

## PG&E ban on outside work doesn't apply

A Pacific Gas & Electric policy that restricts outside employment by its employees does not apply to members of Local 1245.

The policy on outside employment, outlined in a company memo last February, prohibits employees from engaging in personal business activities "which compete with products or services offered by any of PG&E Corporation's lines of business."

Local 1245 Business Manager Jack McNally notified PG&E in April that it was inappropriate for the company to implement such a policy for bargaining unit employees without first engaging in negotiations with their exclusive bargaining representative—the union. McNally asked the company to rescind the policy.

The company's Industrial Relations department affirmed in a letter to the union dated June 7 that the policy needed to be negotiated with the union.

"Consequently, the policy is not applicable to Pacific Gas and Electric Co. employees represented by IBEW Local 1245 until such time as agreement is reached between the parties," the company stated.

The policy had sought to prohibit the "planning, design, manufacture, sale, installation, or maintenance of any commodity, equipment, or service that any of the lines of business currently provides or has known plans to provide."

## Overtime pay signed into law

With a flourish of his pen, Gov. Gray Davis on July 20 restored the law that protects workers' right to overtime premium pay when working more than eight hours in a day.

"The Governor has just put a billion dollars back in the pockets of California's working families," said Art Pulaski, leader of the California Labor Federation, which spearheaded the fight to restore the eight-hour day law after it was abolished under the administration of former Gov. Pete Wilson. The new law "affirms hard work and recognizes that work should pay," Pulaski said.

The overtime law is important for non-union and union workers alike.

Without the law, non-union workers could be forced to work long hours without any overtime premium. The California Labor Federation estimated that California workers were losing over \$1 billion a year in overtime pay after Wilson killed the overtime law in 1997.

The law is also important for unionized workers, even if their overtime premium is protected by their labor agreement. Without the law, non-union employers could put unionized employers at a competitive disadvantage in terms of labor costs, which could force unionized employers out of business or put pressure on them to get rid of overtime premium pay in future contract negotiations.

"Every member of our union in California who has ever collected overtime pay has good reason to be happy about passage of this law," said Local 1245 Business Manager and Federation Vice President Jack McNally. "Our overtime premium now enjoys the full protection of state law. That's good news for working families."



Gov. Gray Davis signs the overtime bill into law. Looking on is California Labor Federation leader Art Pulaski.

Photo: Greg Castillo

### How did your legislators vote on overtime protection?

- ◆ See pages 8-9 for Assembly member votes.
- ◆ See next month's Utility Reporter for state Senator votes.



Photo: Eric Wolfe

#### FIELD SERVICES SUBCOMMITTEE

Working on the Field Services subcommittee of the PG&E General Bargaining Committee are Local 1245 members (from left) 'Jypsy' Joe Johnson, Judy Richter, and Charles Willis. Other union members on this subcommittee are Ed Dwyer, Jeff Smethurst and Assistant Business Manager Perry Zimmerman.

## Bargaining at PG&E

Union and company negotiators spent July in subcommittees working on six key areas of the PG&E labor agreement: displacement procedures, contracting of work, field services, wages, employment retention/AB 1890 application, and benefit plans.

The subcommittees are charged with making recommendations by Aug. 31, at which time the main bargaining committee will reconvene to consider the recommendations and to negotiate an overall agreement.

#### Members at Work



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## EVENTS

**August 7**  
Service Awards  
Stockton, CA

**August 14-15**  
Advisory Council  
Reno, NV

**August 21**  
Service Awards  
Ukiah, CA

## Happy Labor Day! September 6

This Labor Day, amidst the ball games and picnics and leisure time, take a moment to remember the working men and women of years gone by who marched and demonstrated to make this day possible: a national holiday honoring working people.

## APPOINTMENTS

### IBEW LOCAL 1245

Local 1245 Safety Committee  
Al White

### CONFERENCES, COUNCILS & CONVENTIONS

#### Summer Institute for Union Women

Susan Wells  
Lyn Hudgens  
Sherry Barton  
Donna Lindsey  
Constance Bibbs  
Natalie Sherman

#### APRI Annual Education Conference

Dorothy Fortier  
Bernard Smallwood

#### APALA National Convention

Jiro Tukeuchi  
Ed Abriam

#### Rocky Mountain Labor School

Vickie Borst  
Sharon Poore  
Spring Baker

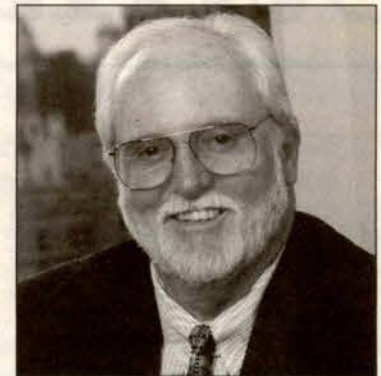
#### Government Coordinating Council #1

Don Clifton

## POINT OF VIEW

# PG&E employees deserve to be properly rewarded

By Jack McNally, Business Manager



On July 9 Local 1245 and Pacific Gas & Electric Co. opened negotiations for a new labor agreement to be effective Jan. 1, 2000.

It will be a new contract for a new millennium—a word my thesaurus associates with a thousand years of peace, utopia, a golden age.

Utopia may be a bit much to hope for in these negotiations. But at least we can strive to achieve some mutual understanding. It is important to recognize that both sides have interests in these negotiations, and the union is committed to addressing these issues through a cooperative, collaborative process.

For the most part that has been the history of labor-management relations at PG&E, and I believe it to be our future.

The partnership letter first agreed to in 1995 and renewed by Gordon Smith and myself in 1997 commits both parties to address issues related to maintenance and operations to ensure safe, reliable and responsive service to PG&E customers. Since 1995 our members have worked very hard to restore the company's infrastructure to a much higher level of reliability than before.

And our assistance to PG&E has not stopped there.

Our members rallied to promote the General Rate Case. We made great efforts to help educate all PG&E employees as well as the larger public about the need for a successful outcome to the GRC. Our members also mobilized to educate voters on the evils of Proposition 9, and with

great results.

It has been an era of turmoil for the industry. Our members have defended and stuck with PG&E through the thick and thin of the last six years. We deserve to be properly rewarded.

The partnership letter commits the parties to promote employment and income security for PG&E employees. To this end, the union will pursue several concerns at the bargaining table. High on the list are pension improvements, job security, and improvement on "soft landings" for employees who leave the company.

We have established six subcommittees to explore key issues during bargaining: displacement procedures, contracting of work, field services, wages, employment retention, and benefit plans. We have 26 union members from throughout the company serving on these subcommittees. These are very talented individuals who will represent our members well during these negotiations.

The subcommittees are expected to make recommendations to the full bargaining committee by the end of August.

The union intends to use a mutual gains approach during bargaining. But we do not intend to engage in any regressive or concessionary discussions during these negotiations.



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## Index on Intranet

The Contract Section Index, a guide to PG&E grievance settlements, is now available on the PG&E Intranet. Follow this chain:

- ◆ Page One
- ◆ HR
- ◆ Industrial Relations
- ◆ IBEW
- ◆ Contract Index
- ◆ Click on desired section





Apprentice Lineman John Bazil.

# Underground

## SACRAMENTO MUNICIPAL UTILITY DISTRICT

When it comes to replacing underground electric service in Sacramento, Local 1245 members at the Sacramento Municipal Utility District are the ones who can be relied on to get the job done right. Performing work on Heritage Street in northwest Sacramento last month were Lineman Garry Dremel, on temporary upgrade as a light foreman, and Apprentice Linemen John Bazil and James Fendley.



Lineman Garry Dremel explains to customer Roy Scott the work that is about to take place in front of his house.



Apprentice Lineman James Fendley.





## Dereg follies, hydro strikers, & McHarassment

### The Golden Boot

"Please! Fire Me!" pleads populist agitator Jim Hightower. "As long as I can go out like Leonard Abramson of US Healthcare."

Abramson's HMO was taken over by Aetna and he was dismissed, Hightower notes, but not like the thousands of US Healthcare employees who were handed pink slips and told "adios."

Abramson received \$10 million as he went out the door, another \$3 million a year for five years, plus \$10 million worth of Aetna—and his own personal jet! Not only does he get the corporate jet, but Aetna is paying up to \$2 million a year for its operating costs.

Corporate chiefs—notoriously overpaid and pampered—have lately been adding another goodie to their basket: The "golden boot." A full 80% of Fortune 500 executives now have contracts that lavish rewards on them if they get the boot.

Hightower asks that we consider David Coulter. He was CEO of Norwest Bank until it was taken over last year by Wells Fargo. His golden boot includes \$50 million in stock, plus a five-year salary equal to what the Wells Fargo CEO gets—about \$6 million last year. Seven figures *not* to be the CEO!

Or consider Frank Biondi, the double-dipping golden-booter. He was punted by Viacor in 1996, getting \$15 million to soften the blow. Then he landed with Seagram, where he was a top executive until this January, when he was booted again. This time he was paid \$30 million to go away.



**A** two-year initiative involving 62 Northern California residential care facilities by the US Department of Labor revealed that almost half of the facilities violated federal minimum wage or overtime laws. The in-depth investigation of residential care facilities that provide 24-hour care for elderly or developmentally disabled adults in 37 Central and Northern California counties found that 28 of the 62 businesses investigated had violations of the minimum wage or overtime provisions of the Fair Labor Standards Act, which requires that employees earn at least \$5.15 per hour and are paid time-and-a-half for work in excess of 40 hours in a week. The investigation netted \$171,726 in unpaid minimum wages and overtime pay for 88 workers.

► **Canadian Utility Strike:** A strike by Canadian workers at Hydro-Quebec, North America's largest electrical utility, widened on July 30 as some 139 bill collection employees were set to join more than 1,300 of the unionized workers—mainly technicians, clerks and meter readers—who have been off the job since May 5, Reuters reported. Most of the 11,000 Hydro-Quebec employees who remained on the job were deemed under provincial law to be providing essential services and have not been allowed to strike. With Hydro-Quebec's meter readers on the picket lines, many Quebecers have complained of receiving bill estimates that are far beyond what they would normally have to pay.

► **McHarassment:** Hamburger giant McDonald's violated Russian law by failing to recognize a union formed by a group of workers at the company's food processing plant in Solntsevo, an industrial center just beyond the Moscow city limits, *In These Times* reported. McDonald's said that joining the union would



"If I make more money it's GOOD for the country! If you do, it's inflationary. Don't any of you understand economics?"

bring loss of privileges, pay cuts and possible firing. The starting wage for a new employee at McDonald's is now just 33 cents per hour. At that rate, it takes a worker three hours to earn enough for a Big Mac. Company tactics have included harassing known union members by constantly changing their shifts, meting out discipline for even the smallest infractions—such as overstaying a toilet break by a single minute—and denying bonuses routinely paid to all employees.

► **Bank Feels the Heat:** Wells Fargo stepped down as the lead bank for CF&I/Oregon Steel, which has conducted a vicious lockout campaign against its 1100 Pueblo Steelworkers. However, the boycott of Wells Fargo continues because of the bank's role in financing CF&I/Oregon Steel.

► **More Deregulation Follies:** The Clinton Administration has introduced a utility restructuring bill that seeks to mandate competition in the electric utility industry. The bill fails to provide any protections for

displaced workers, nor does the bill set standards insuring reliability of the electric system, a qualified workforce, or for public and worker safety.

► **Don't Buy Strait:** Straits Furniture Co. of Jackson, Miss. has been added to the AFL-CIO's nation-wide Do Not Buy! list for refusing for nearly two years to recognize and bargain with Electronics Workers (IUE) Local 282. Straits makes entertainment center components, and dining room and bedroom furniture.

► **Prosecutor Foments Strike:** In Korea, former senior prosecutor Chin Hyung-gu acted alone in fomenting a strike at a state-run mint last year, investigating prosecutors said as they indicted Chin for abuse of power, obstruction of official duty and violation of labor laws. Chin, former head of the public security department at the Supreme Public Prosecutor's Office, pressured the head of Korea Minting and Security Printing Corp. to foment a strike by pushing a compromise unacceptable to the union, the prosecution said.



## Talks begin August 3

## Citizens bargaining targets retirement, medical, wages

The Local 1245 bargaining committee met the week of July 26 to finalize union proposals for negotiations with Citizens Communications, which begin Aug. 3 in Sacramento, Ca.

Union proposals cover wages, improvement in retirement benefits, and reduction of medical costs.

The union also expects to address the issue of wage inequities at Citizens Communications, particularly at the Call Center. Seniority issues are also on the union's agenda for negotiations. The current agreement expires Sept. 30.

Serving on the bargaining committee are: Eric Tanaka, maintenance

splicer, Elk Grove, a 26-year member serving on his fourth bargaining committee; Monte "Toot" Nelson, maintenance splicer in Alturas, a 28-year member on his fourth bargaining committee; Joe Aquilio, plant technician in Elk Grove, a 25-year member on his third bargaining committee; Larry Martin, communications technician in Burney, a 21-year member on his first bargaining committee; John Shepphird, microwave radio technician in Susanville, a 20-year member on his second bargaining committee; and David Vipond, I & M Installer in Elk Grove, a seven-year member serving on his first bargaining committee.



Photo: Eric Wolfe

## CITIZENS COMMUNICATIONS NEGOTIATORS

Getting ready for bargaining in Sacramento on July 28 were, clockwise from left: Eric Tanaka, Monte "Toot" Nelson, Joe Aquilio, Local 1245 attorney Tom Dalzell, Business Rep. Jack Osburn, Larry Martin, John Shepphird, and Kathey Silas.

## Unit updates

Unit 2517, Sonora, has a new meeting time: 4:00 p.m. Meetings will continue to be on the second Tuesday of each month.

Gary Hughes,  
Business Rep.

Unit 4418, Davey Tree (Eureka), now meets on Wednesday of the second full week of each month. Previously meetings had been on Thursdays. Meeting time is still 6:30 p.m.

Roy Runnings,  
Business Rep.

Unit 1219, Hollister, meets the second Wednesday (not Tuesday) of each month. Dates for the remainder of 1999 are: Sept. 8, Oct. 6, Nov. 10, Dec. 8.

Local 1245 Office

## Sierra Pacific Power

## Grievance committee defends members' rights

The Joint Grievance Committee at Sierra Pacific Power, comprised of both bargaining unit employees and management, performs a vital function in the grievance process.

This body has the authority to settle grievances and the decisions are final and binding on both parties.

Local 1245's committee mem-

bers work diligently in this process by reviewing facts, company policies, and all relevant information necessary to bring fair and equitable resolutions of the grievances before them. Union members serving on the Joint Grievance Committee are Bob Wilk, Vickie Borst, Jim Pursel, and Business Rep. Bob Choate.

The union's committee members

bring strength to the committee in two areas. First, each individual brings extensive knowledge from their trade, whether it's line work, customer service work, gas and water, and so on. Second, these employees have a strong union involvement, such as service as a shop steward, and training sponsored by Local 1245.

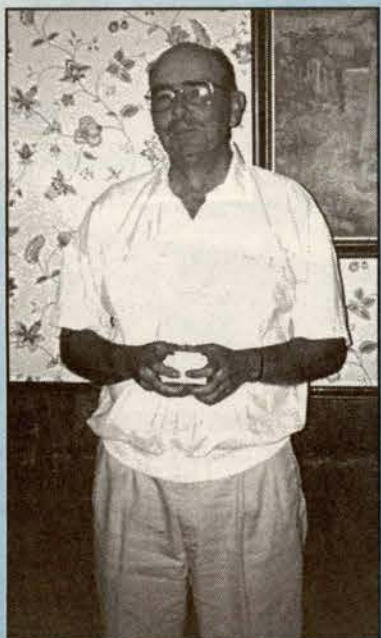
The job of the Joint Grievance Committee is to try to bring about settlement of workplace disputes in a fair and forthright manner. The committee is willing to go to bat for the employees at Sierra Pacific Power, and employees enjoy greater workplace rights because of the committee's vigilance and dedication.



Photo: Ray Thomas

Union members on the Joint Grievance Committee at Sierra Pacific Power are, standing from left: Bob Wilk, Vickie Borst; seated, from left: Jim Pursel, Business Rep. Bob Choate.





**35 Years** G.D. Mizner



**30 Years** Accepting their 30-year Service Awards in person were Ed Reynolds, Cliff Stock and Chris Beatty.



**25 Years** Accepting 25-year Service Awards in person were Chiquita Alba and Rick Rollins.



**20 Years** Accepting 20-year Service Awards in person were Lee Woolfolk, Tony Reyes, and Bill Gross.

## Bakersfield May 22, 1999



### 35 Years

Mizner, G D  
Stamper, Jim  
Starr, Harold  
Watson, Ernest

### 30 Years

Andrews, Michael  
Beatty, Stephen  
Heck, Jack  
Reynolds, Ed  
Stock, Clifford

### 25 Years

Aaron, Raymond  
Alba, Chiquita  
Booker, Chester  
Frank, Robert  
Harrer, Thomas  
Patterson, Charles  
Rodrigues, Louis  
Rollins, Rickey

### 20 Years

Adams, Anthony  
Baker, Janice  
Bell, John  
Cousineau, Carol  
Davis, Charles  
Gross, William  
Hamilton, Billy  
Ketchum, Gregory  
Lanza, Richard  
Myers, Michael  
Reyes, Tony  
Ruiz, Esther  
Scott, David  
Sherman Jr, Donald  
Van Der Horst, Ed  
Wilder, Jerry  
Woolfolk, Lee



# 'Golden Lands' brings labor history to classrooms

**W**hat sparked the massive San Francisco General Strike of 1934? Who was Tom Mooney and why was he framed? How did anti-immigrant sentiment affect the early development of the labor movement in California?

And did the City of Oakland really shut down after World War II because of a strike by mostly female retail clerks in two downtown department stores?

These are some of the tantalizing historical questions brought to light in *Golden Lands, Working Hands*, a unique ten-part documentary video series produced by the California Federation of Teachers and designed to educate students and working people about key events and issues in the state's colorful labor history, from the Gold Rush to the present day.

The *Golden Lands* project acquaints students and union members with an often-neglected aspect of California history: the contributions of working people to the state's economy, culture, and political institutions.

Portions of the project have already been seen on public television and in museum exhibits. But completion of the three-hour video series means that working people will now have an opportunity to gain an overall understanding of the milestone struggles that have helped ensure them a voice in California's political and economic life.

"We created this video series for two reasons," says Mary Bergan, CFT President. "First, we were painfully aware over the years that teachers were sending students out into the workplace (often while still in school) without understanding their rights on the job.

"At the same time, students were graduating without knowledge of the important struggles undertaken by working people to assume their rightful place as active citizens in a democracy. Without such a picture, working class kids have no example of people like themselves actively involved in making history. It's no wonder so many students think history is irrelevant to their lives."

Bergan notes that union locals

**"Working class kids have no example of people like themselves actively involved in making history. It's no wonder so many students think history is irrelevant to their lives."**

**Mary Bergan**  
California Federation of Teachers

and individual union members can help by purchasing and donating copies of the series to local schools and libraries.

The video is gracefully narrated by actor Joe Morton (*Brother From Another Planet*, *Terminator II*), and features songs, animated cartoons, rare film footage, interviews, and reenactments of key moments in labor history by TV and stage stars Geoff Hoyle, Sharon Lockwood, and Herbert Siguenza.

The video explores:

- The Workingmen's Party of California, which, in the late nineteenth century, pushed a contradictory program of progressive ideas and anti-Chinese exclusion;

- The violent class war at the turn of the century between ironworkers and construction bosses, resulting in the fatal bombing of the Los Angeles Times Building in 1910;

- The Japanese-Mexican Labor Alliance, which formed the first farmworker union, in Oxnard in 1903, and farmworker struggles right up to the UFW;

- How the 1934 San Francisco General Strike helped forge industrial unionism;

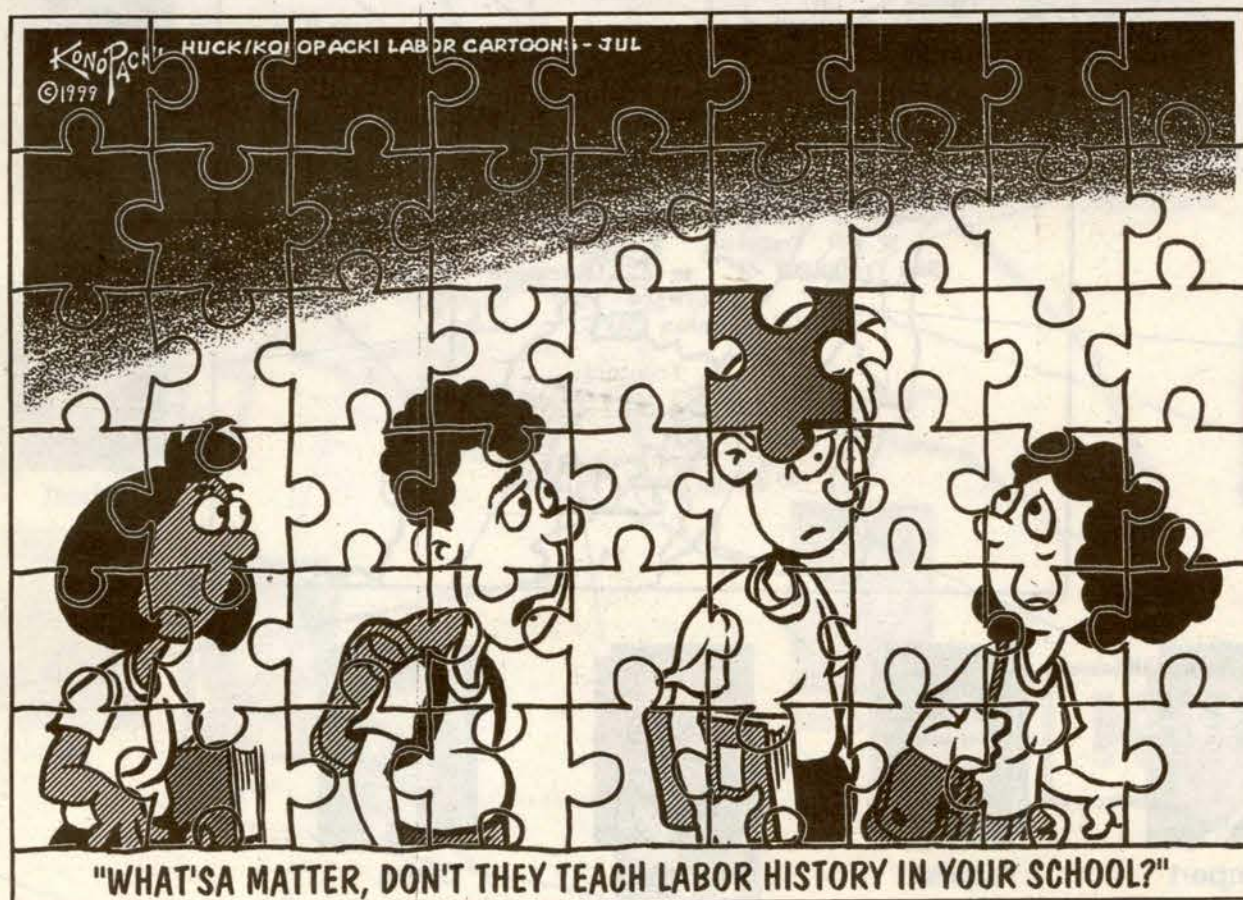
- The rise of public sector unionism, born in the crucible of the mass movements of the 1960s and 70s.

*Golden Lands* also deals with current issues like corporate "downsizing," part-time employment, and the battle for a living wage. It shows how today's labor movement is reinventing its tradition of standing up for working people, and continuing to make history in the process.

CFT Communications Director Fred Glass worked with a team of California labor history scholars and high school social studies teachers to produce *Golden Lands, Working Hands*. The CFT hopes unions will purchase the videos to use in their member education programs, and try to get the series placed in nearby schools and libraries.

Funding was provided by donations from more than four hundred unions, including IBEW Local 1245. Additional funding was received from the California Council for the Humanities and PG&E.

For information on purchases, contact Glass at 510/832-8812, or email him at <cftoakland@igc.org>.





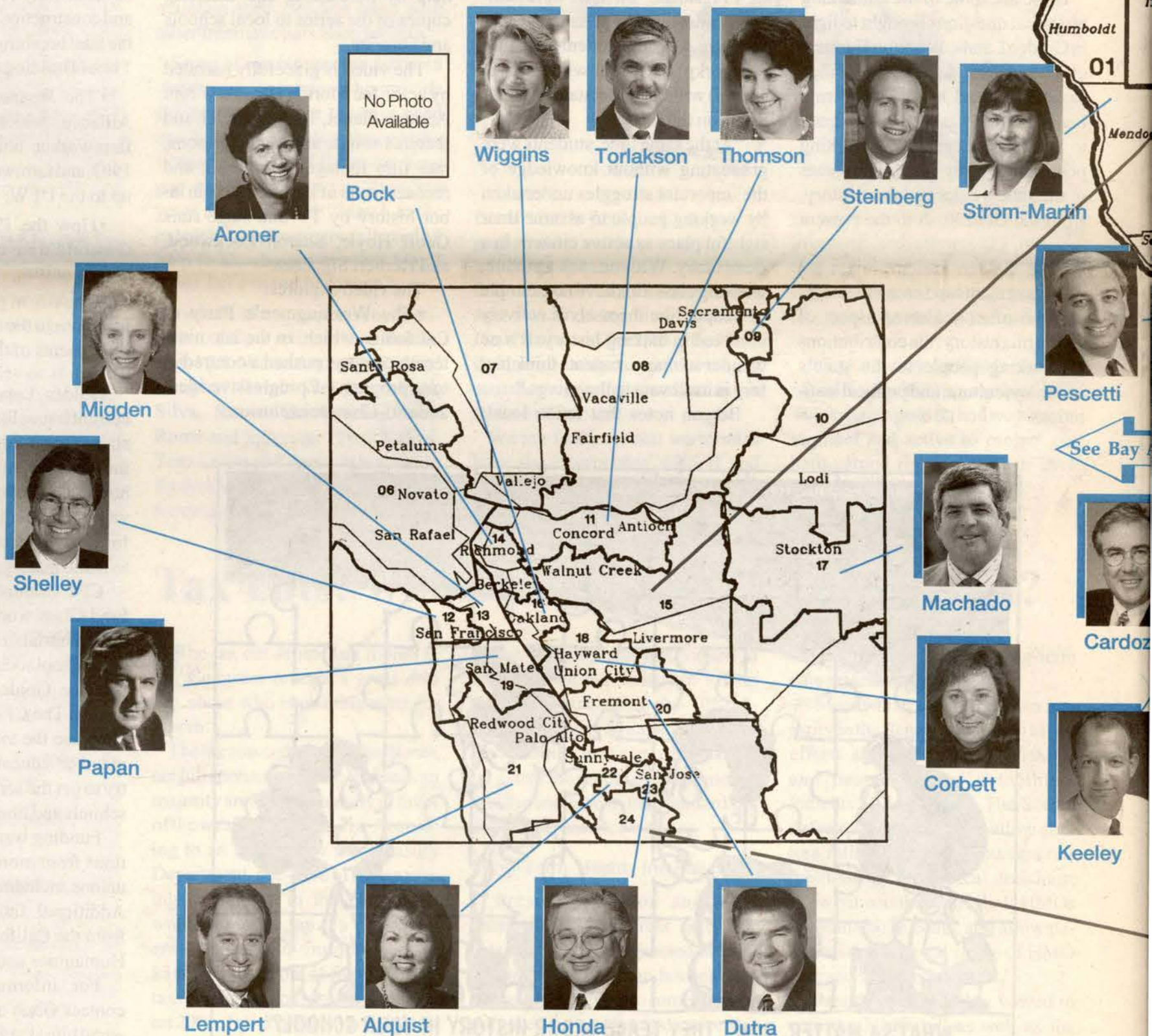
Please Post

POLITICS

# Overtime vote reveals

*Did your Assembly Member vote to*

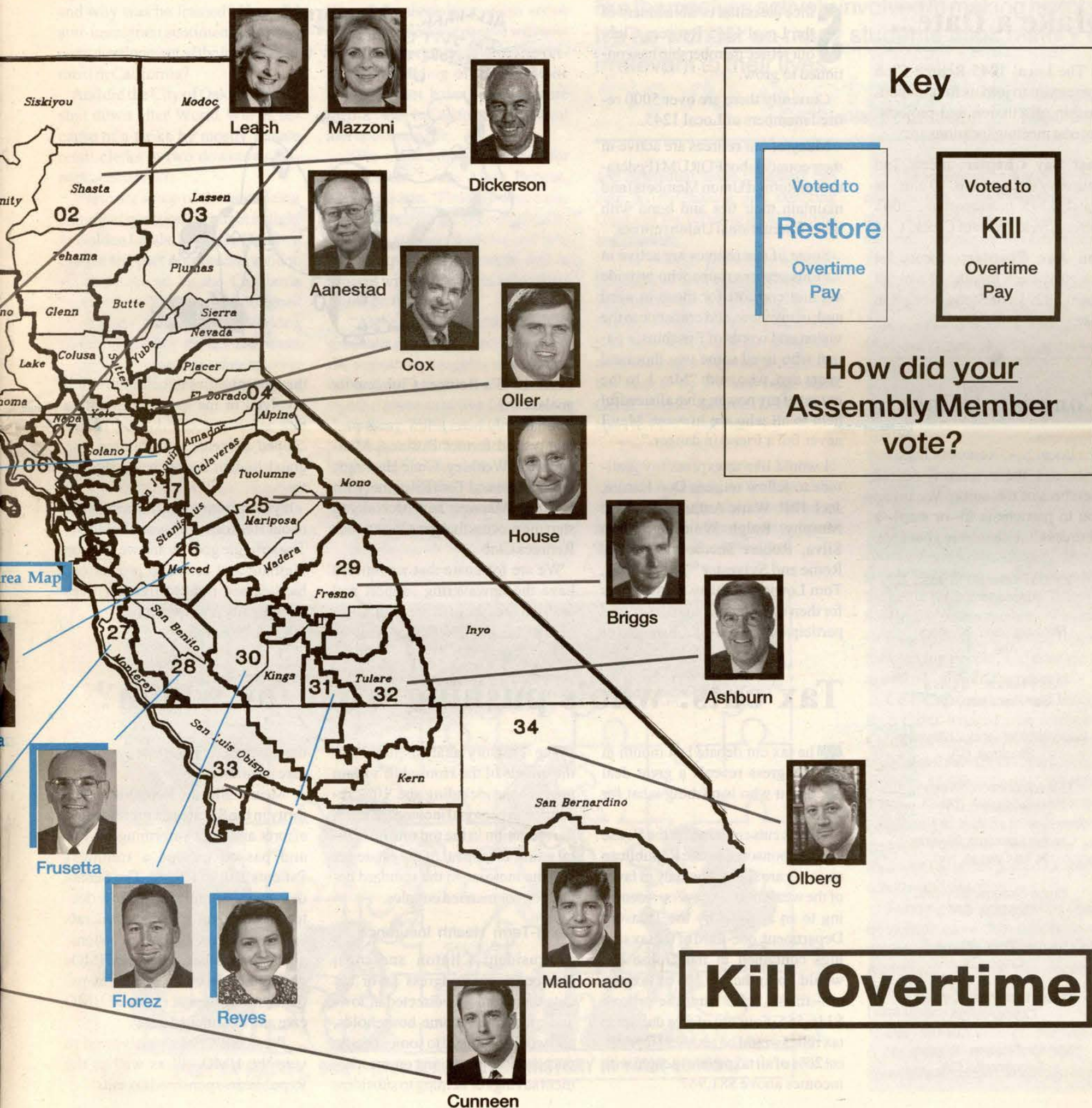
## Restore Overtime





# legislators' true colors

to restore overtime pay, or to kill it?







## Retired members have role to play

### Make a Date...

The Local 1245 Retiree Club invites you to join us for companionship, discussion and projects. Current meeting locations are:

**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.

### Congratulations!

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in--or start!--a Retirees Club chapter in your area.

Lynda Fredenall, 13 years  
Atascadero, CA

Mel Hagmann, 30 years  
Alta, CA

Mary Hanna, 18 years  
San Francisco, CA

Guadalupe Hernandez, 29 years  
Stockton, CA

Gerald Johnson, 33 years  
Bakersfield, CA

Carolyn Lockhart, 26 years  
N. Las Vegas, NV

Bruce Skaggs, 39 years  
Coalinga, CA

James Tiner, 30 years  
Chico, CA

Austin Bradford, 40 years  
Clements, CA

Norman Classen, 35 years  
Sacramento, CA

By Orv Owen

Since the initial establishment of the Local 1245 Retirees Club, our retiree membership has continued to grow.

Currently there are over 5000 retired members of Local 1245.

Many of our retirees are active in their county labor FORUM (Federation of Retired Union Members) and maintain their ties and bond with other International Union retirees.

Some of our retirees are active in various senior groups who provide aid and comfort for those in need and, in my view, add credence to the vision and words of Eusebius, a pagan who lived some two thousand years ago, who said: "May I, to the extent of my power, give all needful help to all who are in want, May I never fail a friend in danger."

I would like to express my gratitude to fellow retirees Don Hardie, Jack Hill, Watie Anthney, Richard Murphy, Ralph Weidling, Mike Silva, Robert Sherbourne, Percy Rome and Sylvester "Tex" Kelley, Tom Lewis and many many others for their unwavering support of, and participation in the establishment of



Local 1245's Retirees Club and its goals.

It has only been a few years past that retired former Business Manager Ron Weakley, Gene Hastings, Don Hardie and Tom Riley met with Business Manager Jack McNally to start the process that gave birth to our Retirees Club.

We are fortunate that we retirees have the unwavering support and assistance of the officers and members of Local 1245 that provide us

the opportunities to continue being involved in the important matters that affect our elderly and handicapped citizens, our children and grandchildren, and our beloved country.

If you are retired and not a member of our Retirees Club, you should be! The struggle goes on and we must be vigilant and active to protect our hard-earned right to live our lives with dignity and security.

Keep the faith!

## Tax cuts: who's pushing what for whom?

The tax cut debate last month in Congress reveals a great deal about who is pushing what for whom.

The tax cuts contained in the House tax bill sponsored by the Republican majority are skewed heavily in favor of the wealthiest taxpayers. According to an analysis by the Treasury Department, one-third of the tax savings contained in the House bill would go to the top 1% of taxpayers--those with income above \$346,555. Four out of five dollars in tax relief would be reserved for richest 20% of all taxpayers--people with incomes above \$81,967.

The Treasury analysis looked at the effects of the House bill's main provisions, including the 10% reduction in personal income tax rates, the reduction in the top rate on capital gains, the repeal of the estate tax and the increase in the standard deduction for married couples.

### Long-Term Health Insurance

President Clinton and most Democrats in Congress favor tax cuts that would be directed at low- and moderate-income households, and would be linked to some specific purpose, like promoting more retirement savings or helping to subsidize

the purchase of health or long-term care insurance.

Meanwhile, the Republican majority in the Senate last month killed efforts aimed at reforming HMOs and passed instead a toothless Patients' Bill of Rights. The Senate defeated amendments to allow doctors rather than HMO bureaucrats the final say on medical decisions; allow patients the right to hold HMOs accountable in court; and allow patients strong appeal rights of HMO care and treatment denials.

President Clinton has vowed to veto the HMO bill as well as the Republican-sponsored tax cuts.



Photo: Austin Lea II



## SAFETY SERVICE RECOGNIZED

Billy Bell accept plaque recognizing his service on the Local 1245 Safety Committee. Bell and Matt Goldsmith (not pictured) recently rotated off the committee. From left: Grant Ritchie, Business Rep. Art Murray, Billy Bell, Ralph Muraca, and Mark Rose.

## Inform the Safety Committee of all accidents and incidents

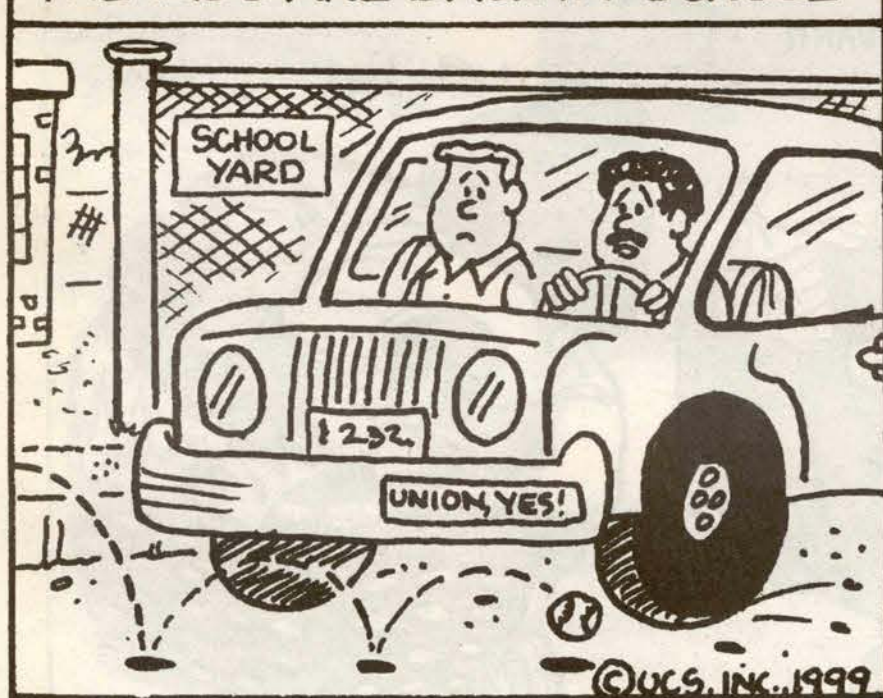
**T**he Local 1245 Safety Committee is requesting that you report all incident information, accidents, potential hazards etc. from all properties represented by Local 1245.

Even if you hear of an incident at a non-union company, try to get the Safety Committee as much information as possible. The preventative solution could save our members some grief.

The Safety Committee would also like you to share with them safety-related incidents at home. Could work guidelines have helped prevent this incident? What could the union do to help protect our members and their families?

There are Report of Potential Hazard forms available from your shop steward or union business representative. Let's watch out for one another!

THE KIDS ARE BACK IN SCHOOL:



BE CAREFUL OUT THERE!

By the Local 1245  
Safety Committee



## Tips for safe use of trailers

If you're thinking about working in a camping trip before summer leaves us, here are a few reminders on the safe use of a trailer.

Check the overall condition of the trailer:

- Is the frame cracked anywhere?
- Are all the bolts tight?
- Axle bearings packed with grease?
- Lug nuts tight?
- Break away chains secure to frame?
- Tires properly inflated and free of defects?

Check the electrical system:

- Check the lights.
- Use the right trailer plug.
- Check the operation of the electric brakes.
- Check the wiring to the plug.

Check the towing vehicle:

- Is the hitch rated for the trailer load?
- Is hitch free of cracks and secured to the frame?
- Are the tires inflated and rated for the load?
- Mirrors allow a clear view to the rear on both sides?
- Right size trailer ball?
- Fire extinguisher easily available?

After checking all the above items, remember the most important thing: you are towing a trailer! Stopping distances are increased and bumps become exaggerated.

Observe the 55 mph speed limit and keep to the right. But most of all, be alert to the trailer as you are making turns. An accident will ruin any vacation.

## Beware the 'big black dog'

**W**ith summer in full swing, traveling by vehicles just seems normal. Time is so precious and with so little of it, it is only natural that we stay longer than planned and are on the road much later.

The signs of fatigue are subtle. You ask yourself, "Just who is driving the truck?" You're not even sure it was you.

Drifting in and out of consciousness becomes very dangerous. I have heard truck drivers talk of "the big black dog" and never really knew

what they were talking about—until it happened to me.

Driving late at night on a four-lane highway, I saw the black dog running across the road heading straight for me. I slammed on the brakes and swerved to miss the dog, but the dog was not there. I must have been driving while I was asleep with my eyes open!

Don't make this mistake. Be aware of driving too long and too far without a rest. Set reasonable limits for travel time or you may be seeing the big black dog.

Current members of the Local 1245 Safety Committee are: Rod Wright, Modesto Irrigation District; Grant Ritchie, SMUD; Mark Rose, Davey Tree; Ralph Muraca, City of Santa Clara, and Business Rep. Art Murray.





## Americans support child care assistance

### WOMEN WORKERS' HISTORY

#### Female Industrial Assoc.

The New England "Mill Girls" who set up the Female Labor Reform Association weren't the only working women organizing in the 1840s. For example, the Female Industrial Association established in New York in 1845 represented a cross section of the city's women workers: cap makers, straw workers, crimpers, lace makers and sewers.



Led by the articulate young Elizabeth Gray, the Female Industry Association fought employers—like the boss who threatened to send his work to Connecticut if women didn't accept 20 cents a day wages—and struck for higher pay for seamstresses.

When Pennsylvania passed a 10-hour law in 1848, companies tried to force workers to accept a longer work day. In the Pittsburgh mills, women workers refused, despite threats that their looms would be moved out of state.



They struck early in July 1848. Armed with axes, women workers attacked factory gates and forced their way into a mill to successfully evict strikebreakers. Although many were arrested, the strikers hung on until Aug. 28, when the companies gave in. Ten hours would be the law in fact as well as on paper!

Seventy-three percent of Americans think the federal government should "provide financial assistance to working families to help pay for child care," according to a national poll sponsored by the Children's Defense Fund and the Child Care Action Campaign, and reported on by the Labor Project for Working Families.

The poll, conducted prior to the November 1998 national elections, also measured just how serious Americans are about this issue by asking how a candidate's position on child care funding would influence their vote. Fifty-two percent said they would be extremely likely or very likely to vote for a candidate "who supports helping low-income families afford the high cost of good quality child care." Sixty-nine percent said they would be extremely likely or very likely to vote for a candidate who supports after-school programs "that help keep school age



children from being home alone after school lets out."

The poll also shows that many Americans feel that quality child care is out of reach. Fifty-eight percent of those polled said that it is very or extremely difficult "for most American families today to find affordable, good quality child care." Among those with children under 12, 66% find it very or extremely difficult.

Another important finding was that Americans link child care and pre-school programs to education and

early childhood development. Sixty-eight percent said they were extremely likely or very likely to vote for a candidate who supports child care "so that all children can enter school ready to learn."

Eighty percent think that if Congress provides tax breaks for middle income families, then they should provide assistance with child care for low income working families.

### We'll call you...

"We'll Call You If We Need You: Experiences of Women Working Construction," a new book by IBEW member Susan Eisenberg, is drawn from the oral histories of 28 women—carpenters, electricians, iron workers, painters and plumbers—and tells of some of the frustrations women faced in the industry in recent decades.

To order, call 1-800-666-2211.





# IBEW Local 1245 FINANCIAL STATEMENT

## FOR THE YEAR ENDED DECEMBER 31, 1998

### INDEPENDENT AUDITOR'S REPORT

March 16, 1999

To the Officers and Members of the  
International Brotherhood of Electrical  
Workers, Local No. 1245  
Walnut Creek, California

We have audited the accompanying statement of Financial Position arising from cash transactions as of December 31, 1998 and the related Statements of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No 1245 for the year and quarter ended December 31, 1998. These financial statements are the responsibility of the union's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 1, these financial statements are prepared on the cash basis of accounting, which is a comprehensive bases of accounting other than generally accepted accounting principles.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash transactions of Local No. 1245 for the year and quarter ended December 31, 1998 and its net assets at December 31, 1998 in accordance with the basis of accounting described in Note 1 to the statement.

DALMAS ACCOUNTANCY CORP.  
Certified Public Accountant

### EXHIBIT A INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF FINANCIAL POSITION ARISING FROM CASH TRANSACTIONS December 31, 1998

ASSETS			
Cash Accounts and Stock Fund at cost:			
General Fund:			
Wells Fargo Bank - checking accounts	\$	71,844.43	
Bank of the West - checking		367,523.39	
Bank of the West-money market		209,244.20	\$648,612.02
Cash funds			5,350.00
Investments: (Note 1)			
Prudential Securities - money fund			316,563.55
Collateralized notes			1,744,138.99
Merrill Lynch-CMA Money Fund			1,132,374.79
-Corporate Bonds			933,695.00
-U.S. Government Securities			2,620,366.50
-Mutuals			87,000.00
Bank of the West-Aim-ShortTerm Treasury Portfolio			3,226,641.11
Total General Fund			10,714,741.96
Checking Account - Political Donation Fund			1,214.77
Total Current Assets			10,715,956.73
200 shares PG&E common stock - at cost			
			3,388.17
Loans receivable from:			
Francellia memorial			7,000.00
Fixed assets, (Note 1):			
Automobiles (42) at cost		723,247.88	
Less: allowance for depreciation		270,238.13	453,009.75
Furniture and office equipment - at cost		909,605.48	
Less: allowance for depreciation		788,151.72	121,453.76
Total Assets			\$11,300,808.41

LIABILITIES AND NET ASSETS			
Liabilities:			
IBEW per capita portion of December receipts to forward	\$	176,338.06	
Prepaid dues-PG&E		670,143.50	
Vacation payable		132,259.49	
Current Liabilities			\$ 978,741.05
Net Assets:			
Unrestricted		10,320,852.59	
Political Donation Fund		1,214.77	10,322,067.36
Total Liabilities and Net Assets			\$11,300,808.41

The accompanying Notes are an integral part of these financial statements.

### EXHIBIT B INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS For the Year Ended December 31, 1998

POLITICAL DONATION FUND			
Cash balance, December 31, 1997	\$		24,651.77
Receipts:			
Portion of Local Union dues deposited directly to this fund			119,974.00
Insurance reserve rebate			100,000.00
Total receipts and balance			244,625.77
Disbursements:			
Robert Parnell for Assembly			750.00
Secretary of State-filing fee			100.00
John Burton for State Senate			5,000.00
Assembly Victory Fund '98			5,000.00
Floyd Campaign Committee			500.00
Wesley Chesuro for Senate			1,000.00
Working Families for Deborah Oritez			2,500.00
Steve Peace for Senate			1,000.00
John Latimer for Assembly			1,000.00
Friends of Dennis Cordoza			500.00
California for Gray Davis			212,000.00
Cannella for Senate			1,000.00
Michela Alioto-Secretary of State			500.00
Johan Klehns Committee			500.00
Delaine Eastin Committee			1,000.00
Bustamante for Lt. Governor			1,000.00
Lockyer for Attorney General			2,000.00
Steve Peace for Senate 98			2,000.00
Secretary of State of California			1,050.00
Vivian Freeman for State Assembly			250.00
Bob Price for State Assembly NV			250.00
Bernie Anderson for State Assembly NV			500.00
Tom Collins for State Assembly NV			500.00
Jim Spoo for State Senate NV			1,000.00
Rose McKinney Janus Lt Governor			500.00
Jan Jones for Governor			2,000.00
Members refunds			11.00
Cash balance, December 31, 1998			
Wells Fargo checking account	\$	1,214.77	



The accompanying Notes are an integral part of these financial statements.

**EXHIBIT C**  
**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245**  
**STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS-UNRESTRICTED NET ASSETS**  
**For the Year Ended December 31, 1998**

Cash balance, beginning December 31, 1997	\$ 8,105,383.53	
Receipts:		
Local Union portion of receipts:		
"A" members' dues	\$ 176,197.23	
"BA" members' dues	8,069,839.72	
Initiation fees	20,155.21	
Reinstatement fees	651.00	
Agency fees	96,300.74	
Working dues	1,211,223.67	
Difference in fees	40.60	
Retirement Club dues	17,442.32	
Hiring hall dues	134,880.16	9,726,730.65
Reimbursements to General Fund:		
Interest and investment income	531,266.86	
Dividends	240.00	
Workmens compensation dividends	6,795.71	
Refunds and reimbursements:		
Loan payments - Energy Workers Center:		
Interest	425.90	
Principal	11,090.08	
Union Shopper	8,254.98	
Other receipts	1,126.59	
Automobile sales	29,969.64	
Insurance reserve rebate	33,537.00	622,706.76
International portion of receipts:		
"A" members' per capita	351,622.58	
"BA" members' per capita	1,841,526.47	
Initiation fees	20,155.21	
D.B.A.F. fees	556.00	
Reinstatement fees	2,631.00	
Agency fees	47,675.74	
Difference in per capita	1,601.90	2,265,768.90
Total receipts	12,615,206.31	
Total balance and receipts	20,720,589.84	
Disbursements, per Page 10 of Schedule of Disbursements	10,005,847.88	
Cash balance, December 31, 1998, Details in Statement of Financial Position	\$10,714,741.96	

The accompanying Notes are an integral part of these financial statements.

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1245**  
**SCHEDULE OF CASH DISBURSEMENTS-UNRESTRICTED NET ASSETS**  
**For the Year Ended December 31, 1998**

Affiliation fees:		
International Brotherhood of Electrical Workers	\$ 2,030,653.42	
San Francisco C.L.C	5,400.00	
Santa Clara C.L.C	8,580.00	
Alameda C.L.C	12,800.00	
Northern Nevada C.L.C	1,650.00	
Nevada State AFL-CIO	4,200.00	
Nevada State Electrical Association	588.50	
Sacramento C.L.C	9,600.00	
Contra Costa C.L.C	8,100.00	
California Federation of Labor	73,500.00	
California State Association of Electrical Workers	33,600.00	
Marin County C.L.C	819.00	
San Joaquin and Calaveras C.L.C	2,100.00	
Butte-Glenn C.L.C	840.00	
Napa-Solano C.L.C	1,926.00	
Kern-Inyo-Mono C.L.C	1,350.00	
Fresno-Madera C.L.C	3,000.00	
Sonoma, Mendocino, Lake C.L.C	1,920.00	
Merced-Mariposa C.L.C	1,350.00	
Stanislaus-Tuolumne C.L.C	1,116.00	
Marysville C.L.C	480.00	
Humboldt-Del Norte C.L.C	603.00	
Five Counties C.L.C	852.00	
Monterey County C.L.C	1,440.00	
Government Coordinating Council	600.00	
San Mateo C.L.C	3,000.00	
Idaho State AFL-CIO	137.76	
Coalition California Utility Workers	3,600.00	
Joint Executive Conference-S.C. Electrical Workers	60.00	
Joint Executive Conference-N.C. Electrical Workers	100.00	
Tri Counties C.L.C	1,920.00	
Congress of California Seniors	24.00	
Forum-Alameda Retired Members	25.00	
Maritime Trades Post Council	600.00	
TCC-6	232.70	
9th District Manufacturing	120.00	
North Eastern Nevada C.L.C	300.00	
C.U.E.	210,584.38	
Contra Costa Labor Council L2L	1,800.00	
Santa Cruz County C.L.C, AFL-CIO	180.00	
C.U.R.E.	62,760.00	
	2,492,511.76	

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245**  
**SCHEDULE OF CASH DISBURSEMENTS-UNRESTRICTED NET ASSETS**  
**For the Year Ended December 31, 1998**  
 (continued)

Staff expenses:		
Salaries	\$ 2,991,375.07	
Expenses	270,409.88	
Automobile expenses	13,341.37	
Administrative expenses	2,297.26	
Fitness plan	1,543.43	
Automobile purchases	160,031.28	
	3,438,998.29	
Research and Education:		
Subscriptions and publications	19,594.63	
Public relations	5,446.28	
Scholarship fund	3,538.50	
	28,579.41	
Office salaries:		
Administration office salaries	287,535.98	
Bargaining unit salaries	418,824.83	
	706,360.81	
Office expenses:		
Rent	119,317.20	
Telephone	140,302.31	
Postage mail service and meter expense	66,982.57	
Print room/printing	43,318.59	
Supplies	20,011.95	
Equipment maintenance	12,511.65	
Data processing	104,906.58	
Equipment rental	977.74	
Utility Reporter	125,995.38	
Miscellaneous	12,647.64	
Bank charges	6,275.70	
Furniture and equipment purchases	39,041.33	
Utilities and janitorial	3,025.00	
Christmas cards	354.00	
Storage	5,907.00	
	701,574.64	

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245**  
**SCHEDULE OF CASH DISBURSEMENTS-UNRESTRICTED NET ASSETS**  
**For the Year Ended December 31, 1998**

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	\$ 8,500.85	\$ 16,833.05	\$ 25,333.90
Advisory Council	10,768.04	62,908.92	73,676.96
Trustee Committee	3,658.36	1,829.96	5,488.32
Review Committee		2,368.90	2,368.90
Safety Committee	5,342.32	8,727.73	14,070.05
Shop Steward expenses	1,774.22	22,853.80	24,628.02
Other conferences	6,816.43	75,200.43	82,016.86
Labor Management		12,160.76	12,160.76
Central Labor		321.63	321.63
Organizing	2,148.64	12,657.84	14,806.48
Executive Board Trial Bd. Expenses		966.77	966.77
Grievance/FF/LIC		5,020.80	5,020.80
	39,008.86	221,850.59	260,859.45
Various Other Committees:			
Citizen Utility		3,194.62	3,194.62
Sierra Pacific Power	82,915.83	2,387.69	85,303.52
U.S. Bureau of Reclamation	2,991.70	2,441.63	5,433.33
Outside Line	1,829.82	3,365.16	5,194.98
Sacramento Muni Utilities District	1,239.47	12,935.31	14,174.78
Regional Transit	193.00	1,517.17	1,710.17
Outside Line Conference		2,588.68	2,588.68
Pacific Gas Transmission	5,714.08	22,660.85	28,374.93
Modesto Irr. District		2,043.32	2,043.32
Merced I.D.	301.05	67.37	368.42
City of Oakland		1,255.15	1,255.15
Davey Tree	758.78	206.30	965.08
Arbor Tree	481.12	623.16	1,104.28
Truckee Donner P.U.D.	1,472.21	113.02	1,585.23
Paradise I.D.		305.76	305.76
City of Berkeley		1,933.59	1,933.59
Wapa	727.20		727.20
TCI	2,482.86	2,194.10	4,676.96
P.U.C.-Cost		9,645.62	9,645.62
Jt. Grievance		154.75	154.75
Regional S/S Conference		10,066.16	10,066.16
International Union Election		26.45	26.45
Local Union Election	5,083.89	45,090.17	50,174.06
Leadership Conference		228.27	228.27
Totals carried forward	106,191.01	125,044.30	231,235.31



# FINANCE REPORT

## INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 SCHEDULE OF CASH DISBURSEMENTS-UNRESTRICTED NET ASSETS For the Year Ended December 31, 1998 (continued)

	Salaries Paid or Reimbursed	Expenses	Total
Balance brought forward	\$ 106,191.01	\$ 125,044.30	\$ 231,235.31
Nevada I.D.		282.39	282.39
Mt. Wheeler	402.96	3,884.49	4,287.45
De reg PG&E		57.79	57.79
P.U.C. Rate Case		936.54	936.54
Nevada de-regulation		16,599.06	16,599.06
City of Redding		925.56	925.56
A.C. Transit	18,860.70	5.25	18,865.95
City of Santa Clara		79.45	79.45
Plumas-Sierra Rural	2,811.60	1,535.00	4,346.60
City of Roseville		14.25	14.25
Asplund	557.84	2,031.82	2,589.66
Tri Dam		25.79	25.79
So. San Joaquin		202.70	202.70
City of Lodi	283.52	205.64	489.16
City of Shasta Lake		369.02	369.02
City of Gridley		50.00	50.00
MPTV Cable		416.47	416.47
Foster Wheeler		26.07	26.07
Bella Vista	392.45	247.75	640.20
Sonic Cable	382.88	1,585.58	1,968.46
	<u>129,882.96</u>	<u>154,524.92</u>	<u>284,407.88</u>

### PG&E Negotiating Committees:

#### Departmental:

Arbitration	\$ 433.60	\$ 13,726.87	\$14,160.47
Interim Negotiations		1,715.63	1,715.63
Diablo Canyon		150.38	150.38
Gas servicemen		416.14	416.14
Negotiations		126.05	126.05
Clerical job		256.24	256.24
Misc. General office	1,614.35	532.35	2,146.70
EMF Neg. Comm.		275.52	275.52
G.C. Negotiations		54.26	54.26
Transmission		21.00	21.00
Steering Committee		142.96	142.96
Meter Readers		234.83	234.83
Temp Position		62.45	62.45
Ad HOC		361.22	361.22
Misc. Physical		867.68	867.68
Benefits		630.17	630.17
Call Center		397.78	397.78
Steam Generation		327.73	327.73
	<u>2,047.95</u>	<u>20,299.26</u>	<u>22,347.21</u>

## INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 SCHEDULE OF CASH DISBURSEMENTS-UNRESTRICTED NET ASSETS For the Year Ended December 31, 1998

### Membership expenses:

Supplies-Local	\$ 15,222.28
Supplies-Intl.	4,191.50
Union shopper purchases	19,078.60
Miscellaneous fees	4,975.00

43,467.38

### Membership benefits:

Group life insurance	101,768.48
Unit drawing award	500.00
Individual drawing award	650.00
Service award dinners	35,157.55
Social fund	8,900.00
Flowers and donations	1,257.13
Fair give-a-ways	1,902.43
Memorial bibles	546.33

150,681.92

### Payroll taxes:

#### Employee portion:

U.S. income tax withheld	(579,255.10)
FICA withheld	(245,817.13)
California income tax withheld	(163,799.49)
SDI withheld	(8,377.51)
U.S. income tax forward	579,255.10
FICA forwarded	245,817.13
California income tax forward	163,799.49
SDI forward	8,377.51

#### Local Union portion:

FICA	245,853.61
California Unemployment	6,755.33
U.S. Unemployment	3,451.16

256,060.10

### Employee benefits:

Health and Welfare plans	446,625.53
Group life insurance	82,667.82
Pension plan (Note 4)	569,899.68
Other costs, pension plans	62,323.84
Administration fees, pension plan	10,850.00
	<u>1,172,366.87</u>

## INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 SCHEDULE OF CASH DISBURSEMENTS-UNRESTRICTED NET ASSETS For the Year Ended December 31, 1998

### Other disbursements:

Legal fees	\$ 76,242.64
Hall rentals	62,258.42
Workmen's compensation insurance	29,304.26
Dues refunds	6,887.70
Audit fees	14,685.00
PRD fees	7,612.91
Charitable donations	148,550.00
Insurance bond-Pension/401k	1,010.00
Insurance bond-International	7,197.00
Payroll deduction	(726.89)
Insurance-auto	37,451.00
Insurance-property	325.00
Insurance-professional liability	16,038.00
Miscellaneous taxes	348.37
Miscellaneous fees	40,448.75

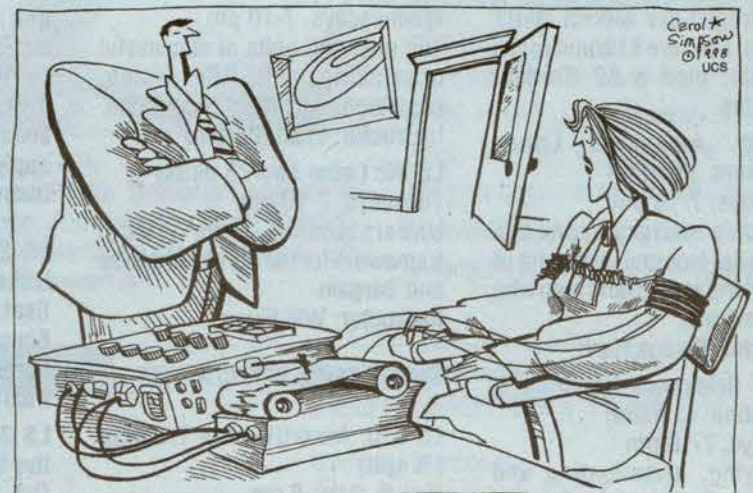
447,632.16

### Total Disbursements

\$10,005,847.88



"The way I see it is, if you're happy in your job, you don't need a union."



"You MUST be stealing from the company. You're raising a family on what we pay you."



## City College of San Francisco Labor Studies

Fall Semester, 1999

(415) 267-6550

Classes begin August 21, 1999

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 health fee. Financial aid is available from City College.

### WEEKNIGHT CLASSES

#### Labor 70: American Labor Movement (3 units)

Tuesdays, 7-10 pm  
Revolution, organization, Emancipation, unionization. Robber Barons, craft unions, industrial unions, immigrants, native born.  
Instructor: Karega Hart

#### Labor 72: Labor & Employment Law (3 units)

Mondays, 7-10 pm  
Your rights in the union and non-union workplace: job security, wages and hours, discrimination, health & safety, and more.  
Instructors: Carol Birnhak & Tanya Russell

#### Labor 73: Collective Bargaining (3 units)

Wednesdays, 7-10 pm  
Legal background, research, bargaining math, table manners, contract campaigns, strikes and tactics. Simulated bargaining.  
Instructor: Albert Lannon

#### Labor 93D: Work Tales-Labor Theater Workshop (3 units)

Mondays, 6:30-9:30 pm  
Phelan Campus, 50 Phelan Ave.  
Got a story to tell about work? Complain about, make fun of and celebrate your working life. Story telling and performing techniques. No experience necessary.  
Instructors: Bill Shields

#### Labor 94B: Labor Relations in Child Care (1 unit)

Wednesdays, 6-9 pm  
See how unions and their community allies are working to get more money for the children and a worthy wage for those who care for them.  
Instructor: Kathleen White

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

Tuesdays, 6-9 pm, 1860 Hayes  
Industry history, quality of care, conflict resolution, stress reduction, managed care, organizing and labor-management relations.  
Instructors: John Borsos and Sue Englander

#### Labor 74: Economics for Labor Leadership (3 units)

Thursdays, 7-10 pm  
Working people's economics, as real as your paycheck, as interesting as your company's money trail.  
Instructor: Ellen Starbird

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

Thursdays, 6:30-9:30 pm  
A multicultural tour of U.S. history.  
Instructor: Pat Wynne

### WEEKDAY & SATURDAY

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

Mondays & Wednesdays  
9-10:30 am, Airport Campus  
Jet propelled study of aviation labor-management relations.  
Instructors: Mike Gaitley and Ksiel Sztundel

#### Labor 96B: Labor Relations in Automotive (3 units)

Tues, Wed, Thurs: 9:30-11 am  
Jump start your career with fine tuned study of automotive work relations. Mechanics rights.  
Instructor: Joe Estupinian, IAM 1305, and Bill Shields

#### Labor 100: Race & Ethnicity in American Labor Movement (3 units)

Saturdays, 9 am-12 noon  
New City College program for high school students. Students earn high school and college credit. Tuition is free. Open to adults. Tells it like it is about race, ethnic identity and national origin.  
Instructors: Debbie Moy and Carmelita Tursi

## San Jose City Coll. Labor Studies

Fall Semester, 1999

(408) 288-3705

Classes begin September 2, 1999

#### LS20: Workers' Rights (1 unit)

Thursdays, Sept. 2-Sept. 30  
6:30-9:30 pm  
Basic rights under state and federal labor law. Stewards rights, due process, and more.  
Instructor: Kathryn Sure

#### LS 137: Communications Competence for Activists (1 unit)

Thursdays, Oct. 7-Nov. 4  
6:30-9:30 pm  
Improve your ability to express yourself in stressful situations. The language of persuasion.  
Instructor: Eddie Gonzales

#### LS98: Directed Study in Social Science (1-3 units)

By arrangement.  
Independent Study in specific disciplines.

#### LS22: Negotiations and Dispute Resolution (1 unit)

Thursdays, Nov. 11-Dec. 16  
6:30-9:30 pm  
How collective bargaining process is used to secure a good contract. Techniques for involving members in support of bargaining goals.  
Instructor: Rusty Smith

#### 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.

## San Francisco State Labor Studies

Fall Semester 1999

(415) 338-2885

Classes begin August 25, 1999

#### Labor 250: Intro to Study of Labor (3 units)

Tuesdays/Thursdays  
12:35-1:50 pm  
Labor in the United States. Nature of work, the development and characteristics of the work force, the history and present nature of labor organizations.  
Instructor: Waldron

#### Labor 251: Know Your Workrights (3 units)

Mondays/Wednesdays  
2:10-3:25 pm  
Basic statutory protections covering California workers, including wage and hour; work place safety, health, and sanitation; workers' compensation; discrimination; union activity; and much more.  
Instructor: Starbird

#### Labor 300: Researching Labor Issues (3 units)

Thursdays  
7-9:45 pm  
Methods of research and analysis used in understanding labor issues. Case studies and contemporary issues selected from collective bargaining, arbitration and mediation, legislation, etc.  
Instructor: Cochrane

#### Labor 343: Women and Work (3 units)

Saturdays,  
9 am-5 pm  
Interdisciplinary perspective on the position and roles of women in the productive activities of society-paid and unpaid.

Patterns of household and work place employment, discrimination in pay and working conditions, relevant laws.  
Instructor: Brenda Cochrane

#### Labor 450: Organizing in the Workplace (3 units)

Mondays, 7-9:45 pm  
Organizing in the workplace from a pro-union practical perspective. Overview of the National Labor Relations Act. Building a campaign, countering employer campaigns, building community support, winning an election and first contract.  
Instructor: Starbird

#### Labor 474: History of Labor in the US (3 units)

Wednesdays, 7-9:45 pm  
Historical development of the work force and organized labor in the U.S.  
Instructor: Dreyfus

#### Labor 510: Labor Economics (3 units)

Mon./Wed./Fri., 12:10-1:00 pm  
Problems of labor; unemployment, hours, wages, industrial disputes. The structure, functions, and policies of union organizations.  
Instructor: Mar

#### Labor 695: Union Internship (3 units)

Time arranged individually.

#### Labor 699: Special Study (1-3 units)

Time and topic individually arranged.

# Knowledge is Power

## Laney College Labor Studies

Fall Semester, 1999

(510) 464-3210

Classes begin August 19, 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 10: American Labor Movement (3 units)

Thursdays, 7-10 pm  
America's history from the bottom up, from the viewpoint of the working women and men who built America.  
Instructor: Karega Hart

#### LS 14: Grievance Handling & Arbitration (3 units)

Mondays, 7-10 pm  
Identifying, investigating and handling grievances; negotiating solutions; internal organizing. Role playing.  
Instructor: Karin Hart

#### LS 21: Organizing in the Workplace (3 units)

Wednesdays, 7-10 pm  
The nuts and bolts of successful organizing, NLRB rules, campaigns for direct recognition.  
Instructor: Ellen Starbird

#### LS 30: Labor Law (3 units)

Tuesdays, 7-10 pm  
Understanding the legal framework for the right to organize and bargain.  
Instructor: Will Flynn

### SHORT TERM SAT. CLASSES

#### LS 210: Assertiveness Training (.5 unit)

Nov. 6, 9 am-6 pm  
Standing up effectively for your rights on the job and in your life.  
Instructor: Ksiel Sztundel

#### LS 212: Effective Meetings & Parliamentary Procedure (.5 unit)

Oct. 9, 9 am-6 pm  
Participating in effective meetings where goals are accomplished and same rules apply to everyone.  
Instructor: Joanne Jung

#### LS 248GR: Working Womens' Issues (1 unit)

Sept. 11, 18, 25, 9 am-4 pm  
Equal pay, discrimination, sexual harassment, child care, unions.  
Instructor: Judith Barish

#### LS 248GS: Surviving Stress in the Modern Workplace (1 unit)

Oct. 16, 23, 30, 9 am-4 pm  
Tools for staying sane, how unions can help.  
Instructor: Ksiel Sztundel