technical, Industrial, or Trade Schools

Sponsored by Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO

PO Box 4790
Walnut Creek, CA 94596
(925) 933-6060

Candidate Information

Candidate's Name _____ Birthdate _____
Address _____ City _____
State _____ Zip _____ Phone _____
High School _____ Graduation Date _____
Address of High School _____
What school do you expect to attend? _____
Where is it located? _____
What trade or craft will you be studying? _____
Why this particular skill? _____

Candidate's signature _____ Date _____

Statement of Member/Parent

Name of Member/Parent _____
Employer _____ Location _____

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, _____, is my _____, and that the Candidate will graduate from high school during the term ending _____, 1999.
Signature of Member/Parent _____
Union Card No. _____
This is to certify that the above named Candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1999.

Official's Signature and Position _____

Local 1245 Al Sandoval Memorial Competitive Scholarship

The purpose of this contest is to provide a grant in aid for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education.

1. The grant will be as follows:
\$500 per year, up to four (4) years, as long as a "C" (2.0) average is maintained, and a parent maintains membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1999. A copy of your diploma or a letter from your high school stating that you will graduate in 1999 must be attached to your scholarship application.
3. The scholarship grant will be made only to that candidate who intends to enroll full time in any college certified by their State Department of Education and accredited by the local accrediting association.
4. Application may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
5. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
6. All applications shall be accompanied by a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
7. Essays should be submitted on 8-1/2" by 11" paper, on one side, preferably typed and double spaced, with applicant's written signature at the conclusion of the essay.
8. Applications and essays must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered or certified mail only, and be **postmarked no later than the first Monday in March of each year (March 1, 1999)**.
9. Each year the scholarship shall be presented at the Advisory Council meeting in May; the judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the scholarship award.
10. A suitable trophy or plaque shall be purchased by the Local Union, at a cost not to exceed \$75, to be presented to the scholarship recipient.

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

Application for the Al Sandoval Memorial Competitive Scholarship

Sponsored by International Brotherhood of Electrical Workers, AFL-CIO
Local Union 1245, PO Box 4790, Walnut Creek, CA 94596
(925) 933-6060

Candidate's Name _____ Birthdate _____
Address _____ City _____
State _____ Zip _____ Phone _____
High School _____ Graduation Date _____
Address of High School _____
What college or school do you expect to attend? _____
Where is it located? _____

Candidate's Signature _____ Date _____

Statement of Member/Parent

Name of Member/Parent _____
Employer _____ Location _____

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, _____, is my _____, and that the Candidate will graduate from high school during the term ending _____, 1999.
Signature of Member/Parent _____
Union Card No. _____
This is to certify that the above named Candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1999.

Official's Signature and Position _____