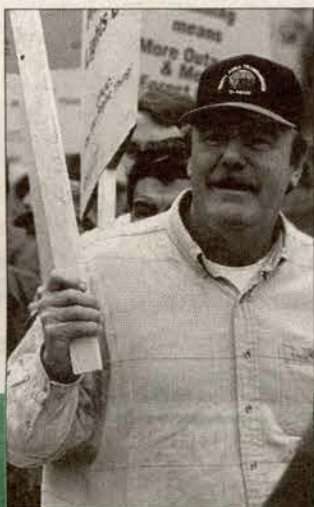




Who Ya Gonna Call?

**When Your
Lights Go Out?**



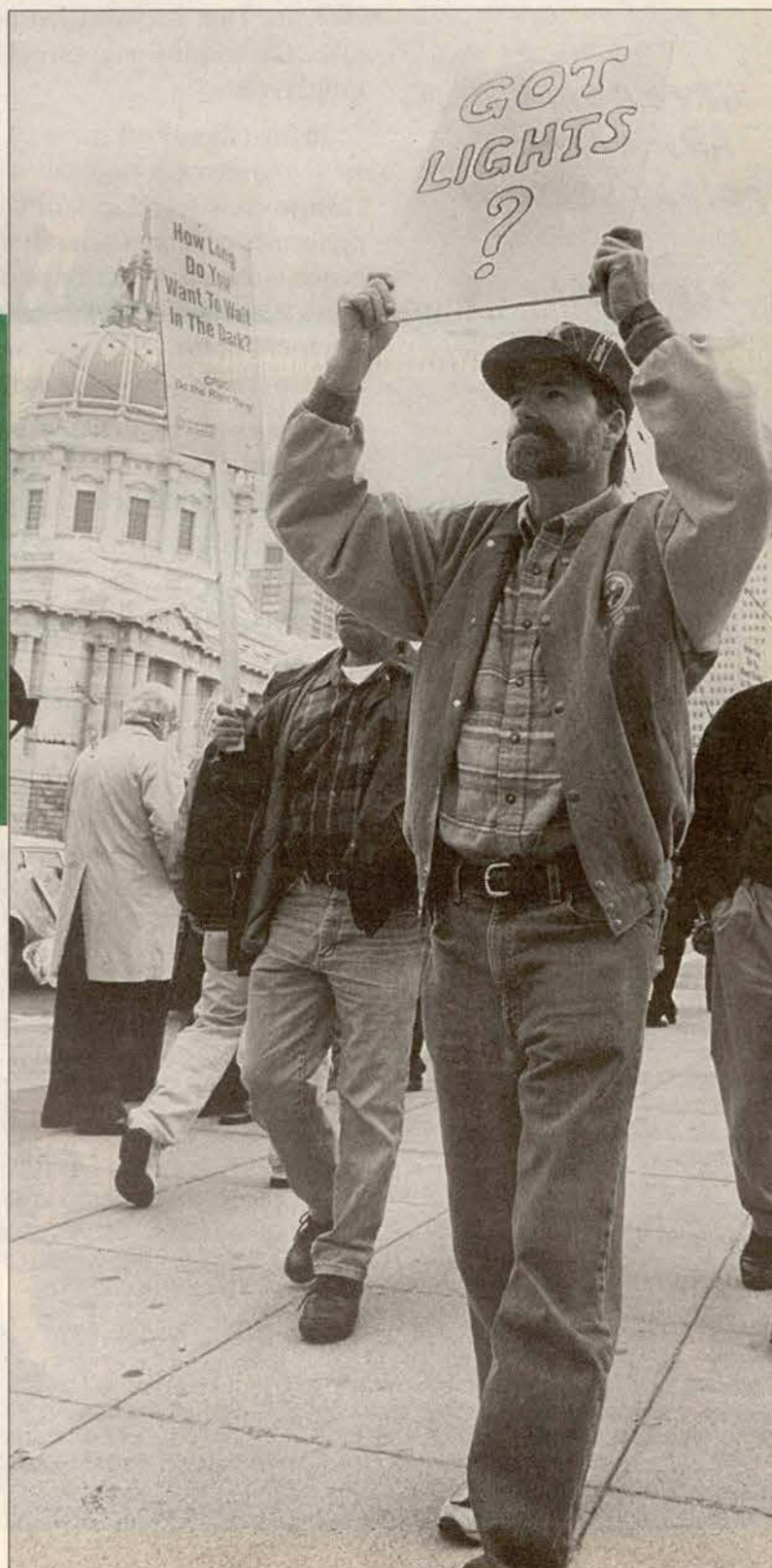
Rally for Jobs & Reliable Service



Photos: David Bacon

Local 1245
pays a noisy visit
to the California
Public Utilities Commission

See Pages 9-16



February 5-6, 2000
Advisory Council
Concord, CA

March 25
PG&E Clerical
Steward Conference
Location TBA

May 6-7
Advisory Council
Concord, CA

July 29-30
Advisory Council
Reno, NV

November 4-5
Advisory Council
Concord, CA

**HAVE A SAFE
AND HAPPY
HOLIDAY SEASON!**

**SEE YOU IN
THE NEXT
MILLENNIUM!**

Which PG&E will it be?

By Jack McNally, Business Manager



(The following testimony was presented to the California Public Utilities Commission by Jack McNally during public hearings on Nov. 29 on the PG&E General Rate Case.)

Good Afternoon. My name is Jack McNally. I am the Business Manager of IBEW Local Union 1245. I have been Business Manager of the Local Union for almost 20 years. I am also the Chairperson of the California Coalition of Utility Employees.

In my other life, I spent 10 years as a journeyman lineman and an electric crew foreman for PG&E. I performed construction and maintenance work on power lines during those years, and I worked on many electrical outages. I know what it takes to provide reliable service.

Today several hundred members of our union were out on the front steps of this building expressing their

opposition to the proposed decision by the Administrative Law Judge on PG&E's rate case.

I looked over that crowd of hard-working people and thought to myself: "We've been here before." Five years ago, on December 14, 1994, hundreds of our members were out on those same steps expressing their concern about jobs and service reliability. PG&E had announced it was going to lay off 800 employees. Our members were telling the Commission that PG&E downsizing had already jeopardized reliability, and that further downsizing would be a disaster.

You know what? We were right. The 1995 storms knocked out power to over one million customers and the CPUC was flooded with complaints.

PG&E learned and changed. They rescinded the 800 layoffs. In addition to the authorized revenue, they spent lots of shareholder money to improve their distribution system.

They did the right thing, and it worked. In the storms since 1995, instead of complaints, PG&E got praise.

That level of service is what customers want. In fact, in a world increasingly dependent on the computer and the Internet, there is a need for continuous *improvement* in service quality and reliability.

But that costs money, and it requires the workforce levels that PG&E has now. It requires our members to replace poles, trim trees, upgrade equipment, answer phones and repair lines during storms.

The ALJ's proposed decision would reduce electric distribution revenues. It would force PG&E to trim fewer trees next year than this year. It would cut the number of people answering the phones. It would eliminate account reps for small business customers. It would provide no money for expanding the

system to serve new customers. It wouldn't even pay for distribution projects already built and serving customers.

PG&E estimates some 3500 jobs are not funded by this proposed decision. They have made it clear to me that if this decision is adopted, our members will be faced with downsizing.

In this industry, the work does not go away. With fewer people to do the work, it becomes a scramble, a juggling act:

Rotten poles will stand little longer, we need to trim trees ... Uh-oh, we have leaking insulators, the tree trimming can wait ... It not going to rain for a while, the leaking insulators can wait, we need to replace an overloaded transformer.

Put off until tomorrow what should have been done yesterday.

Thus, begins the degradation. This is what happens in the trenches. I have been there.

Obviously, the proposed decision would be terrible for our members. It would also be terrible for customers. They don't want to go back to the kind of service they got in 1995.

You, the Commissioners, should care about a distribution utility with a modern infrastructure that supports a prosperous and growing economy. You should care about a distribution utility that has enough people and equipment to provide all customers safe, reliably, responsive, and quality service.

The decision you make will affect the lives of hundreds of our members, and I assure you it will affect the level of service PG&E provides.

Which PG&E will it be? The PG&E that was overwhelmed by the storms of 1995? Or the PG&E that kept your power on during the storms of 1998? believe the customers prefer the 1998 PG&E. The Commission should too.



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Members ratify Asplundh pact

Members of Local 1245 at Asplundh Tree overwhelmingly ratified a new agreement in November that improves wages, preserves all benefits, and makes significant changes to procedures for temporary assignments.

Negotiations began early in 1999 with joint bargaining sessions between Local 1245 and three union tree trimming companies: Asplundh, Arbor, and Davey.

Despite a half-dozen joint meetings early in the year, little progress was made toward new agreements. The contractors used the joint meetings to resist traditional wage hikes and to press pay-for-performance schemes.

Asplundh was first of the three contractors, in bi-lateral talks with Local 1245, to agree to a traditional wage hike schedule based on the Federal Employment Cost Index. The agreement provides members in Sierra with a 4.3% wage hike retroactive to June 1, 1999. In San Joaquin/Stockton, members will receive a 3.3% hike retroactive to Aug. 1, 1999. A 3.3% increase, retroactive to Nov. 1, 1999, will also apply to members in Golden Gate/Mission Trails.

"Given the pressure from Pacific Gas & Electric to reduce labor rates for union tree trimmers, it's admirable that Asplundh was the first to

Tree trimmer Rose sworn in

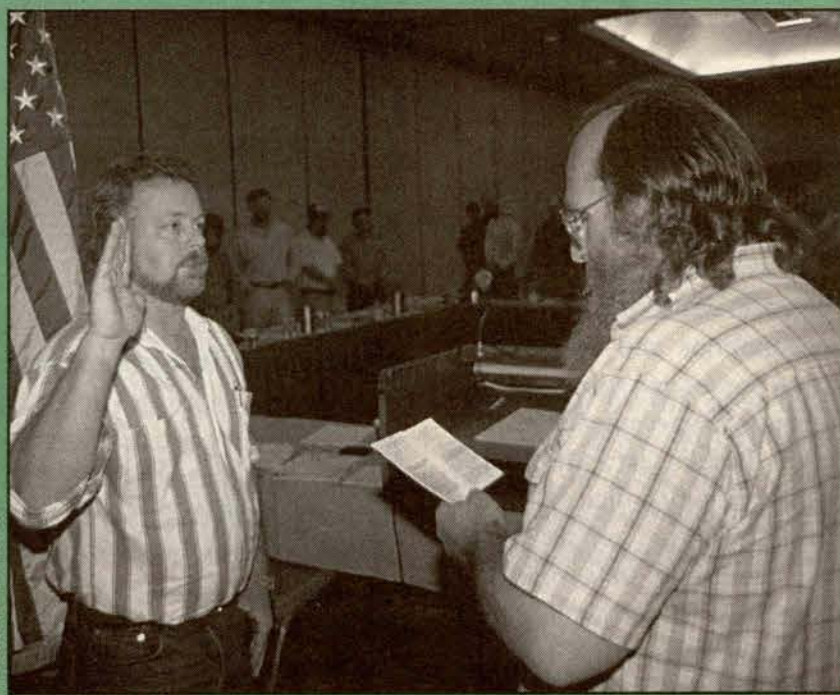


Photo: Eric Wolfe

Mark Rose, left, is sworn in by Local 1245 President Howard Stiefer at the November meeting of the Advisory Council. Rose, a tree trimmer with Davey Tree, will represent Local 1245 members working for utility tree trimming companies.

step forward and agree to modest hikes," said Senior Business Rep. Landis Marttila.

Davey Tree has subsequently agreed to wage increases. Negotiations are still underway with Arbor Tree.

Asplundh's movement in these negotiations is especially significant in light of labor-management problems earlier in the decade. In 1992, Local 1245 struck Asplundh after the company locked out tree trimmers in an effort to impose major wage cuts. Asplundh, which fared

badly in the strike, could have retreated into permanent hostility toward the union, but instead chose to rebuild a constructive relationship, according to Marttila.

Under the new agreement Asplundh transmission crews will be paid at the prevailing contractual rate and date established for distribution line clearance crews in the area. Vegetation control technicians will continue to be paid on the previously negotiated schedule.

A major improvement in the Asplundh agreement is a provision for the rotation of long-commute assignments. Previously, such assignments were totally at the discretion of the company.

Serving on the negotiating committee for the union, along with Marttila, were Mike Tessier, Sierra Division, and Joey Rodriguez, Fresno. Marttila praised the committee members' performance in the protracted negotiations.

"This was something of an endurance test. This committee stood up well to the pressures of the company and in the end delivered a decent contract for the members," said Marttila.

Serving on the ballot committee were Kevin Hill and Juan Carrillo.



Photo: Eric Wolfe

ARBOR TREE COMMITTEE

The Arbor Tree General Negotiating Committee met recently as union headquarters in Walnut Creek, Ca. From left: Enrique Hernandez, Senior Business Rep. Landis Marttila, and Alan Danvers.

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Huge coalition puts brakes on WTO summit

World Trade Organization talks in Seattle collapsed spectacularly early this month as 50,000 protesters swamped the streets demanding that protections for workers, consumers, and the environment be part of the trade agenda.

Although much media attention focused on a small element of protesters who vandalized local businesses, the protesters succeeded nevertheless in focusing international attention on the secretive trade body that has the power to overturn the laws of sovereign nations.

On Nov. 30 as many as 30,000 union members marched peacefully to demand that protection of labor rights be included in any future trade agreements.

Seattle police drew widespread condemnation for using tear gas, pepper spray and rubber bullets against peaceful demonstrators while ignoring vandals who trashed downtown businesses. The city's police chief resigned in disgrace just days after the demonstrations.

The collapse of the talks was hailed by demonstrators as a great achievement by a vibrant if ungainly coalition of labor, environmental and consumer activists from many nations.

US opponents of the WTO are likely now to turn their attention to President Clinton's efforts to gain Most Favored Nation trading status for China, a nation condemned by labor leaders for a host of labor abuses, including slave labor and the jailing of labor activists.

Speed-up, shrinks & animal relations

Invasion of personal privacy by employers is clearly on the rise in an era where Congress has mandated drug-testing for certain occupations and courts have ruled that bosses can snoop without restraint into their employees e-mail messages. But the test administered to prospective city police officers in Cincinnati, Ohio, reaches new depths, according to a report in WorkingUSA. The city manager and police psychologist in that city have urged the city council to order the test revised so it no longer asks if a job candidate had engaged in sexual intercourse with animals. The two noted that the question was "not relevant" to the job.

► **Speed Up By Any Other Name:** In Vancouver, British Columbia, management for Canada Safeway requires "superior service" from its employees and hires undercover shoppers to file reports on employees who serve them, Labor Notes reported. Employees are expected to maintain productivity levels in their regular duties even as they assist customers. So clerks who stop stocking shelves to show customers

where to find requested items can face discipline for falling behind in their regular duties.

► **Pressure Brings Freedom:** Indonesia labor activist Dita Sari was released from prison in Jakarta following an international solidarity campaign led by Labor Rights Now!, a project of the United Auto Workers and the AFL-CIO Solidarity Center, WorkingUSA reported. Said UAW President Stephen Yokich: "This victory shows that American union members can have an impact when they stand up for labor rights against repressive regimes around the world."

► **Power Plant Workers Walk Off:** Bangladesh deployed troops on Dec. 7 to guard the country's 18 power stations after technicians walked off the job in protest at the government's energy sector reform program, Reuters reported. Officials with the state-run Power Development Board said plant operators and other employees launched the three-day stoppage to force the government to abandon its reforms. Em-

ployees earlier had failed to persuade the government to reverse its decision on reforms, including the privatization of the 750-megawatt Ashuganj power plant. The government is under pressure from the Manila-based Asian Development Bank to corporatize the power station.

► **Psychologists Organize:** The 3,200-member New York State Psychological Association has affiliated with the American Federation of Teachers. "This is a new frontier—bringing the benefits of labor movement affiliation to a group of professionals who cannot bargain collectively," said AFT President Sandra Feldman. The mostly private practice psychologists will become associate members of the union.

► **Labor Photos On-Line:** Labor journalist David Bacon, whose photos of the Local 1245 demonstration at the CPUC appear in this issue of Utility Reporter, has made some of his work available on-line. Gripping images of strikes, students, immigrants, farmworkers, and other subjects can be downloaded from <http://www.igc.org/dbacon>

Notice regarding agency fee payers objection plan

Any employee who is not a member of the IBEW and who pays agency fees to IBEW Local 1245 pursuant to a union security provision in Local 1245's collective bargaining agreement has the right to object to expenditures of fees for activities which are not reasonably related to collective bargaining or undertaken to advance the employment-related interests of employees represented by the Local. The agency fees paid by a fee payer who perfects an objection will be reduced by an amount reflecting the portion of the overall expenditures of the Local Union that are used for non-chargeable activities. Objections must be made annually and will be effective for a single calendar year. Each fee payer who wishes to file an objection with Local 1245 must do so in writing, addressed to the Business Manager, Local 1245, Post Office Box 4790, Walnut Creek, California 94596, by certified mail. In registering their objections, objectors must state their name and address and that they pay fees to this Local, and provide their nonmember identification number, if known, and their social security number. Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect, or during the first thirty days after the objector commences paying fees to the Local Union as required by a collective bargaining agreement. Objections must be renewed annually, during the month of November.

Seyfer wraps up seven years as SMUD rep

After more than seven years representing Local 1245 members at the Sacramento Municipal Utility District, Field Rep Dennis Seyfer will be moving on to a new assignment for the union in the year 2000.

Taking over the responsibility for representing employees at SMUD will be Field Rep. Wayne Greer.

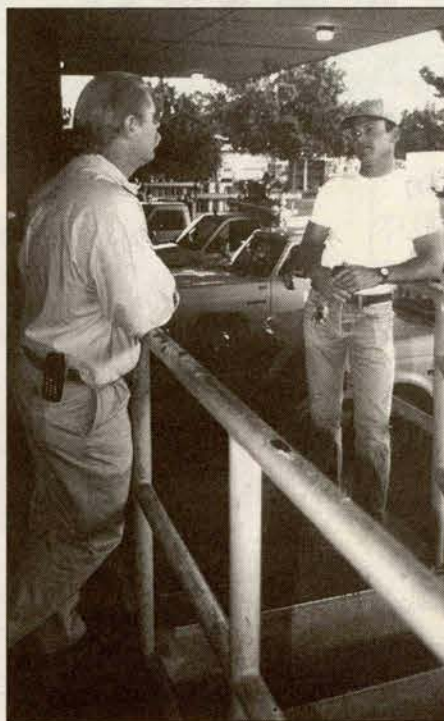


Greer
Seyfer served during an era of rapid change at SMUD. Seyfer came into the assignment as former General Manager S. David Freeman was instituting sweeping changes at the

District, and he leaves at a time when the District is engaged in intensive "re-engineering" as it responds to the newly-created competitive electric service market.

Seyfer's new assignment will include federal and other public sector properties.

Local 1245 Field Rep Dennis Seyfer speaks with SMUD lineman Don Campbell before work one morning last summer.



Citizens Communications

Negotiator named for Elko talks

Long-time union member Dixie Fleischman will represent Local 1245 in upcoming bargaining with Citizens Communications in Elko, Nev.

Fleischman, employed in the telecommunications field since 1973, will join Local 1245 Field Rep. Ray Thomas in bargaining on behalf of 28 employees at Citizens Elko facility.

Proposals for bargaining will be accepted at the February 2000 unit meeting in Elko. Based on those

proposals, the union will put together its contract package prior to the start of bargaining.

Bargaining will probably begin in late March, according to Thomas.

Classifications covered by the bargaining are: Plant Clerk/Engineering, Administrative Clerk, Service Representative, Draftperson, Material Supplyperson, Communications Technician, Splicing Technician, Network Technician, Complex Line Assigner, Test Desk Technician, and CO tech.



Dixie Fleischman (left) in the frame room where thousands of calls are processed daily by Citizens Communications/Elko.

Photo: Ray Thomas

Where Local 1245 meets in Nevada

Unit 3315, Mt. Wheeler, meets 4:30 pm on the second Tuesday of each month at the Ely Fire Department.

Unit 3318, Elko, meets on the second Thursday of each month at 5:30 pm at the Stockman's Hotel in Elko.

Unit 3319, Wells REC, meets at 5 p.m. on the second Wednesday of each month effective immediately. Meeting location is Silver Sage Senior Center on First Street in Wells.

Unit 3312, Carson City, meets the second Tuesday of the month at 5:30 p.m. at Fire Department Station #3.

Unit 3314, S. Lake Tahoe, meets the first Thursday of the month at 5 p.m. at Steamer's, 2236 Lake Tahoe Blvd.

Unit 3320, N. Lake Tahoe, meets the third Wednesday of the month at 5:30 pm at Carpenters Hall in Kings Beach.

Nevada dereg controversy continues

Sierra Pacific's role as an electric service provider in Nevada continues to be a source of controversy as the state moves to implement electric deregulation.

The Public Utilities Commission of Nevada recently has taken the position that Sierra Pacific cannot provide service billing for alternative generators that assume the role of Provider of Last Resort in the new electric marketplace.

Senate Bill 438, passed in the closing moments of Nevada's 1999 legislative session, designates Sierra Pacific and Nevada Power as the Providers of Last Resort (PLR) for customers until July 1, 2001, and permits the utilities to create affiliates to serve as the PLR after that date.

Alternative sellers of utility services may begin selling potentially competitive services on or after March 1, 2000. After July 1, 2001, a licensed alternative seller of electricity may submit an offer to provide PLR service if certain criteria are met.

The PUCN's recent attempt to constrain Sierra Pacific's role in providing certain services to alternative service providers does not appear to conform to the language of SB 438, raising the possibility that the issue will end up in court, and increasing the likelihood that Local 1245 and/or Sierra Pacific will seek further legislative clarification of electric deregulation rules when the Nevada Legislature reconvenes in July of 2001.

Life



"I think Fridays are getting too casual."



"Your ideas are far superior to those of my executives, Bob. I'm afraid I'll have to let you go."



"Benefits? The use of a chair, and you get Christmas off."



"The new health plan only covers computer viruses!"



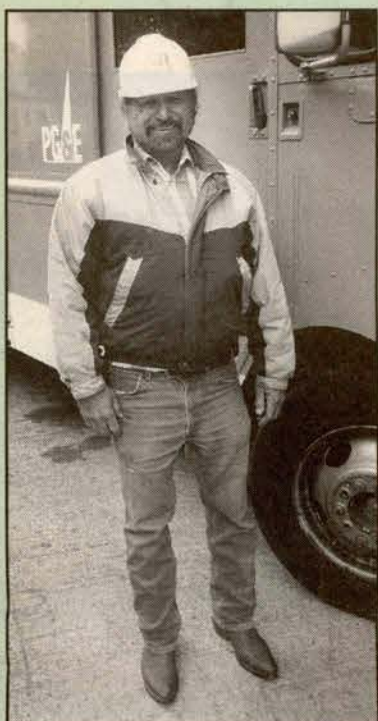
"Personally, I don't see that management got anything out of those sensitivity training workshops."

"I may have overdone it when I laid off Maintenance."

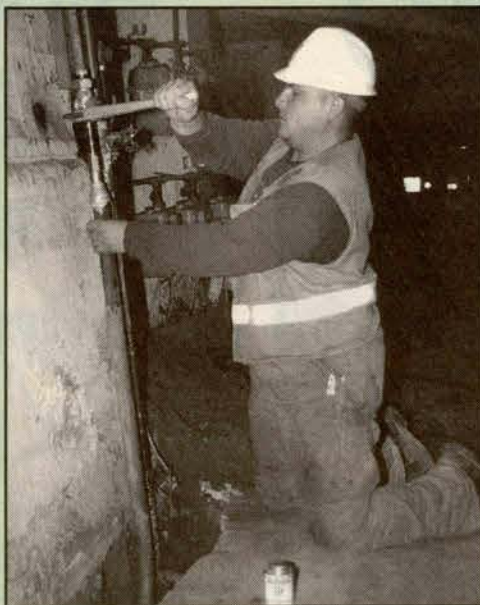


work

PG&E Gas Pipeline Replacement

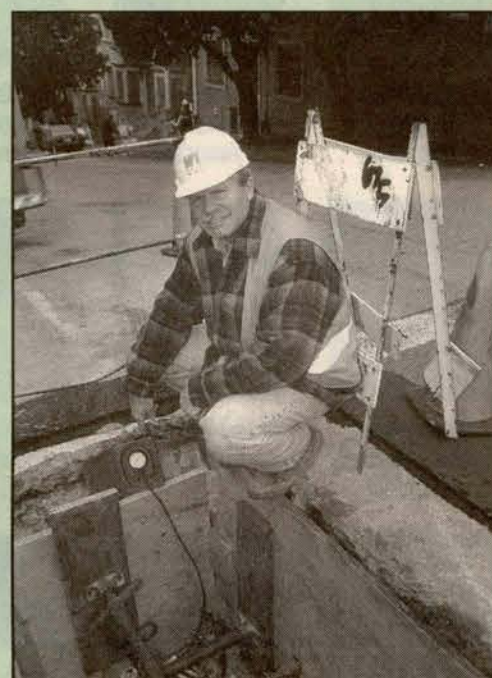


Mike Lee, Gas Crew Foreman, is a 32-year union member.



Danny Morales, Utility Worker, is a three-year union member.

PG&E crews replaced cast iron gas lines with new plastic ones in San Francisco's Alamo Square/Hayes Valley neighborhoods last August, part of PG&E's long-term project to overhaul the City's gas infrastructure.



Ed Martinez, Carpenter A, is a 30-year union member.

Kasey Civik, Fieldman, at left and below right, is a three-year union member. John Dacpano, Mechanical Equipment Operator, below right, is a 14-year union member.





Season's Greetings



Latrese Abram
Confidential Secretary



Mary Baarda
Administrative Associate



Ken Ball
Senior Business Representative



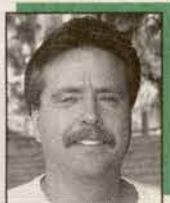
Brenda Bartizal
Administrative Associate



Shirley Boyle
Administrative Associate



Bill Brill
Organizer



Phil Carter
Field Rep



Ed Caruso
Field Rep



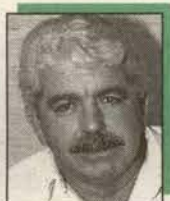
Bob Choate
Field Rep



Tom Dalzell
Attorney



Sheryl Dillon
Administrative Assistant



Richard Dunkin
Field Rep



Dorothy Fortier
Assistant Business Manager



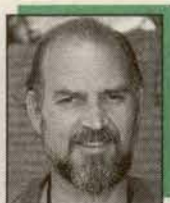
Luz Garcia
Building Maintenance



Wayne Greer
Field Rep



Mike Grill
Field Rep



Mike Haentjens
Field Rep



Janet Hill
Dispatcher
Riverside Office



Pat Hove
Administrative Associate



Happy Chanukah



Gary Hughes
Field Rep



Angela Jacobson
Administrative Associate



Josh Jacobson
Administrative Associate



Karen Kiley
Administrative Assistant



Linda Knight
Administrative Assistant



Ann Kools
Confidential Secretary



Dan Lockwood
Field Rep



Jim Lynn
Field Rep



LOCAL 1245 OFFICERS
FRONT ROW, FROM LEFT: **HO**
McNALLY, BUSINESS MANAGER / FIN
VICE PRESIDENT. BACK ROW, FROM
SECRETARY; **ANNA BAYLESS**, EXECUT
KATHY TINDALL, EXECUTIVE BOARD;
JOHN MENDOZA, EXECUTIVE



Season's Greetings

from
IBEW
Local 1245



Kathy Maas
Field Rep



Landis Martilla
Senior Business
Representative



Art Murray
Assistant
Business Manager



Darrel Mitchell
Senior Assistant
Business Manager



Peggy Proschold
Administrative
Associate



Roy Runnings
Field Rep



Frank Saxsenme
Field Rep



Hunter Stern
Field Rep



Kit Stice
Field Rep



Ray Thomas
Field Rep



Lula Washington
Field Rep



Virginia Wigington
Administrative
Associate



Eric Wolfe
Communications
Director



Perry Zimmermann
Assistant
Business Manager



LOCAL 1245 OFFICERS & EXECUTIVE BOARD

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



Pat Hove
Administrative
Associate



Karen Kiley
Administrative
Assistant



Dan Lockwood
Field Rep



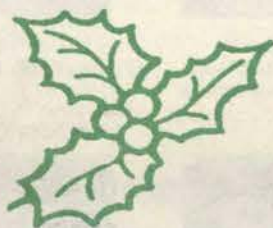
Jim Lynn
Field Rep



from IBEW Local 1245



EXECUTIVE BOARD
WARD STIEFER, PRESIDENT; JACK
FINANCIAL SECRETARY; JIM McCAULEY,
LEFT: ED MALLORY, RECORDING
BOARD; MIKE DAVIS, TREASURER;
CHRIS HABECKER, EXECUTIVE BOARD;
BOARD. (PHOTO: AUSTIN LEA II)



Kathy Maas
Field Rep



Gary Mai
Field Rep



Bob Martin
Technology



Lita Martin
Administrative
Assistant



Landis Marttila
Senior Business
Representative



Corrine Mascarenas
Administrative
Associate



Debbie Mazzanti
Field Rep



Jack McNally
Business Manager



Darrel Mitchell
Senior Assistant
Business Manager



Art Murray
Assistant
Business Manager



Junior Ornelas
Organizer



Jack Osburn
Field Rep



Larry Pierce
Field Rep



Peggy Proschold
Administrative
Associate



Roy Runnings
Field Rep



Frank Saxsenmeier
Field Rep



Dennis Seyfer
Field Rep



Bernard Smallwood
Field Rep



Roger Stalcup
Assistant
Business Manager



Hunter Stern
Field Rep



Kit Stice
Field Rep



Ray Thomas
Field Rep



Gail Varner
Bookkeeping



Lula Washington
Field Rep



Virginia Wigington
Administrative
Associate



Eric Wolfe
Communications
Director



Perry Zimmerman
Assistant
Business Manager



Merry Christmas

Happy Holidays!



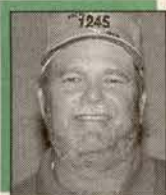
TERRY ANDREUCCI
Drum PG&E, Plumas
Sierra REC, City of
Roseville



CONSTANCE BIBBS
Sacramento Regional
Transit District



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



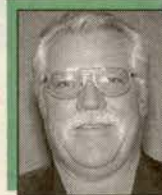
GROVER DAY
Stockton PG&E,
City of Lodi



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



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



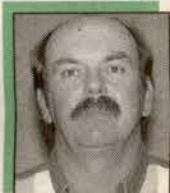
JIM FINDLEY
North Bay PG&E,
City of Healdsburg



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



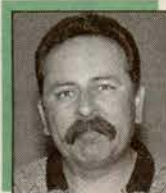
MARK ROSE
Tree Trimmer
Companies



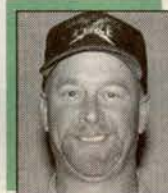
STEVE JAMESON
PLO, PG&E, C.P.
Nat'l: Needles Div. &
Henderson District



BOB LOVETT
De Sabla PG&E



MIKE MENA
Citizens
Communications



JOE OSTERLUND
General Construction
PG&E



DAN PARMENTER
Sacramento PG&E,
Calibration & Testing



RICH PERRY
U.S. Bureau of
Reclamation
Region 2



LARRY RODRIGUEZ
AC Transit, East Bay
Municipalities



TOM ROWLEY
Outside
Construction



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



MIKE STOUT
Irrigation Districts



ARCHIE TAYLOR
Pacific Gas
Transmission Co.



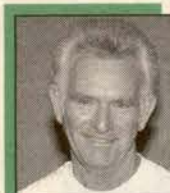
LEE THOMAS JR.
Humboldt PG&E



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



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



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



VACANT
Coast Valleys PG&E



VACANT
San Francisco &
General Office PG&E



Local 1245 Advisory Council

Who Ya Gonna Call?

Local 1245 members from around the state converged on San Francisco the Monday after Thanksgiving to urge the California Public Utilities Commission to preserve reliable gas and electric service and defend the jobs of the utility workers who provide it.

Picketing under gray skies threatening rain, over 300 union members and supporters called upon the commissioners to "do the right thing" by approving adequate funding for Pacific Gas & Electric in the General Rate Case now under consideration by the commission.

The rally was prompted by a preliminary decision in the case by an Administrative Law Judge (ALJ), who ruled that PG&E should receive just \$20 million over 1998 revenues. PG&E has asked for substantially higher revenues, and warned that up to 3,500 employees could be laid off if the ALJ's decision is not modified by the full CPUC.

Union demonstrators pointedly connected the loss of jobs with loss of service reliability, chanting: "Who ya gonna call when the lights go out - Nobody!" and "Who ya gonna call when the lights are gone, the ALJ can't turn 'em back on!"

The connection between service and jobs was also made by

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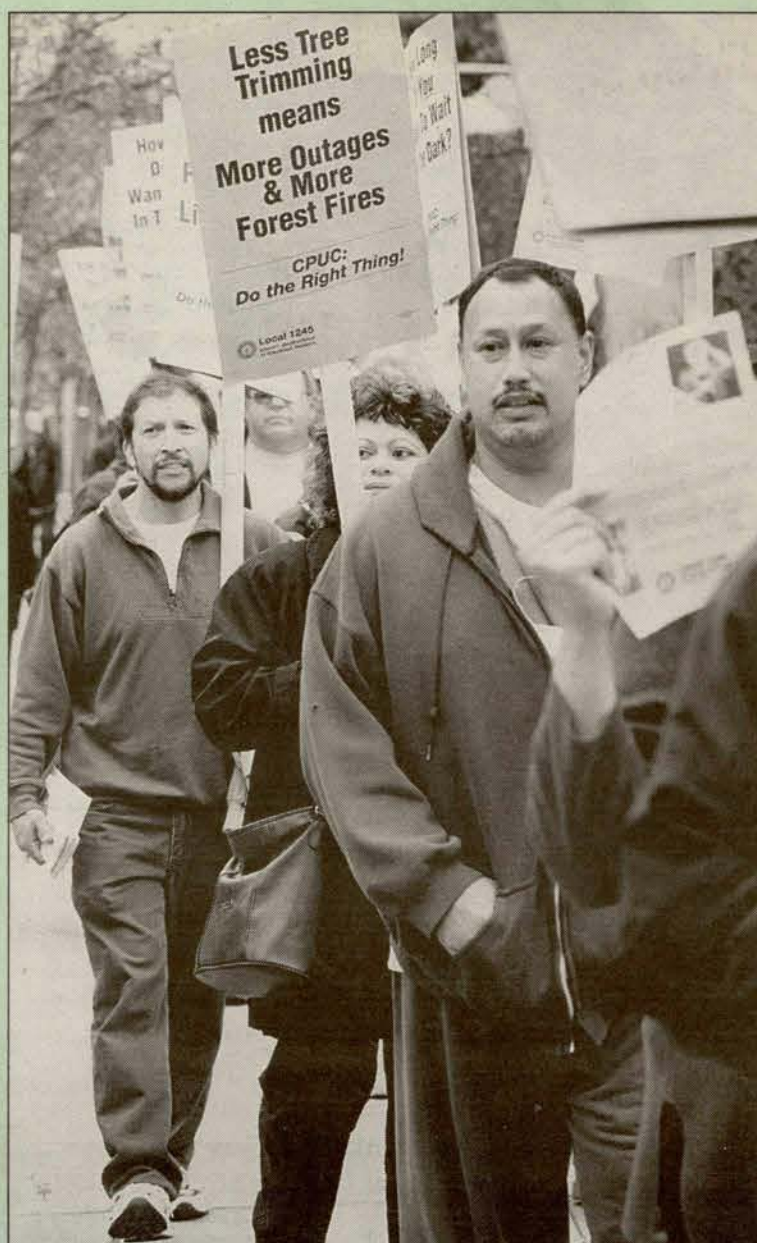


Photo: David Bacon

Local 1245 members picket (above) and rally (below) for jobs and reliable service at CPUC headquarters in San Francisco. The demonstrators warned consumers that loss of jobs would affect future service reliability.



Photo: Landis Martilla

Who Ya Gonna Call?

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Business Manager Jack McNally, who addressed the rally as TV, radio and newspaper reporters circulated through the crowd.

"Gas and electric service is not a product of nature. It's a product of work," McNally said.

"And it's not the kind of work that lawyers or legislators or Administrative Law Judge's do. It's the work that we do.

"Union workers put up the poles. Union workers fix the gas leaks. Union workers take the emergency calls. And we're proud of the work we do," McNally said.

McNally's remarks rang true for the union members who had come from as far away as Bakersfield to the south and Redding to the north to attend the rally.

"I came up to support Local 1245 and to support the customers who utilize the services this company provides," said Gary Ray Sr., a Bakersfield lineman who flew to

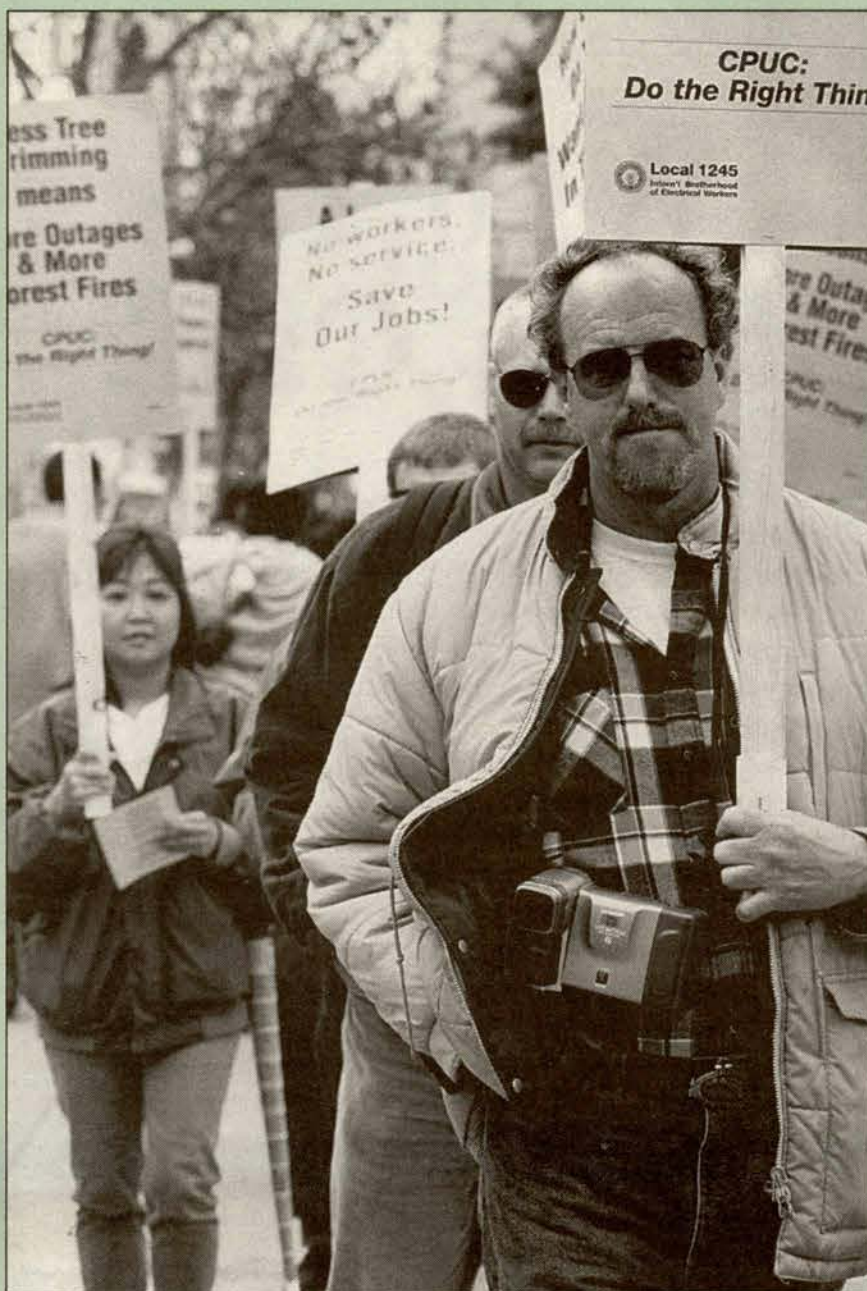


Photo: David Bacon

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Local 1245 Business Manager Jack McNally

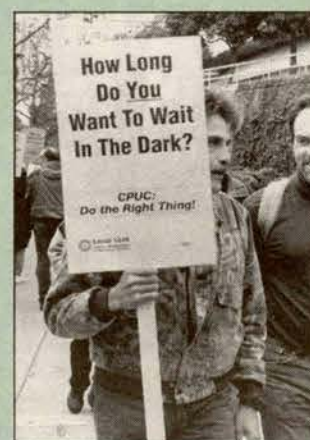


Photo: David Bacon



Art Pulaski, California Labor Federation

Photo: David Bacon

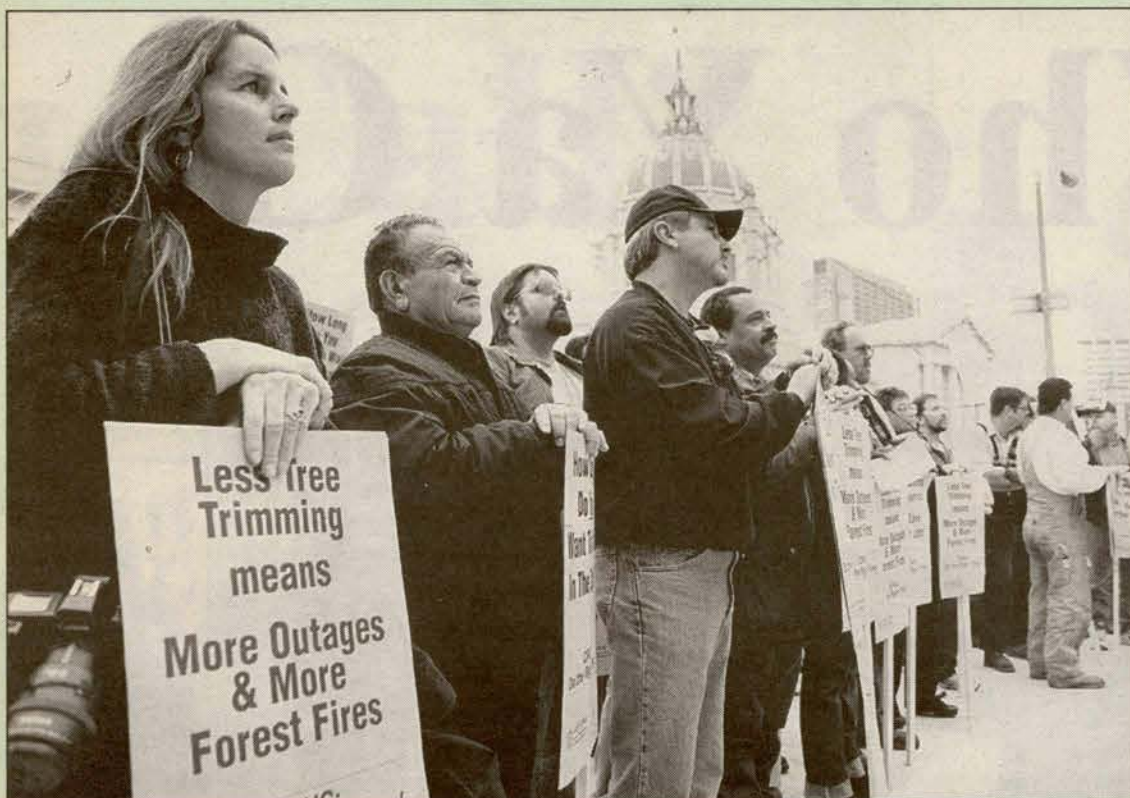


Photo: David Bacon

► From Page 10

San Francisco at his own expense to participate in the rally. "If they lay off 3500 employees, it's going to be a great impact on everybody. People's power is going to go off (during storms) and it's not going to come on for a couple of weeks."

'Deja Vue All Over Again'

McNally noted that Local 1245 had demonstrated at the CPUC five years earlier, in December 1994, when PG&E was preparing to lay off some 800 union members. At that time the union urged the CPUC to prevent the layoffs, warning that workforce reductions would jeopardize service reliability.

"It's deja vue all over again," said McNally, quoting the famous Yogi Berra line.

The folly of the 1994 workforce reductions was exposed when a massive storm in January 1995 caused widespread, prolonged

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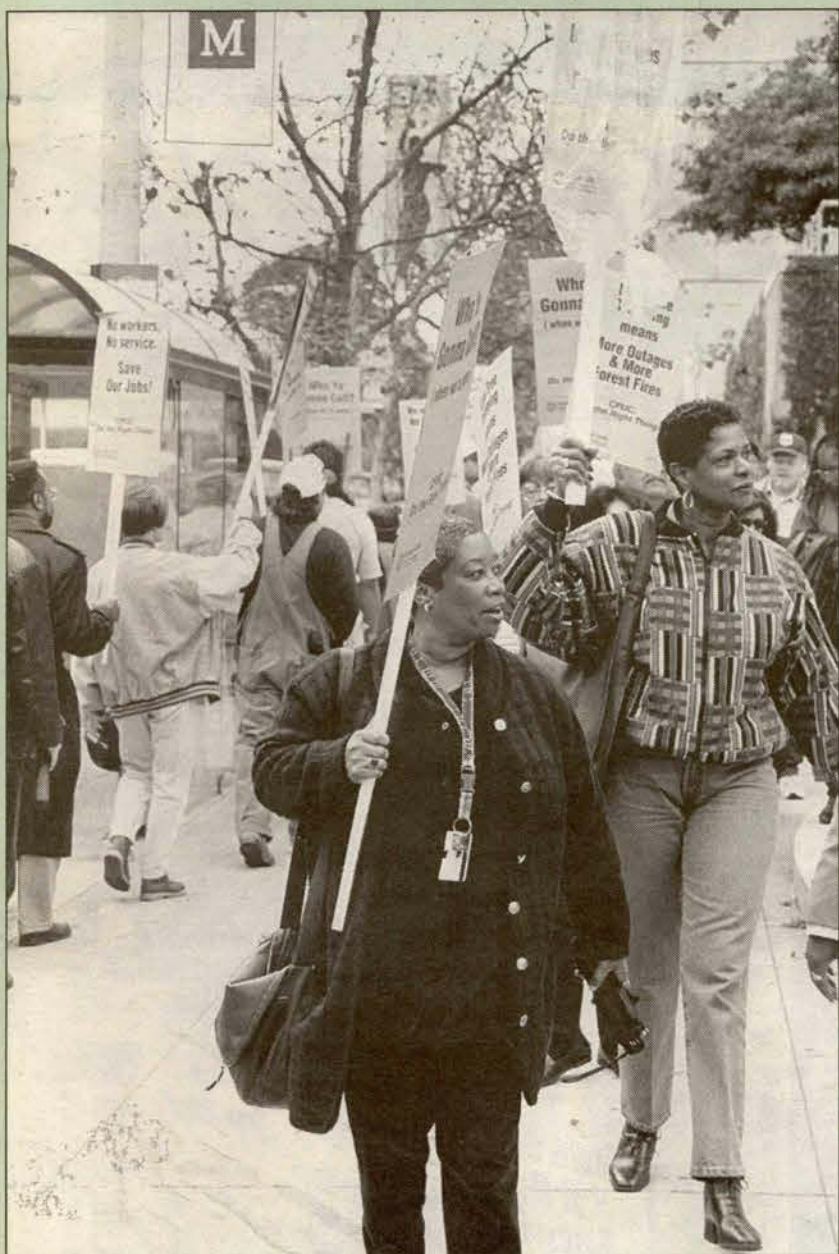


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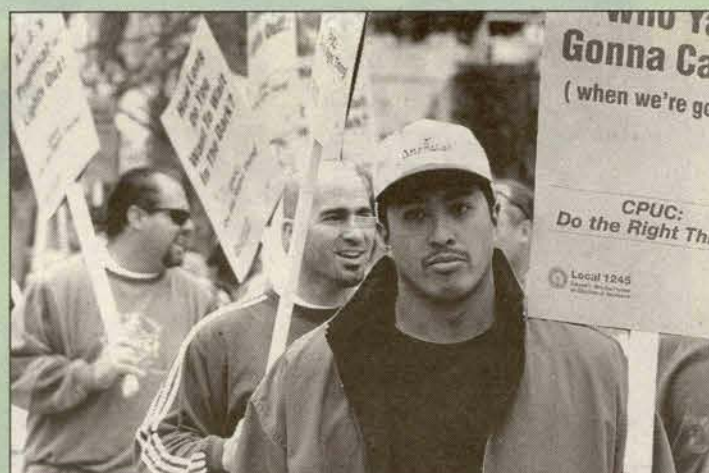


Photo: David Bacon



Photo: Bernard Smallwood

**CPUC Rally
Pull-Out Section**

Who Ya Gonna



Photo: David Bacon



Photo: David Bacon

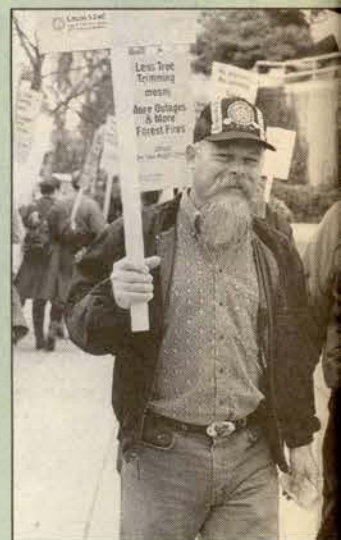


Photo: Lewis Giles

Nobody!

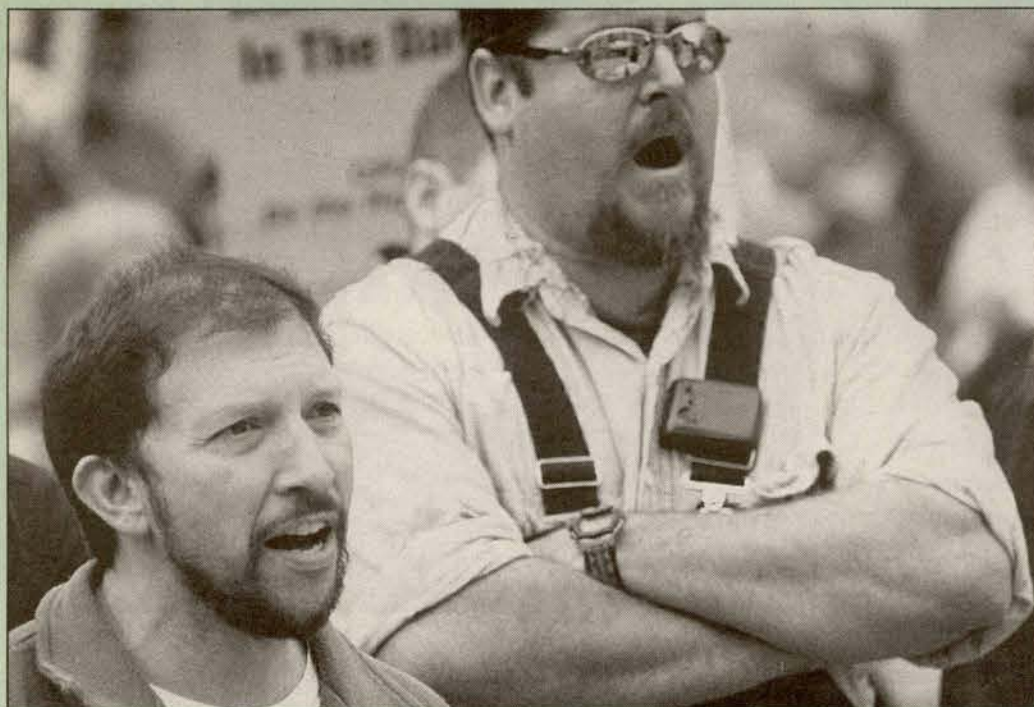


Photo: David Bacon



Photo: David Bacon

na Call?

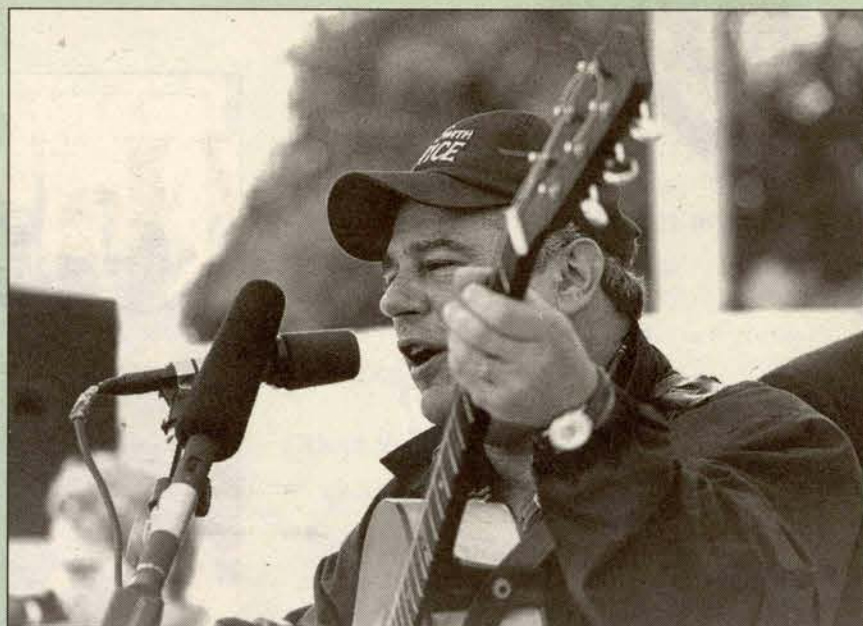


Photo: David Bacon

Labor troubador Jon Fromer

Who Ya Gonna Call (To the tune of "Ghostbusters")

When the lights go out, in the neighborhood
Who ya gonna call? **Nobody!**
And the ALJ, ain't doin' what he should
Who ya gonna call? **Nobody!**

Gas starts leaking, in your home
Who ya gonna call? **Nobody!**
Ya need help fast, ya run to the phone
Who ya gonna call? **Nobody!**

Hills start burning,
in the fall
Who ya gonna call? **Nobody!**
Homes exploding,
in firey balls
Who ya gonna call? **Nobody!**

Winter storms,
powerlines down
Who ya gonna call? **Nobody!**
No more linemen,
left in town
Who ya gonna call? **Nobody!**

Earthquake hits,
powerlines fall
Who ya gonna call? **Nobody!**
No more service,
for ya all
Who ya gonna call? **Nobody!**

Disaster strikes,
most any day
Who ya gonna call? **Nobody!**
If you think,
everything's OK
Who ya gonna call? **Nobody!**

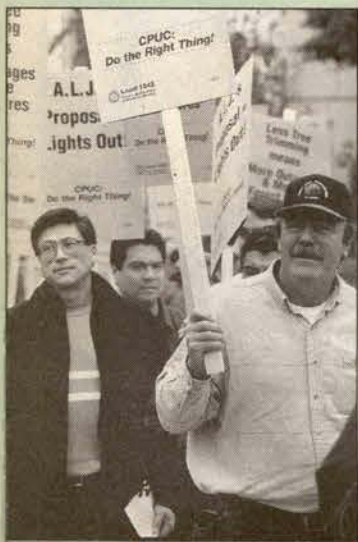


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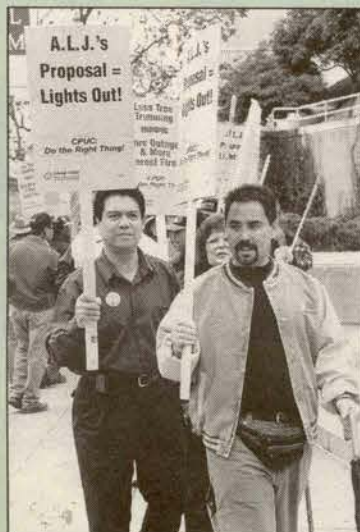


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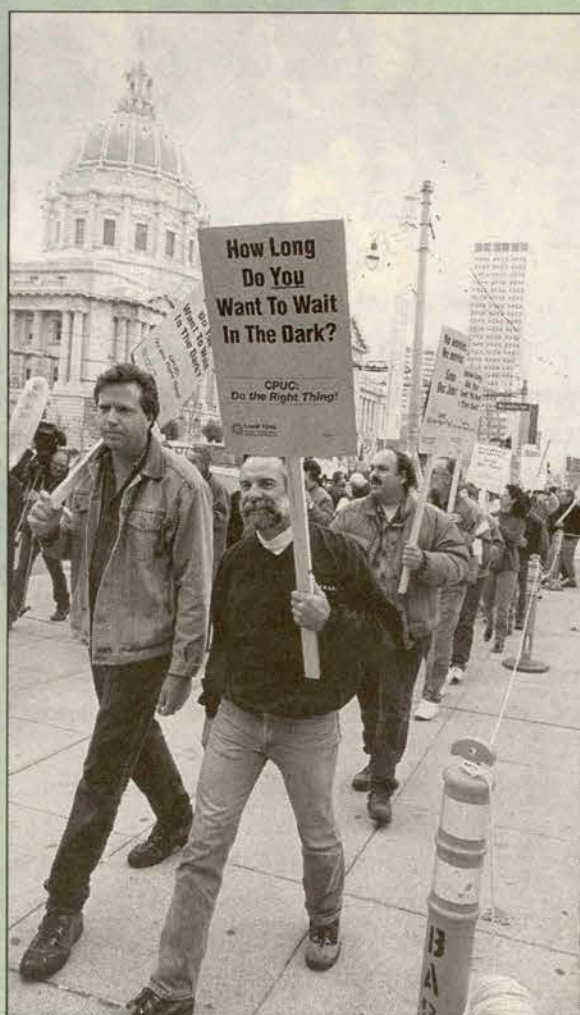
Photo: Bernard Smallwood



Photo: Bernard Smallwood



Photo: Bernard Smallwood



CPUC Rally Pull-Out Section

Who Ya Gonna Call?

► From Page 10

power outages--due in part to overgrown trees blowing into power lines. Subsequent storms in March of 1995 also caused severe outages and prompted a CPUC investigation of PG&E's maintenance activities.

But these roles were reversed last month, with the CPUC's Administrative Law Judge calling for reduced funding for tree trimming and PG&E beseeching the commissioners for sufficient revenue to trim trees and keep up with maintenance.

The bottom line, however, remained the same: workforce reductions will necessarily lead to an erosion in service reliability. In official testimony to the CPUC shortly after the rally, McNally described how that erosion sets in:

"In this industry, the work does not go away. With fewer people to do the work, it becomes a scramble, a juggling act. Rotten poles will stand a little longer, we need to trim trees ... Uh-oh, we have leaking insulators, the tree trimming can wait ... It not going to rain for a while, the leaking insulators can wait, we need to replace an overloaded transformer.

"Put off until tomorrow what should have been done yesterday. Thus, begins the degradation. This is what happens in the trenches. I have been there," said McNally, who worked for 10 years as a PG&E lineman and crew foreman.

Who Ya Gonna Call?

Despite the rally's serious subject matter, the crowd was energized by musician Jon Fromer's foot-stomping rendition of the Ghostbusters theme song.

"When the lights go out, in your neighborhood," Fromer sang, "who ya gonna call?"

"Nobody!" the crowd roared back. (See story on Jon Fromer, Page 16.)

The rally was also addressed by California Labor Federation leader Art Pulaski who

said consumers should not tolerate reduced service and that workers should not tolerate attacks on utility workers' jobs.

The rally was planned on extremely short notice, after it was learned that the CPUC planned to hold public hearings on Nov. 29, where comments on the ALJ's proposed decision would be heard.

Business Manager McNally convened a meeting of rank and file activists and staff on Sunday, Nov. 21. Arrangements for permits,

speakers, sound system, leaflets, and publicity were in place just three days later.

Despite the short notice, Local 1245 members responded to the call by requesting vacation time or unpaid leave to attend the rally. On the Monday after Thanksgiving, hundreds of Local 1245 members--from Bakersfield, Redding and points in between--were streaming toward San Francisco, joined in spirit by other members who were not able to get time off from work to attend.

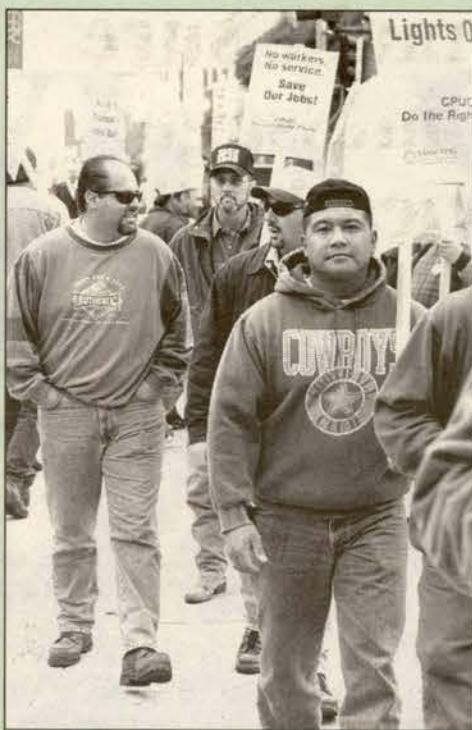


Photo: David Bacon



Photo: David Bacon



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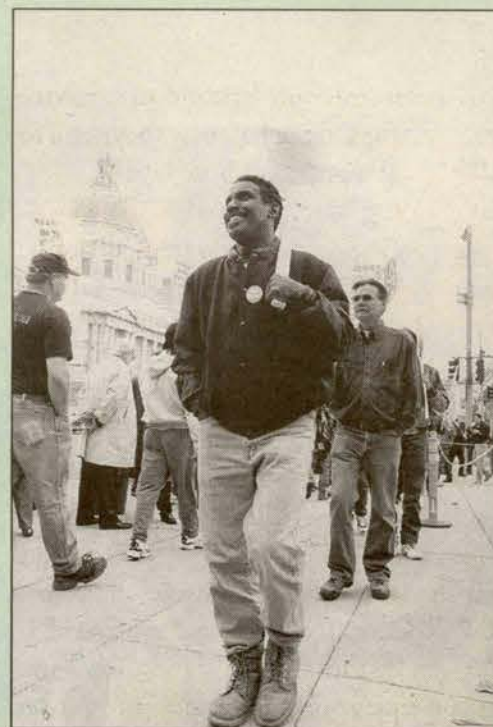


Photo: David Bacon



Photo: David Bacon

Members helped make sure the media got the message: 'No Jobs, No Service!'

When customers understand that service reliability hangs in the balance, they tend to side with workers and oppose layoffs.

In early 1995, when storms brought extensive power outages, there was a virtual public uprising against PG&E layoffs.

With workforce reductions once again a threat, the union's task is clear: alert the public of the downsizing threat, and remind people what the consequences were five years ago.

The large turnout by Local 1245 members at the CPUC on Nov. 29, coupled with outreach to local reporters, attracted the San Francisco Chronicle, the San Francisco Examiner, KGO radio, and TV channels 4 and 5. Our songs, speeches, chants and picket signs made our story instantly understandable.

"Thousands of PG&E customers still have nightmares of the storms of '95. They were left in the dark for days, some for a week," began the story on Channel 5 news. "PG&E workers say customers could face dark days again. The utility claims it may have to lay off 3500 employees, just like back in '94. Back then, the IBEW held a rally just like this one to warn the Public Utilities Commission about the utility's plan."

Business Manager Jack McNally used his few seconds with Channel 5 reporter Manuel Ramos to explain the connection between workers and service reliability: "When the storms came, many problems arose. Poles

fell over. Trees blew into the line, that sort of thing. And that was a result of not doing proper maintenance."

In a little over a minute, the union's point had been made.

The San Francisco Examiner also cited the storms of 1995:

PG&E eliminated 800 field and service jobs, only to scramble when heavy storms in 1995 knocked out power to millions of customers, generated thousands of consumer complaints--and forced the utility to rehire its workers."

The Examiner reinforced the point with quotes from Gary Ray, an electric crew foreman from Bakersfield, and Donna Dito, a customer service representative at the San Francisco Call Center.

The Examiner even reported the lyrics to the Ghostbusters' parody: "When the lights go out, in your neighborhood / Who ya' gonna call? Nobody!"

The lengthy story was accompanied by a 3-column color photo featuring Dan Mayo's handmade picket sign: "Got lights?"

Local 1245 amplified the message further with full-page ads in the Examiner and Chronicle on Nov. 29. (See page 24.)

Probably the greatest asset the union had going into the rally was its members. Knowing that it annoys reporters to be channeled to a few official "spokesmen," the union invited reporters to interview anyone they wanted to. Reporters accepted this invitation and every single member who was interviewed provided a clear, convincing argument for jobs and service reliability.

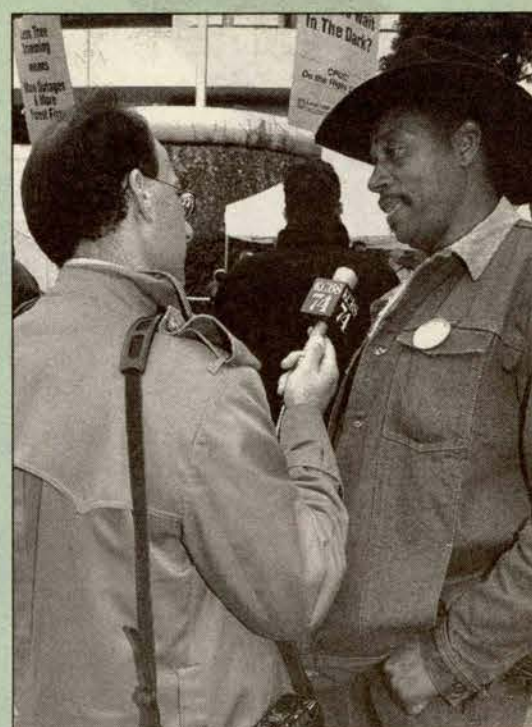


Photo: Lewis Giles

Bakersfield Lineman Gary Ray Sr. (right) is interviewed by KCBS reporter Mike Sugarman.

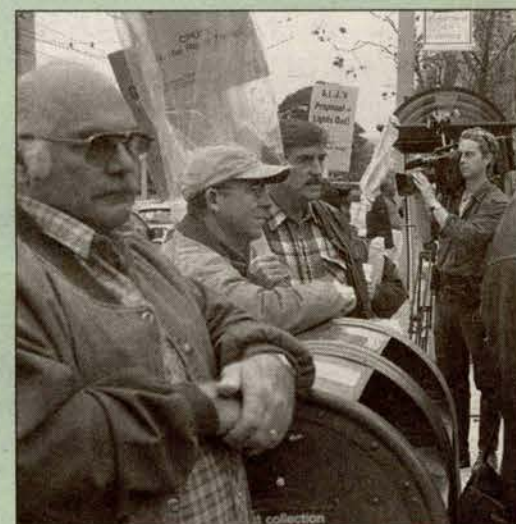


Photo: Lewis Giles

Grim-faced workers and a sea of picket signs conveyed an unmistakable message to the media.

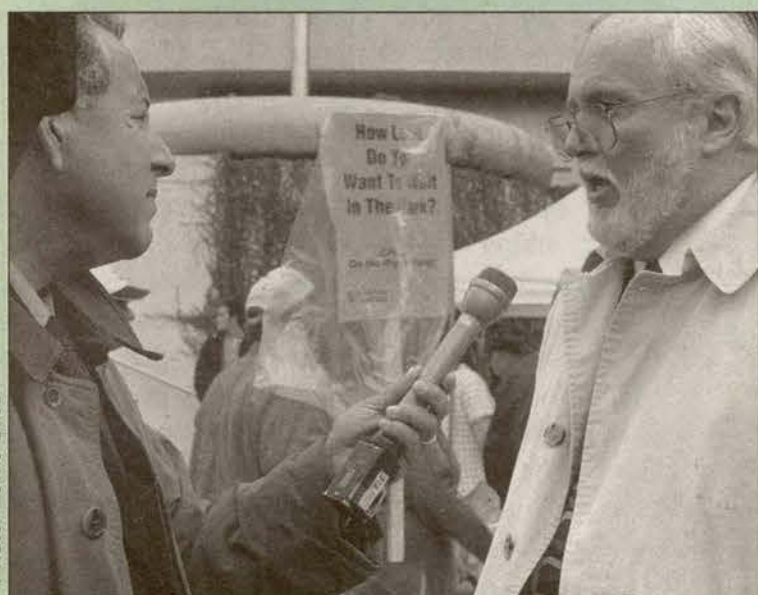


Photo: Lewis Giles

Manny Ramos of KPIX Channel 5 News, San Francisco, interviews Local 1245 Business Manager Jack McNally (left) and Napa area lineman John Kent (right).



Photo: Lewis Giles

**CPUC Rally
Pull-Out Section**

Photo: David Bacon



Jon Fromer: Labor troubador

There's a very good reason why unions like to invite Jon Fromer to their marches: When Fromer sings, your feet feel like moving. This was much in evidence on November 29 at Local 1245's Rally for Jobs and Reliable Service at the California Public Utilities Commission.

When union members began to gather on the CPUC steps, there was plenty of commitment in the air. Members hoisted signs, leafletted passing pedestrians, greeted old friends, and kept an eye on the gathering clouds.

But once Jon Fromer took the microphone and started belting out old standards like "We Shall Not Be Moved" and his own original composition "We Do the Work," the whole scene was transformed.

Signs began bobbing in time to the music. Some people sang along. And everyone *moved*.

Fromer is an embodiment of movement. It starts with his right hand, which hammers the guitar strings with ferocious commitment, and reverberates down to his feet, which tramp in place like an army of one, justice-bound.

When Local 1245 members rallied in the pouring rain in December of 1994, Fromer was there. And last month he came back for an encore performance, under drier conditions, performing a slightly altered version of the "Ghostbusters" theme song.

"Who ya gonna call!" he taunted.

"Nobody!" the crowd exulted.

Was it art? No doubt. Was it fun? Absolutely. Was it effective?

The San Francisco Examiner went so far as to quote the lyrics. Fromer's music provided warmth and jump to the coverage on TV Channel 5. And it gave a lift to those who had sacrificed wages to attend the rally.

Fromer, whose father was born during a union organizing drive in Kentucky in the early part of the century, says he "grew up in the Civil Rights movement" and participated in the historic Selma, Alabama march of 1965.

"They had such great music that came out of the churches," says Fromer, who clearly draws inspi-

Fromer is an embodiment of movement. It starts with his right hand, which hammers the guitar strings with ferocious commitment, and reverberates down to his feet, which tramp in place like an army of one, justice-bound.

ration from those struggles.

He says his father once told him, "A singing union movement can't be beat."

Fromer has sung for labor struggles throughout the country, traveling to Washington DC, New York, Pittsburgh, St. Louis, and Chicago, among other places. He has been featured three times at national AFL-CIO conventions.

He was the logical choice to compose the theme song for the labor television series "We Do the Work," a virtual anthem for the working person. It is featured on Fromer's CD, along with other songs he has written about ordinary people, the people he calls "my heros."

Fromer, a dynamo behind the mike, is surprisingly soft-spoken off-stage. An ordinary guy like the people he sings about. It's his talent and his gift, once on-stage, to bring ordinary people together and make them move.

We Do the Work

A CD featuring songs by Jon Fromer

Send this coupon and your check for \$15
(payable to **IBEW Local 1245**) to:

**Jon Fromer CD
IBEW Local 1245
P.O. Box 4790
Walnut Creek, CA 94596**

(Please include your complete name and address, including zip code.)



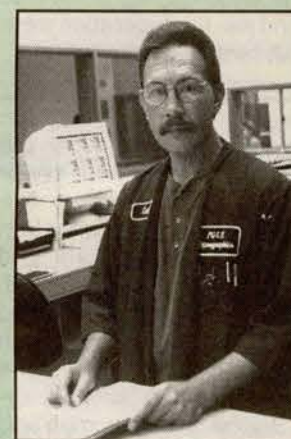
Deborah Hunter, Customer Billing



Shirley Henderson, Customer Billing



Rosalind Willey, Customer Billing



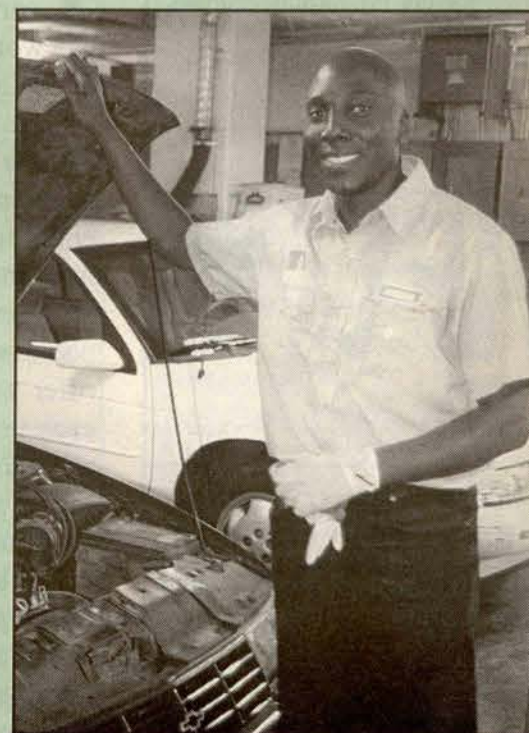
Carl Ryan, Shop Steward, Repographics



Jim McMasters, Telecommunications Installer



Jerry Totes (left) and Ernesto Pasion, Telecommunications Technicians



Andre Matthews, Garage



General Office PG&E



Good childcare linked to later success

WOMEN WORKERS' HISTORY

A Dismal Beginning

When the Federation of Trades' and Labor Unions was organized in 1881, not a single representative of America's 2.5 million working women was present at the founding convention. The next year the federation invited women's organizations to affiliate; in 1883 Charlotte Smith, president of the Women's National Industrial League, was admitted as a delegate. Resolutions encouraging women to organize and join the federation were adopted but largely ignored.

Nothing changed in 1886, when the Federation of Trades' and Labor Unions was reorganized as the American Federation of Labor, an association of mostly craft and skilled workers' unions. AFL President Samuel Gompers urged unions to organize women, although women often lacked the skills necessary to join the exclusively-male craft unions. When women and men had the same skills, men didn't always want to share the benefits of organization. Only two national affiliates of the AFL, the Cigar Makers and the Typographers union, accepted women as members. Some unions actually banned women from membership!



And when the AFL expressed solidarity with female wage earners, some "brothers" had a strictly selfish motivation. Gompers admitted that the "equal pay for equal work" rule endorsed by the AFL might benefit men more than women: women were often hired because they were "cheap labor." If bosses were forced to pay women the same as men, they would hire men only.

Poor infants and toddlers who get high-quality child care are more apt to graduate from high school, attend college and delay having children, according to research conducted at the University of Alabama at Birmingham and the University of North Carolina at Chapel Hill.

The researchers believe their results are the first to definitively link high-quality child care with a better adult life.

"We view these results as grounds for optimism that high-quality, early childhood education can be an important ingredient in supporting young families," said Criag Ramey, a psychology, pediatrics and neurobiology professor at the University of Alabama, in a story by the Associated Press.

The study tracked 111 children from infancy through age 21, beginning in 1972.

Of the 111 original participants, 104 were evaluated this past spring. Among the findings:

The high-quality day care children had higher cognitive test scores than the control group from toddler years to age 21.

Their academic achievement in both reading and math was higher from the primary grades through young adulthood.

They completed more years of education and were more likely to attend a four-year college.

They were, on average, two years older (19 years) when their first child was born compared with those in the control group (17 years), though the youngest parents in both groups were comparable in age when the first child was born.

The program also helped participants' parents, with teenage mothers

far more likely to have completed high school after their babies received the intervention.

The student-teacher ratio was low for those in the high-quality child care setting, gradually increasing from 3-to-1 to 7-to-1. Teacher turnover was low because the pay was high.

The research tends to corroborate a similar project, called High/Scope, which began in the 1960s. That study found that children in better child care situations ended up being arrested less often, were more likely to be married with children born in wedlock, and tended to do slightly better academically.

The High/Scope study found that for every \$1 spent on child care, taxpayers saved \$7, mainly from costs to crime victims. A similar analysis is now being conducted on the data collected from the Alabama/North Carolina study.

Paid benefits sought for family leave

The author of the 1993 Family and Medical Leave Act is now campaigning for all states to pay workers when they take family or medical leave.

Donna Lenhoff, general counsel for the National Partnership for Women and Families, said states could use disability or unemployment insurance to pay the benefits.

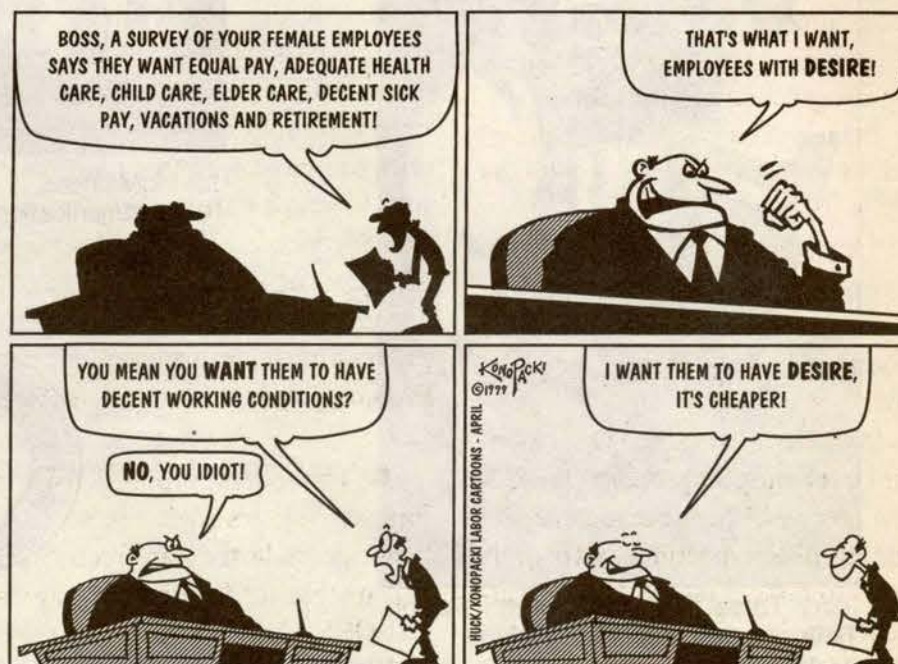
The current FMLA requires companies with 50 or more employees to offer workers up to 12 weeks off each year to care for a new child, a sick family member, or to deal with their own illness. The leave is currently unpaid.

The loss of income during such leaves prevents many workers from taking advantage of the FMLA, according to Lenhoff. About one in 10 workers who takes family or medical leave ends up on public assistance during that leave, according to

a recent survey conducted by the Family Leave Commission.

California currently provides six weeks of paid leave for normal pregnancy and childbirth. Four other

states provide some kind of pay for family and medical leave. Lenhoff's group hopes to see more states adopt such policies before attempting to gain passage of federal legislation.



No shame in Saltville, Va.

A worker at Titan Wheel in Saltville, Va. lost three fingers earlier this year when they were caught in a machine from which management had removed the safety guards.

Instead of apologizing for the tragedy, Titan fired the worker while he was recovering.

The United Steelworkers union has been on strike since last year at Titan facilities in Iowa and Mississippi. Working conditions are one of the issues.

OSHA (finally) proposes ergonomics standard

Ten years in the making, a federal standard to protect workers from repetitive motion injuries has been issued by the Occupational Safety and Health Administration.

The ergonomic standard, issued just three weeks after a California court upheld a state ergonomic standard, was hailed by organized labor as a step in the right direction for America's workers.

"OSHA's proposed new ergonomics standard is long overdue and greatly needed by workers," said Art Pulaski, executive secretary-treasurer of the California Labor Federation.

"The rule affirms what workers have known for years: some jobs cause unnecessary pain and injury. These jobs can be fixed and these injuries prevented," Pulaski said.

Pulaski said that the standard would save money for employers and workers.

"As workers and many employers know, keeping workers healthy on the job makes sense and sound ergonomics is an essential step," he said.

In the ten years since OSHA began developing the proposal, the federal agency has done extensive fact finding, public meetings and conferences to collect research and treatment data.

Pulaski said California's leader-

ship in advocating a state standard helped create the momentum for the new federal standard.

"But we still have not done right by workers who put their lives and their health on the line when they go to work," said Pulaski, noting that several issues still need to be addressed, including:

- The federal proposal excludes agriculture, construction and maritime workers, leaving these workers without ergonomic protections. Workers in these industries face many ergonomic problems and deserve the same protection as other workers.

- While the California standard requires two injuries before employers must take any action, the federal proposal requires some employers with the most ergonomically risky jobs to start a training program and injury reporting system before an injury occurs. After one job-related ergonomic injury is reported employers must evaluate and fix that problem job and other jobs just like it.

- The federal proposal assures injured workers maintain pay and benefits while they are recovering and unable to do their job duties. Cal-OSHA's standard simply relies on Workers' Compensation.

By the Local 1245
Safety Committee



Repetitive motion danger

At today's work sites, there are many kinds of tools to help us get the work done. Unfortunately, when not handled properly, these tools can become a dangerous enemy.

Repetitive motion is one of the chief dangers confronting workers in today's workplace.

Pliers, screwdrivers, hammers and other tools of the trade sometimes require repetitive use. Over time this can injure hands, arms and shoulders.

Repetitive motion is also required in the use of computer equipment and other electronic machinery, and can lead to injury just as easily as

traditional tools.

In order to help with the daily wear and tear on our bodies, we need to maintain a reasonable workload. It's important to take frequent breaks, stretch out those aching muscles, and relax them with some deep breathing.

Maintaining the proper attitude toward our bodies is key to maintaining our physical health—and that means bearing in mind that our bodies are not replaceable, regardless of the advances in modern medical technology.

Let's try being compassionate toward our own bodies and take steps to protect them in order to remain healthy, pain-free and productive.

Safe use of lap-tops

One major source of repetitive motion injuries is the use of lap top computers. Countless millions are now in use on the job, on the road, and at home.

According to published reports, nearly 7 million will be bought this year alone.

With this necessary tool comes associated health problems, including neck and shoulder pain caused by hunching over one's laptop.

Here are some tips for avoiding such problems:

- ◆ Try to use a docking station, regular key board, mouse and moni-

tor whenever possible.

- ◆ Change your position often.
- ◆ Turn down the brightness and contrast. This will cut down on your eye strain. Also, look up and away often.

- ◆ If you increase your font size, you will be able to stretch our arms out. You should be 16 to 28 inches from the screen.

- ◆ Use palm or wrist rests whenever possible. Maintain a 90° angle between your arm and forearm.

- ◆ Do not use a laptop while reclining or lying down. This puts added stress on your head and neck.

Current members of the Local 1245 Safety Committee are: Stoney Burke, Alameda Power & Telecommunications; Keith Hopp, Pacific Gas & Electric; Ralph Muraca, City of Santa Clara; Mark Rose, Davey Tree; Al White, Pacific Gas & Electric; Rod Wright, Modesto Irrigation District; and Assistant Business Manager Art Murray.



Senior centers can provide assistance

By Orv Owen

With the arrival of another holiday season, I'm sure many seniors will be joining me in reflecting on the blessings of our great nation, and on the many past and beautiful and loving memories of the holiday season. Hopefully many of us will be able once again to share the spirit and joys of Christmas with our family and friends.

Unfortunately, however, there are many seniors who are alone, and many who are homeless, this holiday season. Many may be overcome by grief and depression, particularly

when their children live far away or their spouses, family members or friends have passed away.

If you are aware of seniors who are alone or homeless, please contact the Senior Center in your area and they will provide assistance and programs to assure seniors will not be alone and will share Christmas with other seniors.

Senior Centers are available in most cities. They were established to provide the necessary everyday assistance for our elderly citizens who are unable to perform some of the most simple and routine tasks of everyday

living, such as: shopping, banking, transportation, obtaining medical and legal assistance, finding affordable housing and meals, etc.

If you have a Senior Center in your city, please take advantage of their services, or refer others who may be in need of these services. Senior Centers want to help and assist seniors with services and activity that they may be unable to provide for themselves.

Keep the faith!

(Orv Owen is a former Assistant Business Manager and a member of the Local 1245 Retirees Club.)

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.

Vincent Damyanovich, 43 years
Sacramento, CA

Frank Elliott, 19 years
Camino, CA

Ronald McNally, 35 years
Fostoria, OH

Luis Sabala, 25 years
Carson City, NV 89706

Myrna Smith, 26 years
Fair Oaks, CA



Three who stood in defense of workers

California's working people lost three valued friends in recent weeks.

Labor editor **Jack Eshleman**, who died Nov. 5 at age 85, was fired as a reporter by the San Francisco Examiner in 1957 after he refused to testify before the House Un-American Activities Committee in the 1950s.

Along with many other Americans who resisted HUAC's attempt to persecute people solely for their political beliefs, Eshleman was fired

from his job and prevented by an informal "blacklist" from gaining other employment in the industry. Eshleman went on to become editor of several Bay Area labor publications, including the East Bay Labor Journal and the Journeyman. He was also the first chairman of the retirees' unit of the Northern California Newspaper Guild and was a member of the Alameda County Federation of Retired Union Members.

Sacramento Mayor **Joe Serna Jr.** died last month at age 60 due to complications from diabetes.

Serna, the son of poor Mexican immigrants, picked grapes and tomatoes as a youngster to help support his family, and eventually befriended the Cesar Chavez, the late founder of the United Farm Workers union.

"He continued in every way he could to fight for the low-income (people), for the farmworkers, for the people that, for whatever reasons, were not being provided the respect and dignity they deserved," UFW President Arturo Rodriguez told the San Francisco Chronicle.

Serna was a city councilman for 18 years and became mayor in 1992.

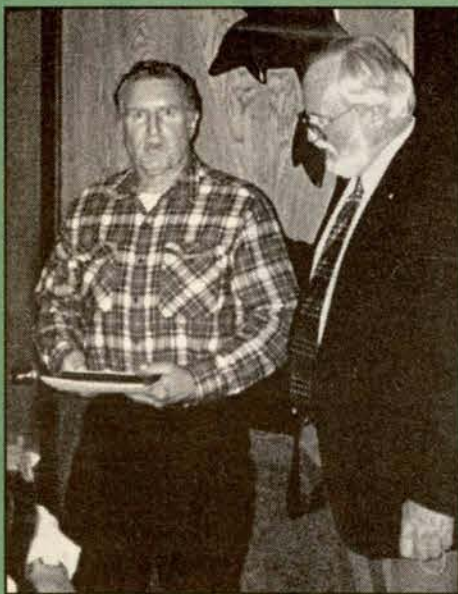
Legendary labor attorney Victor Van Bourg died Oct. 26 at age 68. Van Bourg, whose firm represented more than 400 unions, was a larger than life figure in the Bay Area labor scene. English professor Alan Heineman, whose union Van Bourg helped organize in the 1970s, told the Chronicle that Van Bourg was "a great, shaggy, menacing bear who became a ballerina at the bargaining table."

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.





40 Years

T.T. Magner, left, receives 40-year award from Business Manager Jack McNally.



30 Years



25 Years



20 Years

Pacifica, Ca. July 10, 1999

40 Years

Magner, T.T.

35 Years

Brown, V.S.
Denson, Raymond
Dodson, Joslyn
Fox, Sherman
Mayes, M.D.

30 Years

Ambeau, Donna
Calleros, Alfred
De Los Reyes, Lucila
Fernandez, Robert
Ferreira, Bernard
Foster, Gloria
Greene, Adell
House, Frank
Hunter, Debora

Johnson Jr, Sam
Kendrick, Lillian
Kroll Jr, Walter
Looper, David
Maschi, Peter
Mayer, Brian
Mccluskey, Quentin
Mitchell, John
Nakanishi, Cynthia
Omahony, Denis
Prescott, Felton
Ruggiero, Robert
Silsby, Florence
Slattery, Ray
Smith, Donald
Vanness, Eugene
Walker, Elnora
Walker, Paul
Waters, Paula
Wilson, Ralph

25 Years

Allard, Dennis
Baladad, Anita
Balleza, Faye
Bates, Terry
Blankenship, Calvin
Bunac, Virgilio
Casazza, Edward
Castillo, Augustin
Castillo, Tito
Cato Jr, Charles
Chan, Kan Yan
Chu, Albert

Cuartero, Morris
Dacumos, Claudio
Davis, Harold
Dayoan, Conception
Delatorre, Ernesto
Diaz, Jimmie
Dongon, Kathleen
Drake, Richard
Durinick, William
Dy, Felipe
Dyson, Robert
Eng, Randy
Faustino, Julie
Fong, Franklin
Garcia, Benito
Gibbs, John
Gleeson, Patrick
Hafalia, Renaldo
Hagmann, Mel
Heimeyer, Larry
Hernandez, Consuelo
Hernandez, Hector
Hong, Timothy
Hunter, Carl
Jackson Jr, Armeka
Johnson Jr, Walter
Johnson, Reva
Jung, Henry
King, Ronnie
Lee, Oscar
Lee, Toby
Leonardo, Emelita
Leong, Kyi
Leung, Benjamin
Levine, Jewell



20 Years



Lew, Peter
Lew, Walter
Lucchese, Frank
Martin, Robert
Mauricio, Rhodora
Mendoza, Daniel
Morrow, Marjorie
Nakai, Akiyoshi
Ng, Stanley
Nieve, Ronald
Owyong, Benjamin
Paras, Mildred
Pratt, Kenneth
Santos, Tony
Schoening, James
Smith, Cortez
Steemers, Gerhard
Stienstra, Bruce
Sunseri, John
Tabayoyong, Melendro
Tso, Susan
Untiedt, Virginia
Welch, Paul
Won, Mark
Wong, Gary
Wong, Gene
Wong, Jack Jue
Wynn, Gwendolyn
Yanez, Lupe
Yee, Calvin

20 Years

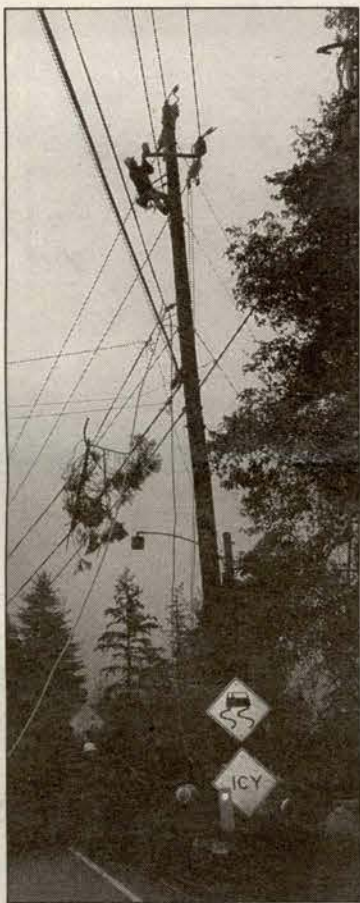
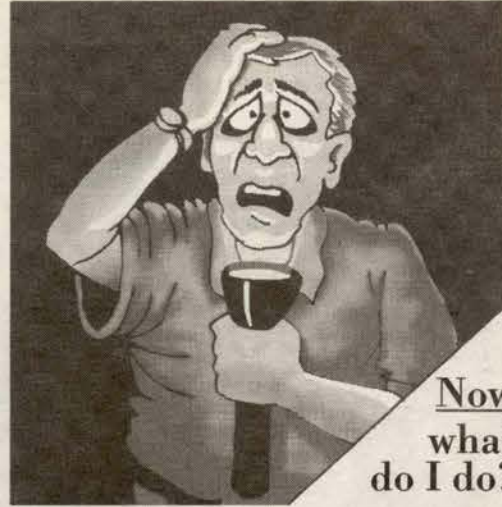
Andresen, Rita
Arbues, Michael
Boykin, Bruce
Boyle, Charles
Broadway, Stephen
Brooks, Melvin
Brown, Florence
Brown, Olivia
Burrell, Gloria
Caamano, William
Campbell, Matt
Capwell, Dan
Carlotti, Rudolph
Chan, R
Chau, Nancy
Chaves, Carlos
Cisneros, Tony
Crittendon Jr, Ulysses
Cudd, Kevin
Dale Jr, Richard
Day, Michael
Dohs, Roderick
Dykstra, William
Eichhorn, Gregg
Ferguson, Dennis
Findenkeller, Glenn
Flemons, Debra
Fontanilla, Art
Franco, Raul
Franks, Adrianne

Freeman, Jack
Fung, James
Gallard, Jacquelin
Gaw, Susan
Gee, Gary
Gross, Jon
Hamer, Sandy
Harper, Angela
Hickey, Michael
Howard, Gary
Huey, Nora
Hunter, Louise
Joe, Nora
Jovovich, Robert
Keese, Jamie
Kern, Donald
Kersulis, Judy
Kinsella, Cynthia
Kwan, Regina
Lau, Russell
Law, David
Lee, Peter
Lehane, Michael
Lideros, Bernard
Lindsey, Donna
Lovett, Evelyn
Lusk, Joseph
Mcgee Jr, Arthur
McCarthy, Michael
McGuire, Debra
Mcpartland, Michael
Menges, Keith
Meredith, Curtis
Pate, Terry
Phillips, Chris
Piva, Gary
Powell, Thomas
Rael, Katherine
Ramirez, Maria
Reinikka, Ronald
Rico, C
Roach, Riley
Ross, Thomas
Santos, Wayne
Scannell, Kevin
Schade, Penelope
Shepherd, Sharon
Sheppard, Steve
Shuck, Matthew
Smallin, Mark
Sung, Theresa
Takeuchi, Jiro
Tom, Philip
Tregner, Susan
Tse, May Ling
Vargas, Rodrigo
Williams, Kenneth
Wong, Carlena
Wong, Jennifer
Wong, Peter
Wong, Sueman
Wu, Raymond
Yee, Melvin



Who Ya Gonna Call When the Lights Go Out?

You're used to calling us: the men and women who keep your gas and electric system well-maintained and work around the clock to restore your power during storms and natural disasters.



PG&E line crew works to restore power that was lost when untrimmed trees blew into power lines during storms in March of 1995.

But last month an Administrative Law Judge at the California Public Utilities Commission recommended that PG&E be denied the revenue it needs to continue today's improved levels of safe and reliable gas and electric service. Unless the CPUC reverses the Law Judge's decision, PG&E has said it will reduce its workforce by as many as 3,500 people.

Since the disastrous outages during the storms of 1995, we have worked hard to repair and improve the gas and electric systems that provide your service. PG&E did its part by hiring enough workers to replace rotten power poles, to trim trees away from power lines, and to answer your calls in a timely manner.

We can tell you this much for sure: if we're not around to do the work, it won't get done. And Californians can expect another era of deteriorating power poles and unchecked tree growth. Which means more, and longer, power outages.

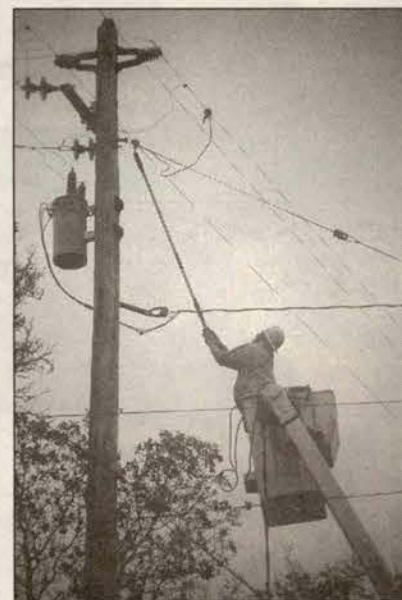
We want to do our job. But a lot of us won't have jobs unless the commissioners on the CPUC assure adequate funding for the work. We urge the commissioners to do the right thing. Keep us on the job. When you need help, you'll be glad we're there.



Local 1245

International Brotherhood of Electrical Workers

P.O. Box 4790, Walnut Creek, CA 94596 • (925) 933-6060



PG&E lineman works to restore power that was lost when untrimmed trees blew into power lines during a large storm in January 1995.

Photos: Eric White, IBEW 1245