

## Pact approved at Citizens Communications

Following the unanimous recommendation of their bargaining committee, Local 1245 members at Citizens Communications voted overwhelmingly at a series of ratification meetings on Dec. 17 to accept a new four-year agreement.

After a first package was voted down by Local 1245 members in October, the parties appeared to be on a collision course. Several follow-up negotiating sessions produced no further movement towards resolution of the outstanding issues, and the possibility of strike action by Local 1245 edged closer to probability.

At this point, the parties agreed to mediation through the auspices of the Federal Mediation and Conciliation Service, and were joined in their efforts by federal mediator Greg Lim. At a second mediation session held at the company's Elk Grove offices on Nov. 19, Lim was able to craft a mediated four-year agreement between the parties.

Highlights of the package include:

- ◆ General wage increases of 3.25%, 3.25%, 3.25%, and 3%;
- ◆ Equity increases for many classifications, especially employees in the Company's call center;
- ◆ An additional wage adjustment of \$.07 an hour for all employees each year of the contract;

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## PG&E pact ratified; GRC still in doubt

Members of Local 1245 at Pacific Gas & Electric Co. overwhelmingly ratified new labor agreements that enhance job security and contain wage increases for both Physical and Clerical bargaining unit employees.

The Physical agreement was approved by more than 80% of those casting ballots, while the Clerical agreement passed with more than 90% approving.

While the new agreements offer important new protections for workers, the future remained full of uncertainty at the dawn of the new century as the California Public Utilities Commission delayed yet again its decision on PG&E's General Rate Case. The outcome of the GRC will determine

how much revenue PG&E will have at its disposal to provide gas and electric service to some 4 million California customers.

A decision is now expected at the end of January, although many previous deadlines have passed without action by the CPUC.

The situation was further complicated by the abrupt resignation of Commissioner Joel Hyatt late last year. A new commissioner, Loretta Lynch, was quickly appointed by Gov. Gray Davis.

Lynch has extensive experience in gas and electric industry issues and her appointment was not expected to further delay the CPUC proceedings.

Concern over future revenue levels at PG&E was a major factor in last

year's general negotiations. The agreements bargained by Local 1245 enhance severance provisions, provide three-year wage protection for employees displaced into lower-paying classifications, and improve early retirement provisions.

The negotiations also produced more equitable procedures for demotion and displacement in the event of workforce reductions at PG&E.

### Register to Vote...Now!

You must be registered by Feb. 7 in order to vote in the March 7 California Primary Election, where a new ballot measure threatens organized labor.

It's easy to register. Do it by mail. Call:

**1-800-345-8683**

### Seminars to assist retirement planning

Local 1245 in conjunction with Merrill Lynch will offer free retirement planning seminars for members at a variety of locations in March.

Invitations will be mailed to members aged 45 and over, although all members will be welcome to attend. Anyone wishing to attend will be asked to register in advance to help the union plan for the events.

More details, including a list of dates, times and locations, will be printed in the February issue of Utility Reporter.

### Advisory Council assesses union's condition on eve of the new century

See Pages 8-9



Mark Rose, representing tree trimmers (left) and Bob Veiera, representing various Nevada properties (right), listen to the observations of fellow Advisory Council member Larry Rodriguez, representing AC Transit and East Bay Municipalities, at the November Advisory Council meeting in Rohnert Park.

Eric Wolfe

#### Feature



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**EVENTS**

February 5-6  
Advisory Council  
Concord, Ca.

February 7  
Last Day to Register for the  
California Primary Election

February 26  
PG&E Systemwide  
Clerical Conference  
Sacramento, Ca.

March 7  
California Primary Election

**APPOINTMENTS**

**TRI-DAM PROJECT**

Tri Dam Project  
Negotiation Committee  
Barbara Cuevas  
John C. Kennedy

**PACIFIC GAS & ELECTRIC CO.**

**PG&E Ballot Committee**  
Grover Day  
John Delsman  
Jim Findley  
Art Freitas  
Kevin Herd  
John Kent  
Dan Mayo  
Mike McBroom  
Chrissy McCord  
Tom Moore  
Chris Reese  
Judy Richter  
Jeff Smethurst

**CONFERENCES AND CONVENTIONS**

California Labor Federation  
COPE Convention  
Jack McNally  
Howard Stiefer  
Ed Mallory  
Jim McCauley  
Mike Davis  
Eric Wolfe

Electrical Workers Minority Caucus  
Dorothy Fortier  
John Mendoza  
Bernard Smallwood  
Lula Washington

APRI Western Regional Conference  
Alfred Fortier  
Bernard Smallwood  
Norma Ricker  
Thelma Dixon  
Lula Washington  
Kathy Silas

Five Counties  
Central Labor Council  
Stuart Neblett

**POINT OF VIEW**

**Unions are here to stay**

By Jack McNally, Business Manager



There's been a lot of talk in recent years about the decline of unions. Some of the more extremist commentators clearly hope that unions will disappear altogether in this new century.

But I say unions are here to stay. In fact, I think Americans will insist on it.

The main reason that unions will endure is economic. Unions make economic sense.

Through collective bargaining, unions boost wages for their members and provide them more buying power. When working people have less to spend, fewer goods and services are purchased, forcing businesses to cut production. Even Henry Ford, the notoriously greedy car mogul, recognized that it made sense to

pay people enough to purchase the cars they were producing.

Unions are the surest way to lift consumer's purchasing power. Recent data show that union workers, on average, earn 32% more than their non-union counterparts.

Some may think that these wage statistics are irrelevant to the economy since only about 10% of private industry workers in the US are represented by unions. But think again.

In many industries, non-union companies are forced to keep their wages high to attract and retain qualified workers who might otherwise flee to unionized companies. We see this in our own industry, where owners of non-union power plants offer good packages in an effort to keep employees from packing their bags

and heading for greener pastures. The union, in effect, provides a floor under the wages of everyone in the industry.

And this effect goes beyond wages.

Today 43 million Americans are without health insurance. But think how many more would be without health insurance if unions hadn't originally negotiated these benefits at many of the nation's largest employers. The recent erosion of these benefits, especially in the so-called service sector, is driving a lot of workers to once again look to unionization as a way to secure medical coverage for themselves and their families.



By attacking wages and benefits—and the attack never quits—employers are insuring that unions will remain relevant.

But money isn't the only reason that workers will continue to organize unions in the 21st century. There's also the little matter of respect on the job.

Management will exercise as much power as it is allowed to—that's the nature of the beast. Union contracts and the threat of union action will long remain the best way to counterbalance the power of supervisors. You mistreat workers long enough, somebody is going to get mad enough to try organizing a union. That's also the nature of the beast.


Even many doctors—increasingly marginalized and told how to do their jobs by the big insurance companies—are trying to defend the dignity of their work and their profession by organizing unions.

Then there's the issue of education and training. Unions fought for the creation of universal public education

  
  
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**J**ulie Rodriguez wasn't one to keep her light under a bushel basket. As a cheerleader, she was the one on top yelling out the letters. Years later, as office manager for Local 1245, she was the one you heard coming down the hall, voice booming, problem-solving, in charge.

"Big things come in little packages—that was her," recalled Local 1245 bookkeeper Gail Varner. "She was a little dynamo."

Julie was just 29 when she hired on at Local 1245 in the spring of 1994, assuming responsibility for an office staff whose average age was, well, older. And she had just turned 35 when a brain tumor claimed her life in December.

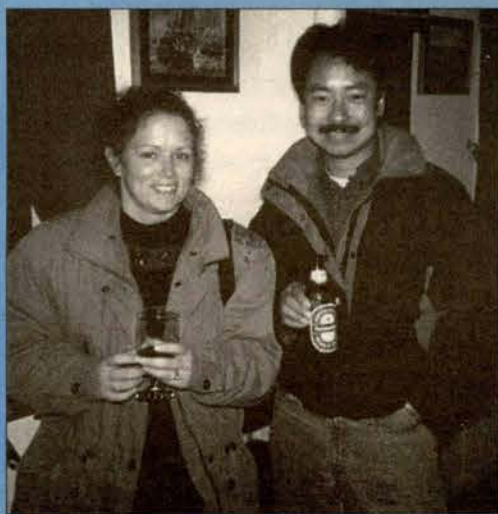
But during that brief tenure at Local 1245, Julie crafted her own style of leadership that inspired confidence and got things done.

She didn't just talk loud. She listened well.

"She never made you feel your problems were insignificant," said Varner. "She always listened to you. She never trivialized it."

"She always looked for the good in everybody," said Julie's mother, Sonja Strom, who by all accounts was also her best friend. "Maybe that's what made her a good supervisor—make people proud of what they are. She had that kind of gentle touch."

Still, it took more than a gentle touch to run Local 1245 in the mid-1990s. A year



Julie Rodriguez and her husband, Jose.

after she was hired, Local 1245 and PG&E signed the Letter Agreement that established a hiring hall for dispatching temporary additional workers to Pacific Gas & Electric. Not only did Julie serve on the committee that figured out how to prepare and maintain the Hiring Hall's human resource pool, which at times exceeded 3000 people, she was the person who handled most of the questions about the practical application of the Letter Agreement.

It's hard to imagine how this massive project could have worked without her.

"She was always very positive," recalled Sheryl Dillon, who was serving as a dispatcher at that time. "Even in the midst of adversity with angry, upset, disillusioned members she was always willing to answer questions. If somebody called in who was disgruntled, she was able to calm them down, bring them back into focus and answer their questions. She made people feel like she cared."

Her secret, of course, was that she *did* care. "She could get through to hard-nosed people," said Strom. "She was truly a kind and generous person. There was nothing phony about Julie. If she agreed with you she let you know, if she disagreed with you she let you know."

It was a style that commanded respect and won loyalty.



## Julie Rodriguez

November 25, 1964 – December 14, 1999

"When she needed something done, she'd tell you to do it. She was the boss," said Varner. "But you wanted to do it for her. We always felt like she was on our side."

Prior to coming to Local 1245 Julie worked 10 years for PG&E. Although it was a management position, it did not involve supervising people, according to her mother.

"When Julie was interviewing for the 1245 job, I was very concerned for her," said Strom. "I thought, boy, you are stepping into a lion's den. You're not only young, you look younger and you're little."

But of course Julie wasn't little. She had a big voice, a big heart, and a big spirit—qualities that made for a good manager as well as a good friend.

She brought those same qualities to her fight against the brain tumor that afflicted her in 1998.

"She was just tremendously strong," said Strom. "It just amazed me. Instead of the mother teaching the daughter it was just vice versa. She never once complained."

In her last months Julie shared the close company of her mother, her husband Jose, and the women friends she called her sisters. Along with hundreds of other friends and colleagues, they said farewell to Julie at a memorial service Dec. 19 in San Ramon.

— Eric Wolfe



## 'Wired' covers S. Bay organizing

South Bay AFL-CIO leader Amy Dean thinks something is very, very wrong with Silicon Valley, and her efforts to do something about it have attracted the attention of *Wired*, an on-line news magazine.

The Valley's biggest problem, says Dean, is that there is a river of wealth running through the region that fails to trickle down to thousands of thirsty workers.

"We're trying to restore a sense of values to an economy that operates exclusively on the bottom line," Dean told *Wired*.

Dean's main concern is that the booming tech economy has passed over the region's more than 30,000 long-term temp workers, who save costs for companies by working without the benefits, stock options, and job security packages that permanent tech employees enjoy.

"We've advanced a research agenda that has begun to show the dark side of Silicon Valley," she said. "We show that 40% of the population are working in temp positions."

Dean has been exploring innovative solutions to thorny labor problems posed by the new economy with its fast pace of job turnover.

"With that opportunity to change jobs comes an increase in risk and insecurity and people are being left behind," Dean said.

Dean aims to change that through a number of projects and initiatives aimed at improving the standard of living of working families in the region, including the creation of a Code of Fair Conduct for temp agencies, designed to ensure better treatment and benefits for temp workers.

## Lobbying, elections & a union label millennium

In the first six months of 1999, health insurers, Big Business groups, banks and other special interests spent \$697 million to lobby the US Congress, according to the Internet consulting group FECInfo. The top two spenders were the American Medical Association (\$8.8 million) and the US Chamber of Commerce (\$8.4 million). Of the 513 groups that spent more than \$250,000, only eight were union organizations, spending just \$10.2 million of the \$697 million in total lobbying spending.

► **First Win:** The first union representation victory of the new century belongs to 15 workers at Boston Concessions, who voted to join Food and Commercial Workers Local 56 on Jan. 3, the first work day of 2000.

► **Union Millennium:** The massive, 1,137-pound crystal ball that descended in New York City's Times Square to mark the beginning of the millennium carried the IBEW union label, as did the huge numbers that lit up to show the year 2000 had ar-

rived. The label was at the base of the ball on behalf of the members of IBEW Local 3 and other unions who assembled and put the ball into place.

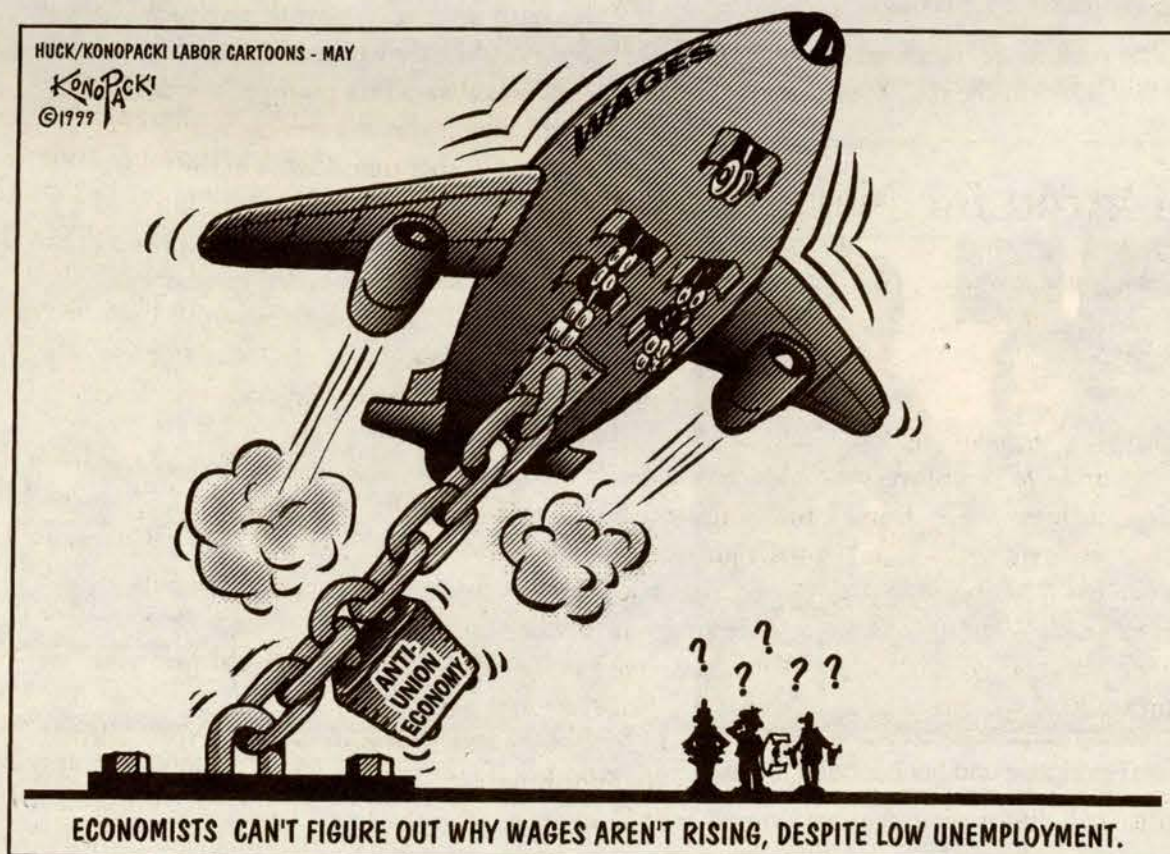
► **Power Plant Shutdown:** Power unions in Australia forced Yallourn Energy to shut down its La Trobe Valley plant Jan. 10, costing the company \$1 million a day. Residents of Victoria face possible power shortages if the dispute is not quickly resolved. Yallourn Energy is seeking greater use of contractors. An Australian Manufacturing Workers Union organizer said workers were prepared for a battle over several weeks if necessary.

► **Electing Our Own:** Dozens of union members were elected to public office last November, kicking off the AFL-CIO's "2000 in 2000" campaign to elect 2000 union members to public office. Among those elected at the close of 1999: the new mayors of Manchester, NH, Moreland Hills, Ohio, and Ansonia, Conn. In New York, 52 union members gained office.

► **Puerto Ricans Organize:** The American Federation of Teachers gained 37,100 members Nov. 9 when teachers in Puerto Rico voted to join the union. The island's Federacion de Maestros de Puerto Rico is now the AFT's second-largest chapter. The win is part of a massive organizing campaign to utilize a 1998 union-supported law that legalizes collective bargaining among the island's 150,000 public employees.

► **Casualties of Privatization:** Fifteen thousand public sector workers have been laid off since El Salvador began a radical privatization campaign to comply with requirements of the World Trade Organization, World Bank and International Monetary Fund, *Labor Notes* reported. Restructuring of the newly privatized enterprises in four key sectors—including energy—cost 12,000 more jobs.

► **The Lawyers Are Coming:** Research attorneys and law clerks at the Superior Court in Los Angeles voted for representation by AFSCME Council 36 in December.



ECONOMISTS CAN'T FIGURE OUT WHY WAGES AREN'T RISING, DESPITE LOW UNEMPLOYMENT.

# Protracted bargaining produces agreement at Davey Tree

**A**fter nearly a year of negotiations, Local 1245 has a new agreement with Davey Tree.

Over 98% of the members at Davey Tree ratified the new agreement in a mail ballot vote. The contract improves wages, preserves benefits, and resolves wage disparities for North Valley Transmission Line Clearance Tree Trimmers.

Negotiations for the agreement began in January 1999 and did not produce a tentative agreement until Nov. 22.

"It's a tribute to the negotiating committee that they endured such a long series of meetings to finally achieved a table agreement," said Local 1245 Business Manager Jack McNally.

Wages increases are as follows:

- ◆ North Coast: 4.3% retroactive to Jan. 1, 1999.

- ◆ East Bay: 3.3% retroactive to Sept. 1, 1999.

- ◆ North Valley Distribution: 4.3% retroactive to April 1, 1999.

- ◆ North Valley Transmission: 3.6% retroactive to Jan. 1, 1999; 4.3% effective Jan. 1, 2000.

The hourly wage rate for Vegetation Control Technician (subject pole work) was scheduled to increase from the current \$11 to \$12 effective June 1, 2000, and to \$13 effective June 1, 2001. Trainee rates are frozen at \$9 an hour until June 1, 2000, at which time September Employment Cost Indices from 1998 and 1999 will be applied to the \$9 rate to establish the new beginning rate effective June 1, 2000.

Although the contract was ratified there is a continuing payroll and PTO problem systemwide at Davey

Serving on the Davey Tree Ballot Committee are (from left) Robert Dunlap and Dene Hare, assisted by Local 1245 Administrative Assistant Karen Kiley.



Landis Marttila

due to the company's new SAP accounting program.

"We're attempting to resolve those ongoing payroll and PTO problems with the company," said Local 1245 Senior Business Rep. Landis Marttila. "We have grievances from a number of areas. Hopefully we can

resolve them soon."

Serving on the Negotiating Committee, along with Marttila, were Advisory Council member Mark Rose, Jesus Gonzales, and Gill Suarez. Serving on the ballot committee were Dene Hare and Robert Dunlap.

# Agreement at last in negotiations with City of Berkeley

**L**ocal 1245 members at the City of Berkeley voted unanimously on Dec. 22 to accept a tentative agreement reached with the City two days earlier, ending 30 months of negotiations and narrowly averting a strike.

City and union negotiating teams

worked throughout the day and night on Monday, Dec. 20, aided by mediator Paul Roose of the California Mediation/Conciliation Service. Local 1245's negotiating team consisted of Staff Attorney Tom Dalzell, Business Representative Debbie Mazzanti, and City electricians Rick

Chan and Jim Milstead. Shop Steward Pat McCullough joined the negotiations for the last several meetings.

The major issue which had kept the parties from reaching agreement since expiration of the current Memorandum of Understanding in June, 1997, was the appropriateness of an equity increase. Throughout the negotiations, Local 1245 insisted that the City's wage survey justified an equity increase for the IBEW bargaining unit. The City disagreed and, until the mediation session of Dec. 20, appeared willing to force a strike over the issue.

On Dec. 20, mediator Roose narrowed the differences between the parties and then suggested several "win-win" strategies for reaching a middle ground. Rather than several incremental wage increases, the parties agreed to a 12% wage increase effective upon ratification, followed by a 4% increase in July 2000, and a 3% increase in July 2001.

Rather than precisely calculated

retroactive pay, the parties agreed to a flat \$4,000 signing bonus for all employees hired before June 30, 1997.

"Mediator Roose had what seemed like an impossible task," said Dalzell. "The parties were locked into their positions and a strike looked inevitable. By focusing first on the interests of the parties rather than their positions, the mediator was able to find a middle ground and then he used some very creative methods to reach that middle ground."

Local 1245's bargaining committee unanimously recommended ratification of the package, and the Local 1245 membership voted 17-0 to accept the package, maintaining the united front that they had shown in rejecting an earlier package and in voting to strike if need be.

Dalzell commended bargaining committee members Milstead and Chan for their "patience and perseverance in weathering the prolonged negotiations."

## Allen hired for Nevada assignment

Lynn Allen, a 22-year Sierra Pacific employee, has been hired as business representative for Local 1245.

Allen's initial assignment will be representing Local 1245 employees in Nevada. Business Rep. Bob Choate, who was serving in Nevada on an interim basis, has been reassigned to the union's Walnut Creek headquarters, where he will serve as an Assistant Business Manager.

Allen says he's done "just about everything" during his 22 years at Sierra Pacific, including work in the

Water Department, Storage Department, and performing utility man duties.

He says a long-time interest in human rights and employee rights led him to become involved in union activity.

Allen has served as shop steward, unit chair and unit recording secretary for Local 1245, and as secretary-treasurer of the Northeast Nevada Central Labor Council.



Allen

**PG&E 2000 Shift Premiums**

See Section 110.2 and 110.7 of the Physical Contract and Sections 11.2 and 11.7 of the Clerical Contract. Premiums are based on a 2000 weighted average straight-time hourly rate of \$26.12.

- Second Shift Premium: \$1.18
- Third Shift and Sunday Premium: \$2.35
- Sunday Second Shift Premium: \$3.53
- Sunday Third Shift Premium: \$4.70
- Relief Premium: \$23.80

**2000 Nuclear Premiums**

- Certified Fuel Handler Premium: \$1.88
- Reactor Operator License Premium for Nuclear Operator: \$3.76
- Reactor Operator License Premium for Senior Control Operator and Control Operator: \$4.70
- Sr. Reactor Operator License Premium for Senior Control Operator & Control Operator: \$6.11

**2000 Remote Reporting Expense Allowance**

See Section 202.21(c) of the Physical Contract.

- Less than 15 Miles: \$15.50
- 15 Miles or More: \$21.75

**2000 Personal Vehicle Expense Allowance**

See Sections 201.6 and 301.11(c) of the Physical Contract and Section 15.2 of the Clerical Contract.

**\$.325 per mile**

**Union-negotiated benefits:  
Putting money in your pocket**

**New agreement hikes wages at Wells REC**

**A** new pact between Local 1245 and Wells REC has brought wage hikes for all union-represented employees as well as equity hikes for some classifications.

The agreement, reached Nov. 17, provides a 4.1% equity increase, effective Nov. 15, for Line Working Foreman, Meter Technician, and Journeyman Lineman. General wage increases of 3% a year for all classifications take effect at the beginning of 2000, 2001, and 2002.

"Our classifications, in general, compared very well to other IBEW locals," said Business Rep. Ray Thomas. "The equity increase, however, was crucial. With compounding, the Line Working Foreman, Meter Technician, and Journeyman Lineman received a well-deserved 7.25%

**WELLS REC BARGAINING**  
Representing Local 1245 on the Wells REC bargaining committee were (from left) Bruce Widmer, Shawn Kelley and Rick Carner.



Ray Thomas

wage increase at the beginning of the year."

Proposals for bargaining were taken from the membership in September and October. The union bargaining committee met Oct. 27 to gather compensation information

from IBEW-represented cooperatives in Oregon, Nevada, Idaho, Utah and Washington to prepare union proposals for wages.

Representing Local 1245 on the bargaining committee, in addition to Thomas, were Bruce Widmer, Shawn Kelley and Rick Carner.

**Citizens Communications pact approved by large majority**

► **From Page 1**

- ◆ Retroactivity;
- ◆ Maintenance of benefits language; and
- ◆ A buffer against medical insurance premium increases.

Local 1245's bargaining committee consisted of Citizens employees Joe Aquilio (Elk Grove), Sheila Lawton (Call Center), Monte Nelson (Alturas), Marianne Philipenko (Susanville), John Shepphard (Susanville), Kathy Silas (Call Center), Eric Tanaka (Elk Grove), and David Vipond (Elk Grove), along with Local 1245 Staff Attorney Tom Dalzell and Business Representative Jack Osburn.

Special ratification meetings were held throughout Citizen's service area on the evening of Dec. 17. Interest in the negotiations ran high, and approximately 80% of the employees eligible to vote attended a ratification meeting. After several hours of question and answer and heated debate,

ballots were cast, with 64% of those voting choosing to accept the tentative agreement. Even in the northern end of Citizen's service territory, where strike sentiments were running the highest, the vote ran 55% for ratification, 45% for strike.

Dalzell commended both the union negotiating committee and federal mediator Lim for their work.

"Mediator Lim won our confidence early in the process, which meant that we were willing to explore avenues that we might otherwise not have been inclined to explore," Dalzell said.

"Our committee was under tremendous pressure, and it took a tremendous amount of leadership for them to explain to their fellow employees the advantages and disadvantages of the tentative agreement in a balanced way. In the end, it was our bargaining committee's leadership and willingness to accept responsibility that produced the tentative agreement and the ratification vote."

**POINT OF VIEW**

**Here to stay**

► **From Page 2**

and they continue to be in the forefront of the fight for educational reform. And it is unions that have pushed for the creation of apprenticeship programs, and made sure that those programs are run effectively.

To deunionize America would be to deskill America. When push comes to shove, that's not really what the American people want.

So when I hear people talk about unions disappearing in the 21st century, I want to tell them this: you better hope not.

Unions may have some rough sledding ahead, but I believe that an America without unions is not an America that most Americans would really want to live in.

## Limited re-engineering pact at SMUD

A limited agreement has emerged between Local 1245 and the Sacramento Municipal Utility District as management continues its on-going efforts to "re-engineer" District services.

The District has actively sought to expand job duties for classifications in the electrical, tree trimming and lineworker series. The union has worked with equal fervor to safeguard job security.

The recent agreement makes no changes in the electric series, but it modifies the lineworker series to provide the District with more emergency coverage for certain needs. Under the terms of the agreement, two existing classifications—Troubleshooter and Subforeman—are

being merged into a Lineworker 3 classification. Troubleshooters and Subforemen will continue to perform the primary functions of their classification, but as Lineworker 3s they will have the ability to cross over to the other classification.

Eight new positions will be created in pole testing.

"The process took a long time because we tried to protect jobs," said Dennis Seyfer, who served as Local 1245 Business Rep. at SMUD while the agreement was being negotiated. "The District gained some flexibility, and we gained eight pole testing positions."

Seyfer noted that further negotiations are likely as the District continues to pursue re-engineering.

Representing the union in bargaining the recent agreement, in addition to Seyfer, were Scott Hylton and Don Krueter. Also contributing to the bargaining, said Seyfer, was Ike Williams, who early on was instrumental in effectively retaining the Utility Crew Foreman's position, which had been targeted for elimination.

"He demonstrated there was an obvious need to retain these folks," said Seyfer.

Seyfer also praised the contribution of Don Murray, troubleshooter, for the essential role he played in developing the union's arguments for "what the Lineworker 3 classification should consist of and what the duties should be."

## Greer assumes SMUD duties

Long-time Sacramento-area Business Representative Wayne Greer has assumed responsibility for representing Local 1245 members at the Sacramento Municipal Utility District.



Greer, a union business representative for 20 years, has represented members in the Sacramento area for over 15 years. His previous public sector responsibilities include representing employees at the City of Santa Clara and City of Berkeley, and he will continue to represent employees at the City of Roseville.

Greer is an executive board member of the Sacramento Central Labor Council.

## Members ratify agreement at Regional Transit

Local 1245 members at Regional Transit in Sacramento ratified a new agreement that hikes wages and improves procedures for achieving journeyman status.

The agreement provides wage increases of 3% a year over the four-year term. In addition, union-represented employees will receive lump sum payments of \$1500 in each of

the first three years of the agreement, and a \$1000 payment in the final year.

The pact also made improvements in new hire and trainee wage provisions for journeyman classifications.

A provision for selling back medical coverage was also improved.

Another provision ends the prac-

tice of requiring employees in training positions to bid to the next position. Employees will now bid directly into the journeyman position and begin work with "trainee" status.

Representing Local 1245 in the negotiations were John Mendonca, Constance Bibbs, Richard Kelsay, and Business Rep. Dennis Seyfer.

## Agreement boosts wages at City of Roseville

Local 1245 members at the City of Roseville approved a new four-year agreement that increases wages and makes other improvements.

### Register by Feb. 7 for California Primary

You must be registered by Feb. 7 in order to vote in the March 7 California Primary Election. If you have moved or changed your name since you last voted you need to re-register.

To register by mail, call:

**1-800-345-8683**

The agreement, which took effect Jan. 1, provides that employees working out of classification will be paid at 5% above their own classification, unless the top rate for the upgraded classification is less than 5% more than the employee's normal classification.

Under the terms of the new agreement, five working days notice will be required for shift changes.

The pact improves orthodontic coverage to a \$1500 lifetime benefit.

In a concession, the 2.5% longevity increase for those with 15 years of service and beyond will be eliminated.

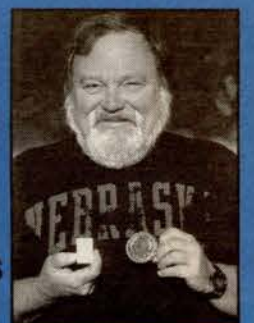
Wage improvements include a 5% increase in the G-step for all classifications and general wage increases of 6%, 4% and 4% during the three-year term of the agreement.

Environmental utility employees received wage increases of 4% for each of the three years, plus 2% for completion of a certification program. They will also receive the 5% G-step increase.

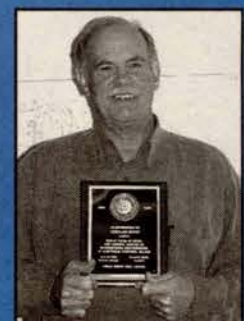
Negotiating for Local 1245 were Terry Albers, Dave Brown, Brian Bracco and Michael Bonomi, along with Local 1245 Business Rep. Wayne Greer.



## Alameda Power & Telecommunications



25 years  
Ron Young



40 years  
Leonard Irwin

# On the threshold of a new century Local 1245 confronts



Senior Assistant Business Manager Darrel Mitchell.

**I**t was the best of times. It was the worst of times.

So begins Edgar Allen Poe's "A Tale of Two Cities."

On Nov. 6 and 7, meeting in Rohnert Park, Ca., members of the Local 1245 Advisory Council heard a tale of two unions.

A union at the pinnacle of success. A union beset by accelerating changes and looming dangers.

Welcome to the 21st century.

Just three weeks earlier, on Oct. 15, Local 1245 negotiators had wrapped up one of the most successful general negotiations with Pacific Gas & Electric in the union's history—including innovative new job security provisions, wage increases and benefit preservation.

Earlier in 1999, the union bargained important job security provisions for generation employees at Sierra Pacific Power in Nevada, and saw the California legislature enact a Local 1245-sponsored bill to maintain the quality of gas service and protect the jobs of utility employees who provide it.

And there's so much work in Outside Construction the union

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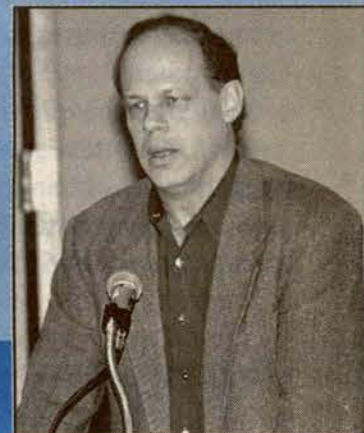
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Advisory Council member Arlene Edwards reports.



Advisory Council member Grover Day reports.



Staff Attorney Tom Dalzell



Advisory Council member Dave Scott, second from left, reports on activities in his area. Listening are, from left, Grover Day, Tom Rowley, and Mike Stout.



Guest Al Fortier, Lineman.

Photos: Eric Wolfe



# World of a new century Local 1245 confronts the reality of change

as the best of times. It is the worst of times. It begins Edgar Allen Poe's "A Tale of Two Cities." On Nov. 6 and 7, meeting in Rohnert Park, Ca., members of the Local 1245 Advisory Council heard reports from two unions. The union was on top at the pinnacle of success. It was beset by accelerating changes and looming dangers. Welcome to the 21st century.

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And there's so much work in Outside Construction the union

hiring hall can hardly supply enough bodies to meet the demand.

The best of times.

But time stands still for no one, and in Rohnert Park on Nov. 6 there was little time to celebrate the union's accomplishments.

Senior Assistant Business Manager Darrel Mitchell reported to the Council that PG&E planned to announce on Nov. 8 that the proposed decision in the General Rate Case could force the company to lay off as many as 3500 employees.

Furthermore, the union was facing concessionary demands in bargaining with other key employers, and encountering stiff resistance in some areas to our efforts to organize

power plant workers in the newly-deregulated field of electric generation.

Maybe not the worst of times, but enough challenges to make you pretty sure the new century is not going to be a cakewalk for Local 1245—or any other union.

But the strength of the union in the 21st century will closely resemble the strength of the union in the century just passed: the dedication and the unity of its members.

Advisory Council members could find plenty of other ways to pass a sunny autumn weekend. Just like union stewards could find more pleasant ways to spend their time than confronting petty supervisors or

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But all the

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The Local

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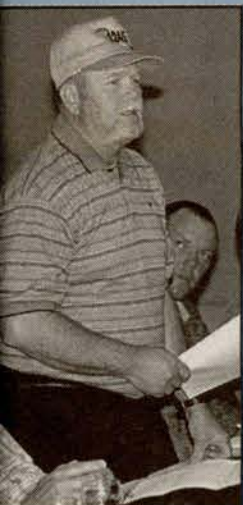
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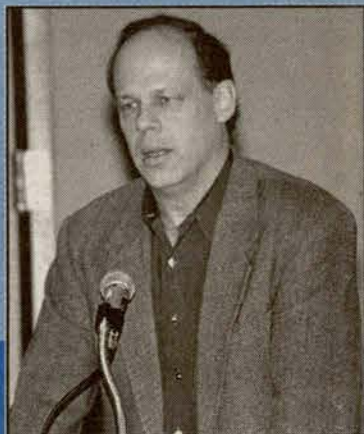
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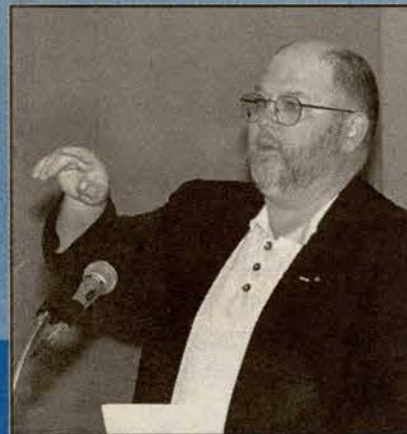
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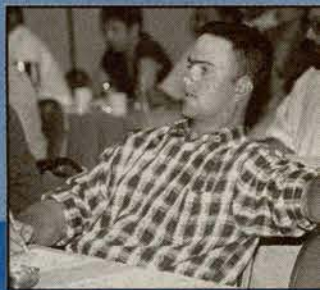
Advisory Council member Grover



Staff Attorney Tom Dalzell



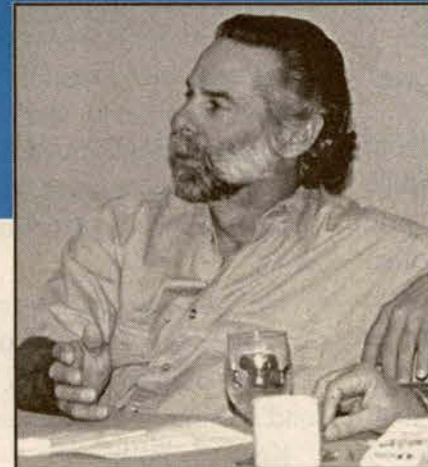
Assistant Business Manager Art Murray



Guest Chris Reese, Lineman



Guest Al Fortier, Lineman.



Advisory Council member Terry Andreucci

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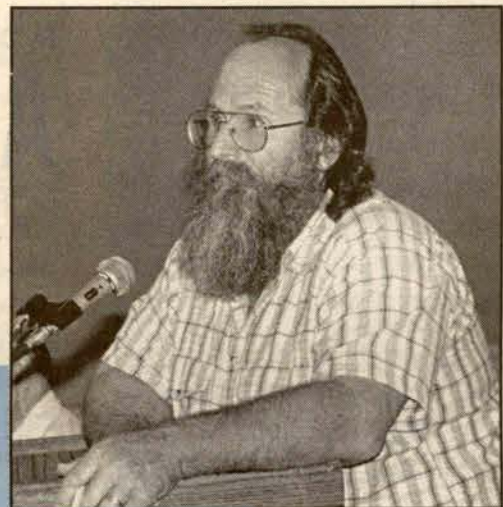
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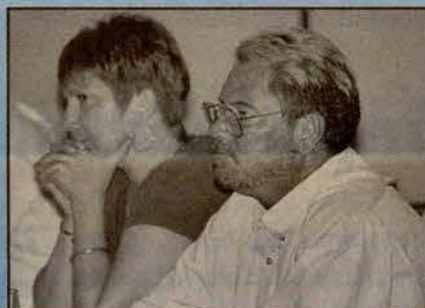
But all these efforts add up to  
something important: keeping their  
union in fighting trim for a new era  
fast approaching.

The Local 1245 Advisory Coun-  
cil. You don't always hear a lot  
about these folks. Most of them  
won't toot their own horn.

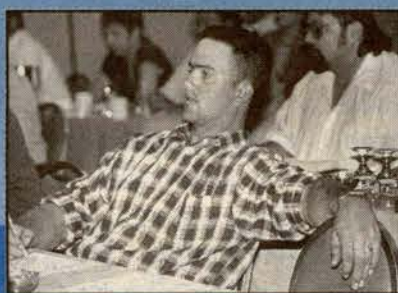
But union members wouldn't  
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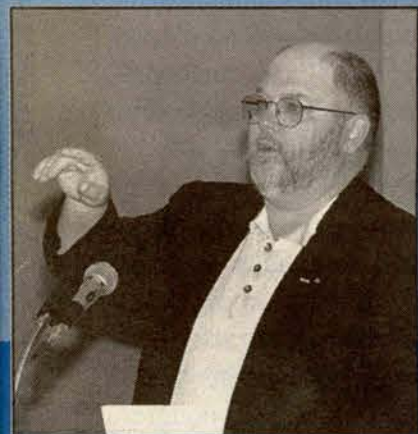
Local 1245 President Howard Stiefer



Guest Steve Smith, Service Rep., and wife Georgette Smith



Guest Chris Reese, Lineman



Assistant Business Manager Art Murray



Advisory Council member Terry Andreucci



Guest William Smith, Sr. Meter Regulator Mechanic, and wife Susie Smith



## Make prescription drugs affordable

By Orv Owen

**A**lthough senior citizens comprise only 13% of our population, they use one-third of all prescription medications.

Prescription drugs are the highest out-of-pocket health cost for three-out-of-four elderly persons, resulting in many not being able to take needed medications because they can't afford them.

The average annual income for seniors is \$16,000, and over 15.5 million Medicare beneficiaries have no prescription drug coverage at all. At a time when older Americans are scrimping and saving to afford their needed medications, the profits of

**The large drug companies are so profitable that their stocks more than doubled the rate of return of the Standard & Poor's 500 Index in 1998. While price gouging by the pharmaceutical industry affects all Americans, it has the most devastating impact on the elderly who need the medications to survive and who live on fixed incomes.**

pharmaceutical companies have skyrocketed. The large drug companies are so profitable that their stocks more than doubled the rate of return of the Standard & Poor's 500 Index in 1998, according to the trade jour-

nal Pensions and Investments.

While price gouging by the pharmaceutical industry affects all Americans, it has the most devastating impact on the elderly who need the medications to survive and who live on fixed incomes.

Currently, seniors who buy medicine with their own money at retail pharmacies have to pay top dollar. Under some Medicare proposals, private sector benefit managers could negotiate prices with suppliers as the government does now for Veterans hospitals and other government programs. This could force the drug companies to treat seniors fairly.

Fortunately, we seniors can change the mind-set and policies of the drug bosses and the politicians they have in their pockets by becoming political activists for the right to affordable medicine for all our citizens. May I suggest you contact your congressional representatives and put their feet to the fire in providing reasonable profit for drug companies and affordable medicine and drugs for the American people.

Medicines are far more affordable for the people of Canada and Mexico and there's no reason they can't be affordable in the United States as well.

Tell your elected representatives to make legislative action on drug fairness their top priority in the second session of this Congress.

Keep the faith!

Orv Owen is a retired Assistant Business Manager of Local 1245.

### 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.

## Grandparenting thrives, survey finds

**D**espite the widespread belief that cross-generational family relationships have been shattered in recent decades, a new survey by the American Association of Retired Persons shows that grandparents have an unusually strong relationship with their grandchildren.

The national survey of more than 800 grandparents over 50 years old found that most regularly interact with grandchildren in a variety of ways and think their relationships with grandchildren are "very positive."

For example, 82% surveyed said they have seen a grandchild in the past month, and 85% said they have talked to a grandchild on the phone

in that period. Seven in ten (72%) said they have shared a meal in the past month, and an equal number said they purchased a gift for a grandchild within that time.

"The state of American grandparenting is strong," said Gretchen Straw, associate research director of the AARP Research Group. "Most grandparents see their grandchildren regularly and connect in a number of ways. The relationship is a rewarding one."

"Perhaps the most striking finding of this study is the extent to which generations are connected to each other," the survey concludes. "In spite of a mobile society (and) busy lives... most grandparents regularly interact with their grandchildren."

The survey comes at a time when the national media regularly report on instances of family breakdown. It also comes at a time at which grandparents visitation rights have become a focal point of attention on the eve of the Supreme Court oral arguments in the *Troxel v. Granville* case.

Thirty-one percent of adults—or about 60 million Americans—are

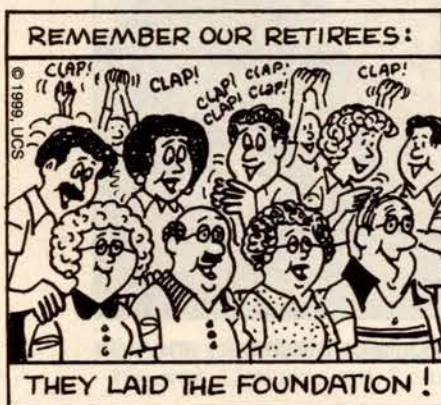
grandparents. AARP found that 11% of grandparents over 50 are caregivers: 8% say that they are providing day care on a regular basis and 3% say they are raising a grandchild.

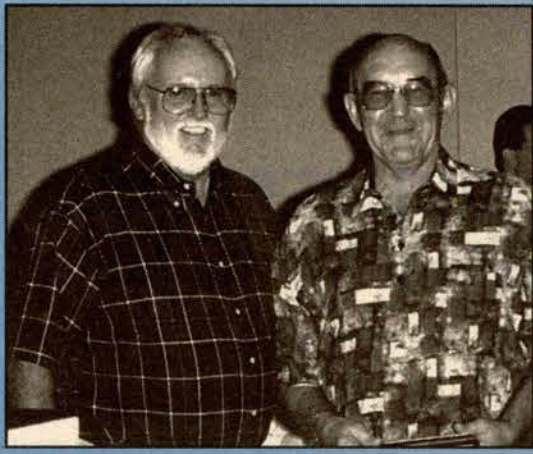
Other highlights of the study:

In questioning grandparents about 17 activities they might have engaged in with any grandchild in the past month, AARP found the top five were:

- ◆ Eating together (in or out)
- ◆ Watching a TV comedy
- ◆ Staying overnight
- ◆ Shopping for clothes
- ◆ Engaging in exercise/sports

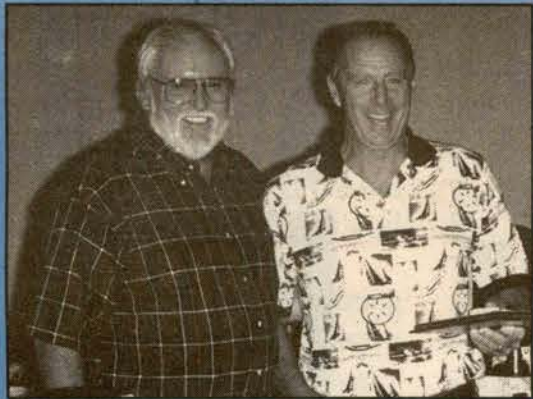
Grandparents were asked about the different roles they play when interacting with a grandchild. Nearly one-half (49%) said that they often serve as a companion/friend, and more than one-third said they often give advice (35%), talk about family history (33%), explain what their parent did as a child (36%), or serve as a confidant (34%). Twenty-nine percent said they often "talk about the good old days."





**45 Years**

**Riverside, Ca.  
June 26, 1999**



**40 Years**



**35 Years**



**30 Years**



**25 Years**



**20 Years**

- 45 Years**  
Desautels, Henri  
Jacques Jr, Leo  
Moler, Donald
- 40 Years**  
Blagg, Delbert  
Cook, Henry  
Cook, Olin  
Miller, Hugh  
Urrutia, Alex  
Weldemere, Phil
- 35 Years**  
Anderson, Donald  
Bowman, Gerald  
Davis, Thomas  
Driver, Gordon  
Gibson, Alfred  
Gill, Timothy  
Harrison, Paul  
Hazard, Robert  
Howe, Louis  
Kelly, James  
Moller, Conrad  
Peterson, Dennis  
Wax, Norman  
Westphal, Dennis
- 30 Years**  
Boatwright, Richard  
Carder, Clair  
Chandler, Grant  
Dickinson, Ben  
Glisar, Reginald  
Labusewycz, Bernie  
Putzeare, James  
Shiver, William  
Stewart, Karl  
Strickland, Jack  
Terry, Bobby  
Truttmann, Karl  
Vega, Anthony  
Wagner, Joseph  
Weaver, Kenneth  
Welton, Ward  
White, James
- 25 Years**  
Allemang, William  
Anderson, John  
Barrette, Ronald  
Bruce, Kenneth  
Chavez, Telesfor  
Cox, Gary  
Donahoe, Joseph  
Fox, Sam  
Harper, Robert  
Istre Jr, Ellison  
Paynter, William  
Penrod, Clifford  
Potter, Dennis  
Roberts, Frank  
Soderquist, Bill  
Voight, Eugene
- 20 Years**  
Anderson, Kenneth  
Diedrich, Dan  
Duncan, David  
Ewell, Fred  
Greer, Arnold  
Gruger, Neva  
Gumm, Dennis  
Henexson, Clifford  
Kavlick, Jeffrey  
Kilgore, John  
LaFountain, Duane  
Melin, Joe  
Parker, Bobby  
Roden, Steven  
Smith, Jack  
Snyder, Leslie  
Tam, Andy  
Vink, Bryan  
Willford, Larry

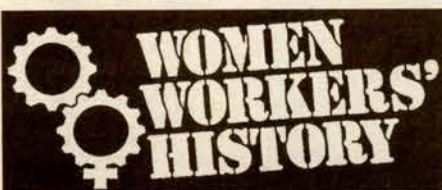
Next month in the Utility Reporter:  
**A Farewell to Richard Dunkin**



That distinguished looking gent in the flowered shirt wandering amidst the throng is noneother than retiring Local 1245 Business Representative Richard Dunkin.



## Working Women 2000 conference: for women who want to make changes on the job

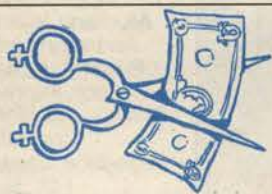


### New Jobs, Old Story

The Civil War (1861-1865) had a direct impact on tens of thousands of women, with many working out of the home in jobs never before open to female labor. By the end of 1862—due to wartime industrial expansion and a shortage of male workers—more than 100,000 new jobs had opened for women in the production of clothing, boots, shoes, saddles, munitions and supplies for the army.



"A woman can use scissors better than a man, and she will do it cheaper," said the Treasurer of the US, who for the first time hired women to cut US treasury notes—but at half the salary men received. Private employers took the hint, and for the first time hired women in print shops, telegraph offices, department stores and light manufacturing—always for lower wages.



With millions of men in uniform, the clothing industry boomed. But there was no prosperity for the sewing women who made the uniforms. Increasing numbers looking for work depressed already low wages. It was not uncommon for women to work 15 hours a day and earn only 17 to 24 cents. They had to pay for their own thread and for lost or damaged goods. Unscrupulous bosses sometimes refused to pay them. "At the height of the war-time industrial boom, there were working women throughout the cities of the North close to starvation," wrote historian Barbara Wertheimer.



**F**ive thousand working women will gather in Chicago in March to make their voices heard.

This historic conference, sponsored by the AFL-CIO's Working Women Department, will bring together clerical workers and college professors, doctors and dispatchers, child care workers and poultry workers, hospital workers and hotel workers, bricklayers, bartenders and everyone in between to set an agenda for the year 2000 and beyond.

The Working Women 2000 conference will feature the results of the Ask a Working Woman Survey—the issues and problems that women have identified as their chief concerns for the next century.

The Working Women Department of the AFL-CIO believes that women are more committed to gaining a voice at work than ever before, and there is growing evidence that women believe in working together to achieve that voice. The Working Women 2000 Conference will give working women an opportunity to share experiences with other women organizing for change.

The conference will also focus on women's role in the 2000 elections, and how women can make politicians respond to women's issues.

Workshops will cover basic elements of organizing as well as strategies across industries. Workshops will also give a detailed look at how campaigns run, including phone banks, volunteer recruitment and worksite education.

Among the issues examined will be spanning work and family, pay and promotions, women and the global economy, and more.

Registration closes Feb. 15. There will be no onsite registration.

Cancellations for the conference received by Feb. 15 will be refunded. No refunds will be provided for cancellations after Feb. 15.

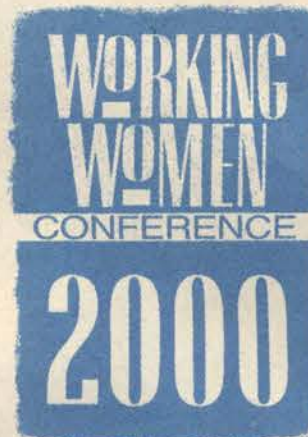
Registration for childcare must be

made before Feb. 15.

Special rates apply for certain hotels if reservations are made prior to Feb. 15.

Special discounted airfares are available from United Airlines and Delta Air Lines for March 4-15, 2000. For United Airlines, call 1-800-521-4041 and refer to ID#5831G. For Delta, call 1-800-241-6760 and refer to ID#135506A.

For further information on hotel accommodations, air travel arrangements, and child care at the conference, please call Betty Brawley at 202-637-5239.



### Conference Registration

**Yes!** I'll see you at Working Women Conference 2000, March 11-12, 2000 in Chicago.

Please Print!

Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Daytime Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

Union Affiliation: \_\_\_\_\_

Job Title: \_\_\_\_\_

Include your conference registration fee of \$75 per person. Please make check payable to "Secretary-Treasurer, AFL-CIO". Send to: AFL-CIO Working Women's Dept., 815 16th St. NW, Washington, DC 20006.

## California aims to improve care for injured workers

The Department of Industrial Relations, in conjunction with the California Public Health Institute, has launched a one-year project to plan a new resource center to improve the quality of medical care for injured workers in California's Workers' Compensation system, California Labor News reported.

The planning process for the proposed California Work Injury Resource Center will include a series of focus groups, a telephone survey, a literature review and a workshop. The focus groups will be conducted with labor groups, employers, providers, judges, and insurers to ex-

plore four basic questions:

- What are their concerns about the quality of Workers Compensation medical care?
- What improvements in quality of care would be most valued?
- What role do various stakeholders play in improving care? and
- What kinds of external resources would be most useful in enhancing quality of improvement efforts?

The last step in the planning process calls for DIR to cosponsor, along with the US Agency for Health Care Policy and Research, an invitational workshop about quality of care in the state's Workers Compensation system.

## Canada surpasses US in several health care measures

A recent study has found that Canada is superior to the United States in several important health indicators, raising questions about whether US health care delivery is all it's cracked up to be.

The research, conducted by Robert Evans and Naralou Roos and published in *The Milbank Quarterly*, found that:

◆ There are eight infant deaths per 1,000 live births in the US, compared to just six in Canada.

◆ The Canadian female life expectancy was 1.9 years longer than the American female life expectancy in 1995; for males the difference was 2.8 years.

◆ Elderly people in the US gained three years of life expectancy between 1960 and 1996, compared to 3.4 years in Canada.

Defenders of the US health care system, especially health insurance companies, are fond of arguing that Canadians often must wait for elective procedures. But the researchers note that in the United States "people without money or insurance do not

even get on a waiting list. Access is rationed by ability to pay, not by waiting."

Furthermore, the researchers say, the Canadian system does provide immediate access to services for emergencies and rapid access for urgent cases.

Besides better access, the Canadian system also scores higher in efficiency, factors which could help explain Canada's better performance in longevity and infant mortality. Ten to 15% of total expenditures by the US health care system pays for administrative costs that simply do not exist in Canada, according to *Health Letter*, published by Public Citizen Health Research Group.

This leaves US taxpayers with an unnecessary tab of well over \$10 billion per year in taxes, insurance premiums or out-of-pocket expenses, says *Health Letter*, which contends that these excess administrative costs are a major reason why Americans spend 13.6% of national income on health care, compared to just 9.3% in Canada.

By the Local 1245  
Safety Committee



## Cleanliness for safety

Promoting safety at the job site includes one very basic task: maintaining a clean work area.

Too much clutter will create a tripping hazard. This can result in spillage of materials, and possible injury.

Proper storage and handling of hazardous materials is especially important. Improperly handled, they can cause fires and burns, possibly injuring you or others.

Ventilation is another component

of maintaining a clean work area. Contaminated air isn't just unpleasant, it can be dangerous to your health.

Protruding objects pose another danger in the worksite. Bolts, hooks, cables, wiring, conduits and other materials should be covered wherever possible.

Show your commitment to safety by maintaining a clean and clear work area.

## Leader or lemming?

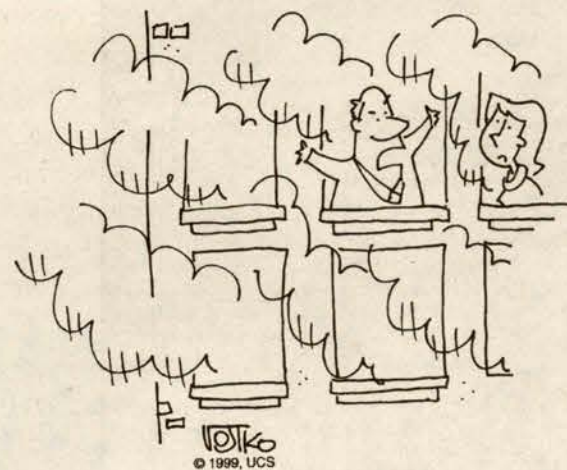
Everyone has a role to play in maintaining a safe work environment. You don't necessarily have to make a big show of it—you just need to stay alert and make safety a priority.

It's a choice each of us makes: safety leader, or just a lemming who doesn't pay attention to potential danger.

You can help make your workplace safer with the small hour-to-hour safety acts. Such as handing a fellow worker his gloves.

Being in the spotlight is not for everyone. So do your part—small or large—and a safer workplace will be part of your legacy.

It beats following the other lemmings off the cliff!



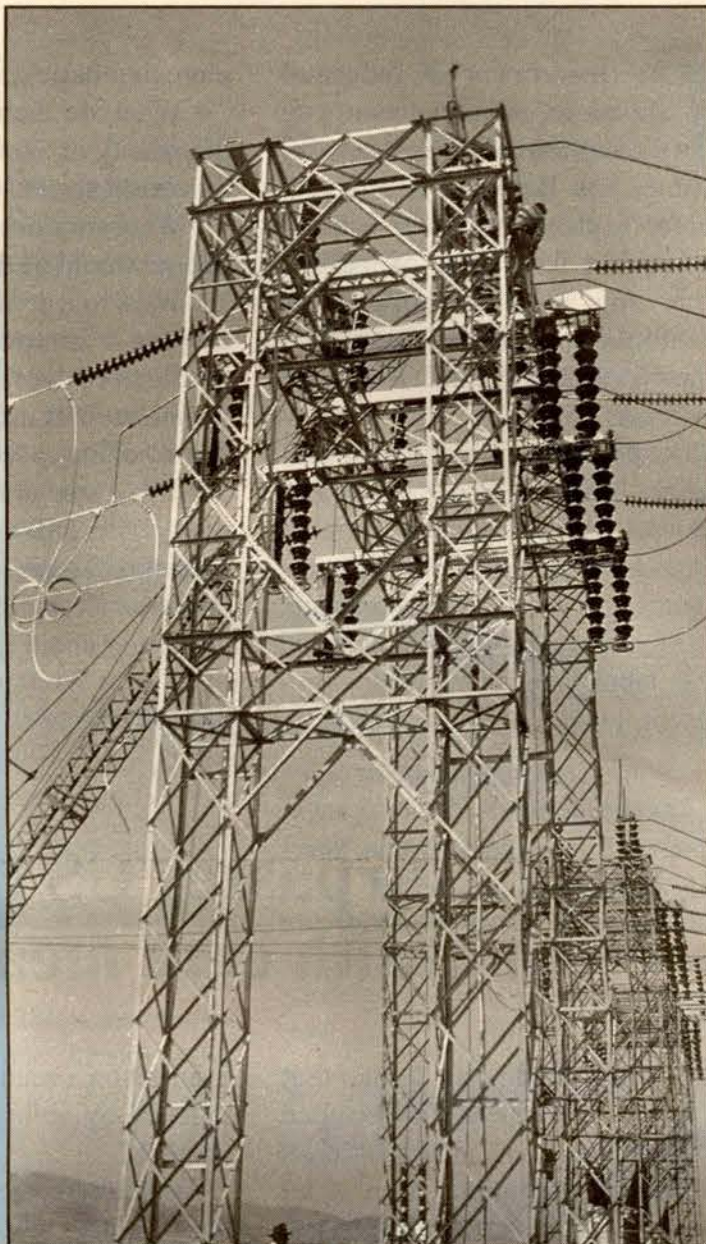
"Call the fire department, the insurance company, and dock everyone for leaving early."

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.

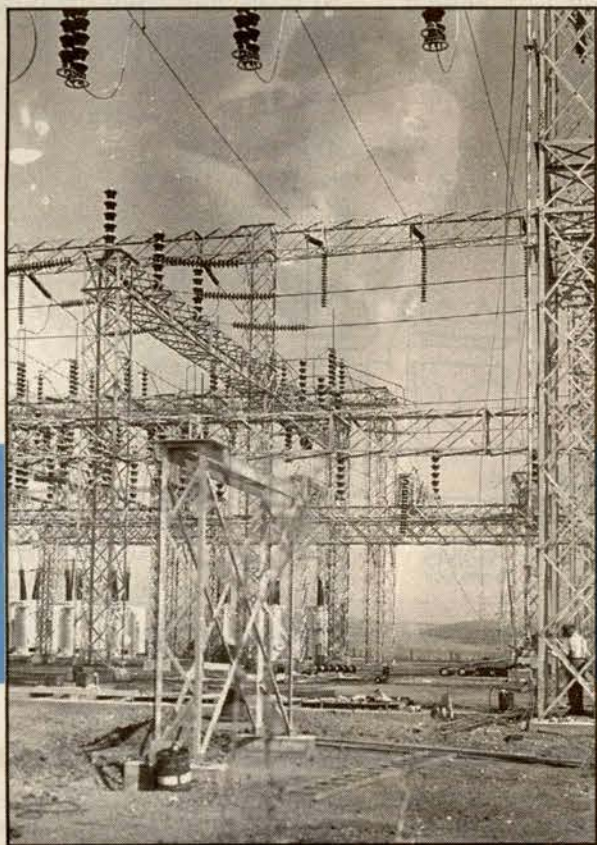


From the standpoint of the 21st century, the accomplishments of yesterday may seem farther away than ever. But thanks to the camera of Local 1245 member Walter Rhinehart, now retired, we can peer back in time and glimpse the life of tradesmen a half-century ago. These photos show PG&E crews at work on the McCall Substation in Selma, California in the early 1950s.

At left: Electrician Walt Rhinehart and the carpenter crew gain some nourishment at the Chatterbox Cafe while working in Selma, Ca. Carpenters included Tom Brennan, foreman, Dave Pearson, and "Smokey." Below: Shorty Kallen, substation construction subforeman.

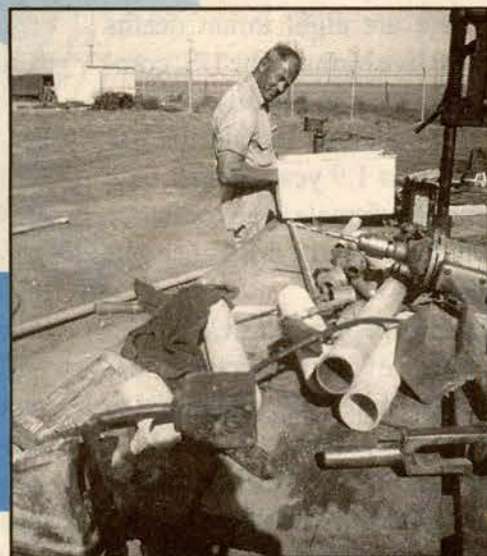


Working the 200KV tower at McCall Substation. On upper right side is Walt Rhinehart.

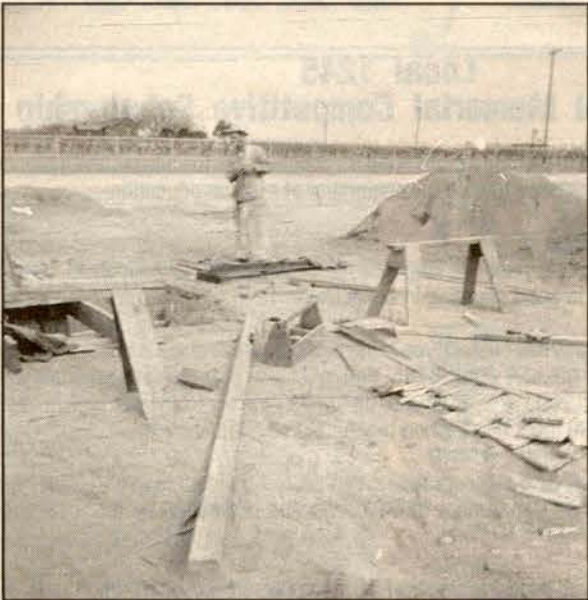


Shorty Kallen, substation construction subforeman.

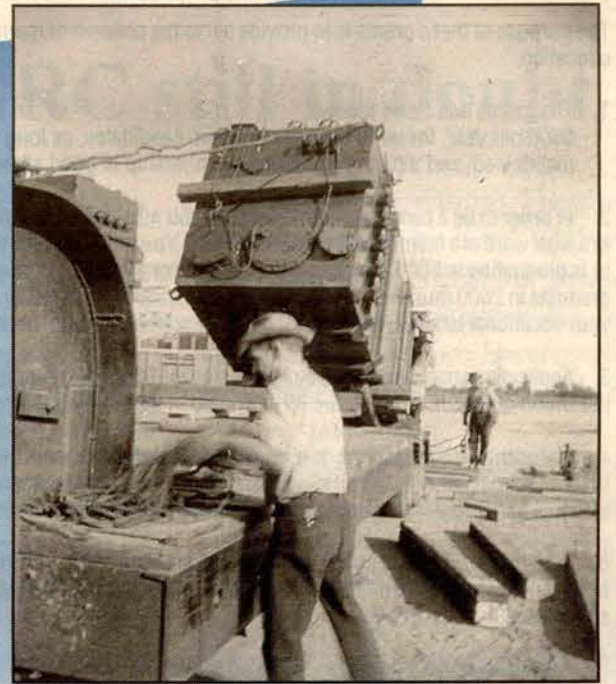
The Rhinehart Collection

 A small, detailed illustration of a vintage camera, likely a rangefinder, positioned below the title.


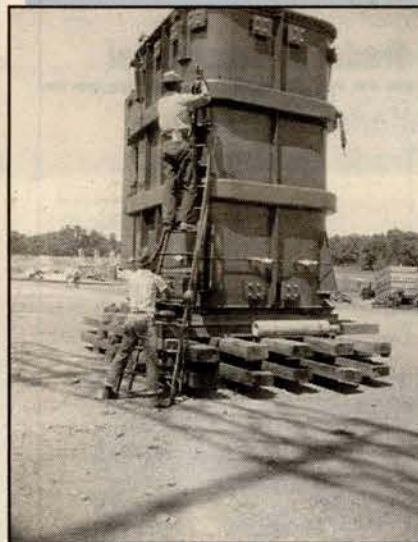
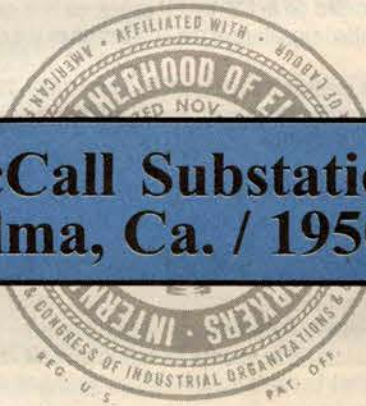
Electrician Chuck Raffery at McCall Substation.



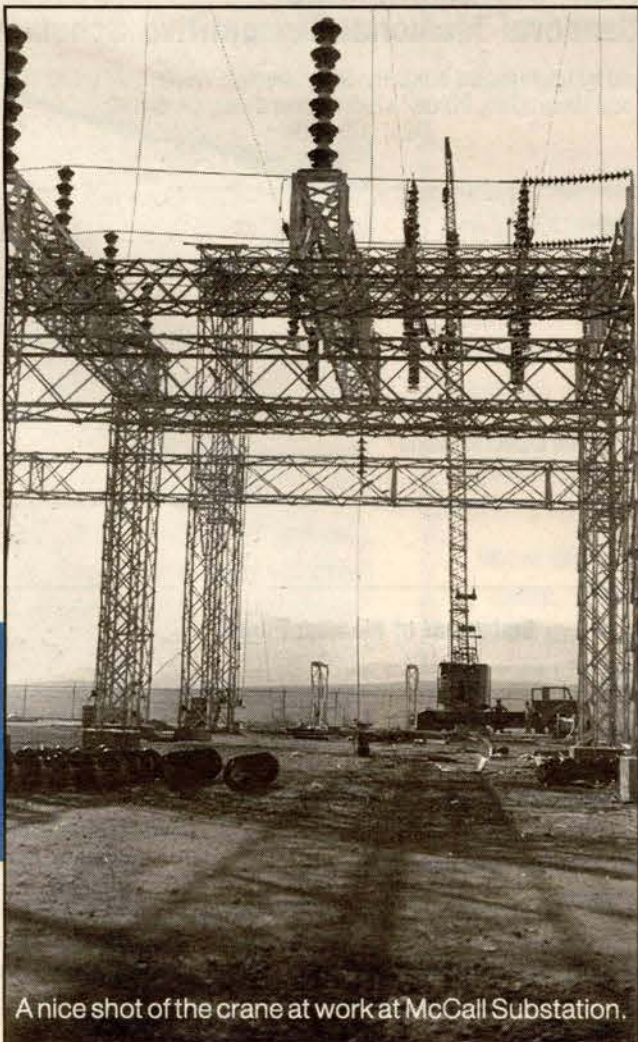
Tom Branan, carpenter foreman, makes forms for McCall Substation tower footing and pull boxes.



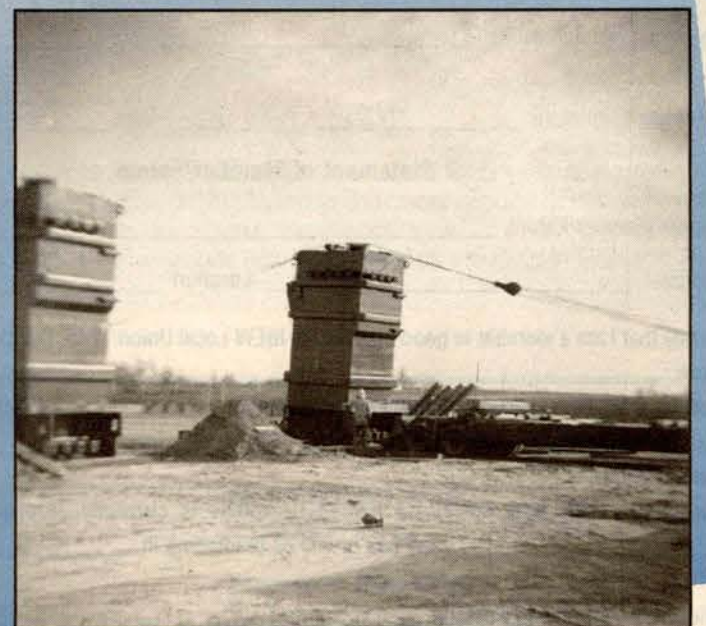
# McCall Substation Selma, Ca. / 1950s



Drivers and riggers for G.W. Thomas Co. load, unload, and upright transformers at McCall Substation (above, left, and below).



A nice shot of the crane at work at McCall Substation.





**Local 1245  
Trade and Vocational School Grant**

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

- The grants will be as follows:  
\$500 per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
- In order to be a candidate in this contest, you must be a daughter or son, natural, legally adopted or a legal ward of a member of Local Union 1245. You must be a high school student who has graduated or is graduating in 2000. A copy of your diploma or a letter from your high school stating that you will graduate in 2000 must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
- Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
- The grant will be made only to a candidate who intends to enroll full time in any industrial, technical or trade school, other than correspondence schools, which are accredited by the national Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.
- Applications must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered mail or certified mail only, and be **postmarked no later than the first Monday of April each year (April 3, 2000)**.
- Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
- Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
- Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.

**Application for the Local 1245 Trade & Vocational**

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

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

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

**Candidate Information**

Candidate's Name \_\_\_\_\_ Birthdate \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_

High School \_\_\_\_\_ Graduation Date \_\_\_\_\_

Address of High School \_\_\_\_\_

What school do you expect to attend? \_\_\_\_\_

Where is it located? \_\_\_\_\_

What trade or craft will you be studying? \_\_\_\_\_

Why this particular skill? \_\_\_\_\_

Candidate's signature \_\_\_\_\_ Date \_\_\_\_\_

**Statement of Member/Parent**

Name of Member/Parent \_\_\_\_\_

Employer \_\_\_\_\_ Location \_\_\_\_\_

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, \_\_\_\_\_, is my \_\_\_\_\_, and that the Candidate will graduate from high school during the term ending \_\_\_\_\_, 2000.

Signature of Member/Parent \_\_\_\_\_

Union Card No. \_\_\_\_\_

This is to certify that the above named Candidate is currently enrolled as a student at \_\_\_\_\_ and has or will be graduating in \_\_\_\_\_, 2000.

Official's Signature and Position \_\_\_\_\_

**Local 1245  
Al Sandoval Memorial Competitive Scholarship**

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

- The grant will be as follows:  
\$500 per year, up to four (4) years, as long as a "C" (2.0) average is maintained, and a parent maintains membership in good standing in Local Union 1245.
  - In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 2000. A copy of your diploma or a letter from your high school stating that you will graduate in 2000 must be attached to your scholarship application.
  - The scholarship grant will be made only to that candidate who intends to enroll full time in any college certified by their State Department of Education and accredited by the local accrediting association.
  - Application may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
  - Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
  - All applications shall be accompanied by a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
  - Essays should be submitted on 8-1/2" by 11" paper, on one side, preferably typed and double spaced, with applicant's written signature at the conclusion of the essay.
  - Applications and essays must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered or certified mail only, and be **postmarked no later than the first Monday in March of each year (March 6, 2000)**.
  - Each year the scholarship shall be presented at the Advisory Council meeting in May; the judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the scholarship award.
  - A suitable trophy or plaque shall be purchased by the Local Union, at a cost not to exceed \$75, to be presented to the scholarship recipient.
- The topic for the 2000 Al Sandoval Memorial Competitive Scholarship Essay is: "When and why was IBEW founded, and what benefits have been gained, and what benefits can be gained by unionization?"**

**Application  
for the Al Sandoval Memorial Competitive Scholarship**

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

Candidate's Name \_\_\_\_\_ Birthdate \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_

High School \_\_\_\_\_ Graduation Date \_\_\_\_\_

Address of High School \_\_\_\_\_

What college or school do you expect to attend? \_\_\_\_\_

Where is it located? \_\_\_\_\_

Candidate's Signature \_\_\_\_\_ Date \_\_\_\_\_

**Statement of Member/Parent**

Name of Member/Parent \_\_\_\_\_

Employer \_\_\_\_\_ Location \_\_\_\_\_

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, \_\_\_\_\_, is my \_\_\_\_\_, and that the Candidate will graduate from high school during the term ending \_\_\_\_\_, 2000.

Signature of Member/Parent \_\_\_\_\_

Union Card No. \_\_\_\_\_

This is to certify that the above named Candidate is currently enrolled as a student at \_\_\_\_\_ and has or will be graduating in \_\_\_\_\_, 2000.

Official's Signature and Position \_\_\_\_\_