

SANTA'S SLEIGH

Local 1245 members at the City of Lodi converted a bucket truck into a sleigh with thousands of lights for the Christmas Parade. Al Smatsky, above, is a senior electrical estimator. At right, the "North Pole" is extended from the boom with reindeer leading the way.



Gary Mai

Unions call on Governor to roll back deregulation

Local 1245 and its union allies called upon Gov. Gray Davis last month to move quickly to safeguard the financial stability of California's regulated electric utilities and to restore their responsibility for all aspects of electric service, from generation to retail service.

The unions' proposal, made in a letter to Gov. Davis on Dec. 6, provides a realistic way for California to exit its disastrous experiment with electric deregulation. That disaster deepened in December as

power shortages kept California teetering on the brink of blackouts, and astronomical wholesale electric prices propelled Pacific Gas and Electric toward bankruptcy.

The most immediate need, the unions said, is to eliminate the threat of utility bankruptcy.

"If action is not taken in the next very few weeks to restore financial stability, PG&E, Southern California Edison and San Diego Gas & Electric will be forced to stop construction and maintenance of the electric infrastructure, and dramatically reduce the workforce that responds to outages. Electric service will become highly unreliable," the union letter said.

The unions called upon Gov. Davis to "restore California's control over the entire (electric) industry" and reclaim authority "ceded to federal agencies." The unions further asked the governor to restore "the investor owned utilities' responsibility for all aspects of electric service, from generation to retail service." In effect, the unions called upon Gov. Davis to reverse electric deregulation and restore California's regulated system of electric service.

The unions' proposal would have the effect of wresting control of California's electric system away from the Federal Energy Regulatory Commission and returning it in large measure to state regulatory agencies.

FERC angered many Californians

SB 739 enhances public sector bargaining rights

By Tom Dalzell

Hundreds of Local 1245's public sector members will enjoy new collective bargaining rights in 2001, thanks to legislation signed by Gov. Gray Davis last fall.

The first new right will be the right to seek enforcement of collective bargaining rights with the Public Employees Relations Board (PERB), a state administrative agency. Most of Local 1245's public sector members are local government workers who are covered by the Meyers-Milia-Brown Act, which has been the law in California since 1968. It is a good collective bargaining law, but there are no effective enforcement procedures.

That will change on July 1, 2001, when SB 739 goes into full effect and local government employees will be given the same labor relations enforcement protections that

exist in schools, colleges, universities, and state government.

Instead of trying to enforce dozens of different local rules and procedures through litigation in local courts that do not have expertise and experience in labor matters, Local 1245 and its public sector members will have the right to seek enforcement of the Meyers-Milia-Brown Act with PERB.

The second new right will be the opportunity to achieve agency shop language in public sector contracts without the agreement of the employer.

The legislature reasoned that the issue of agency fees boils down to whether or not employees should be required to carry their fair share of the costs associated with union representation, and that the employer should not be allowed to prevent the implementation of an

agency fee agreement based on its opposition to labor unions.

Under the new provisions of SB 739, the union can request that an agency shop arrangement be voted upon by the bargaining unit. If a majority of the bargaining unit's voting employees want an agency shop agreement, it is placed in effect, with or without the employer's agreement.

SB 739 is long overdue. It brings local government employees the same collective bargaining rights as other public sector employees.

Local 1245 will launch a major "Fair Share" drive within its public sector jurisdiction in early 2000, with a goal of attaining agency shop agreements at the several dozen properties which do not currently have an agency fee plan.

Tom Dalzell is Local 1245 staff attorney

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Eureka, CA
Stewards Conference
Eureka, CA

JANUARY 20

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San Luis Obispo, CA
Stewards Conference
San Luis Obispo, CA

JANUARY 26

Service Awards
Napa, CA

FEBRUARY 3-4

Advisory Council
Concord, CA

FEBRUARY 9

Service Awards
Stockton, CA

FEBRUARY 10

Service Awards
Concord, CA
Stewards Conference
Concord, CA

FEBRUARY 23

Service Awards
Oakland, CA

APPOINTMENTS

CONFERENCES, COUNCILS & CONVENTIONS

Government Employees Collective Bargaining Conference

Tom Dalzell
Phil Carter
Terry MacLeod
Paul House

IBEW Nuclear Conference

Darrel Mitchell
Dan Lockwood
Warm Brown
Jim Hayes

Electrical Workers Minority Caucus Conference

Dorothy Fortier
John Mendoza
Lula Washington
Bernard Smallwood
Junior Ormelas

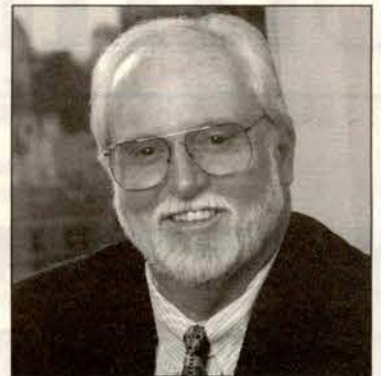
IBEW Telecomm. Conference

Jack Osburn
Ray Thomas
Dave Morrison
Michele Morrison

POINT OF VIEW

Time to pull plug on electric deregulation

By Jack McNally, Business Manager



The time has come to pull the plug on electric deregulation.

The free-market people had their chance. They said electric deregulation would bring down prices, maintain reliability, and boost California's economy. Instead it has sent prices through the roof, brought us to the brink of blackouts, shaken business confidence in the reliability of California's electric system, and threatened the jobs of our members.

By any measure, this experiment has failed. We do not need further experimental efforts to rescue deregulation. We need effective action to rescue California's electric system.

As reported on Page One, Local 1245 and our union allies have proposed specific measures for putting

our state's electric system back in the hands of regulated utilities answerable to proper public authority. Independent generators should continue to have the opportunity to sell power to utilities, but the exorbitant pricing must end.

From the earliest days of electric deregulation, now almost seven years ago, we warned that a competitive market is not the right mechanism for allocating electric resources. Electricity is an essential service. It must be universally available. It must be affordable. It must be generated in ways that are consistent with environmental protection. And most importantly, it must be safe and reliable.

Subjecting electric service to the whims of the marketplace sacrifices

each one of these basic principles. And as policymakers now scurry about trying to "fix" the broken market, they will discover that regulations—not market mechanisms—are needed to protect these basic principles.

It was the broken market of the 1920s that led to electric regulation in the 1930s. In the 1990s free market radicals with no concept of history tried to throw that system away. Now we have to reclaim it.

Fortunately, there are ways to repair the damage.

First, California must ensure that the regulated utilities do not go bankrupt. These utilities are the foundation upon which a viable, reliable, and regulated electric system can be rebuilt.

Efforts to further deregulate electric service—like trying to introduce competition into metering, billing, collections and customer service—must be immediately discontinued.

Next, utilities must be restored to their role as the managers of our electric supply and service: from generation, to transmission, to distribution, to customer service. This form of vertical integration was absolutely essential in the creation of our state's once-proud electric system; it is also the key to restoring that system.

Most importantly, these utilities must be regulated by enlightened public authority. That means regulators—like Carl Wood and Loretta Lynch—who understand and accept their responsibility to safeguard the public's access to safe, reliable, reasonably-priced service.

What we don't need are any more regulators who treat our state like a laboratory for their cockeyed experiments. They had their chance and failed. It's time to move on.



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Unions call on Davis to roll back dereg

► From page 1

on Dec. 15 when it refused to take meaningful action to curtail wholesale electric prices, which have gone from \$45 per megawatt a year ago to \$1400 per megawatt in recent weeks. FERC announced it would impose a "soft cap" of \$150 per megawatt hour on wholesale electric prices, but left an enormous loophole for generators to charge more.

Public officials excoriated FERC for its failure to take meaningful action.

"They have chosen to ensure unconscionable profits for the pirate generators and power brokers who are gouging California consumers

Gov. Davis takes interim steps

Prior to FERC's declaration on Dec. 15 that it would not place firm caps on wholesale electric prices, Gov. Davis had announced various interim measures to deal with the electric crisis. On Dec. 1 the Governor said he wanted to:

- Require utilities to retain their existing generating facilities, at least temporarily.
- Reconfigure the Independent System Operator to remove the influence of electric generators and other parties with a potential conflict of interest.
- Encourage voluntary efforts to conserve electricity.
- Expand the use of multiyear contracts between utilities and power generators to reduce price volatility.

In addition, in the final days of the 2000 legislative session, Davis won support for a plan to streamline the approval process for building new power plants.

Now that FERC has refused to take action to control wholesale prices, the problem is once again in Gov. Davis' hands.

Under the unions' proposal, utilities would be responsible "for ensuring adequate generation and transmission to provide reliable electric service. They would continue to own generation, to acquire generation under contracts with independent generators and to buy generation in the spot market."

and businesses," Gov. Davis said following FERC's announcement.

Senator Dianne Feinstein accused the commission of fiddling while Rome burned.

PG&E, which is being squeezed between frozen retail rates and wildly escalating wholesale prices, has lost about \$5 billion in recent months. The company claims it may soon have insufficient credit to continue purchasing power for its customers, and could be forced to declare bankruptcy.

Gov. Davis in mid-December attempted to broker a deal between regulators and utilities that would allow PG&E to raise retail rates, but the talks stalled just before Christmas. The CPUC indicated on Dec. 21 it would address the issue of lifting the rate freeze and raising electric rates at a meeting in early January.

Restoring Utilities' Responsibility

Under the unions' proposal, utilities would be responsible "for ensuring adequate generation and transmission to provide reliable electric service. They would continue to own generation, to acquire generation under contracts with independent generators and to buy generation in the spot market."

Utilities would resume their traditional responsibility for cost-effective conservation as well as low-income assistance programs. Under the union plan the companies' performance as integrated utilities would

be reviewed and regulated by the CPUC—much as they were before deregulation threw everything out of whack.

Under the unions' plan, the ISO would be retained as a control room jointly owned by the utilities, operating transmission systems on behalf of the utilities' customers.

"The management and staff of the ISO, who have demonstrated extraordinary ability to operate the system under difficult circumstances, should be retained," the unions said.

Alternatively, the unions propose, the ISO "could become an entity of the state," operating the transmission system for the utilities, essentially free from regulation by FERC.

The unions predicted that if utilities were given the authority and responsibility to run the system, one of their first acts would be "to enter into contracts with proponents of new and owners of existing power plants to secure the output of those plants at reasonable prices (perhaps indexed to natural gas prices)."

The letter to Davis was signed by Local 1245 Business Manager Jack McNally, IBEW Local 18 Business Manager Brian D'Arcy, IBEW Local 465 Business Manager David Moore, IBEW Local 47 Business Manager Pat Lavin, Utility Workers Local 246 Business Agent Jim Turner, IBEW 9th District Vice President Michael Mowrey, United Association (Plumbers) International Representative James Kellogg, and California State Building and Construction Trades Council President Robert Balganorth.

Service Award Banquets planned for Year 2001

Service Award Banquets are given each year for those members with 20 years of membership in Local 1245, and in five-year increments thereafter. If your IBEW initiation date is during the year 1981, 1976, 1971, 1966, 1961, 1956, 1951, 1946 or 1941, you are eligible to attend a Service Award Banquet in the year 2001.

If you are unable to attend the Service Award Banquet scheduled in your area and you wish to attend a banquet in another location, please contact Fran Zamora at the Local Union office (925/933-6060, ext. 213) to make your reservation.

January 6	Eureka
January 20	San Luis Obispo
January 26	Napa
February 9	Stockton
February 10	Concord
February 23	Oakland
February 24	San Mateo
March 9	San Jose
March 10	Salinas
March 17	Bakersfield
March 23	Ukiah
March 24	Santa Rosa
April 6	Merced
April 7	Fresno
April 13	Redding
April 20	Auburn
April 21	Sacramento
April 28	Riverside
May 12	Reno
May 18	Marysville
May 19	Sacramento

(public sector)





Electrician/organizer detained in Chinese mental hospital

Electrician Cao Maobing was committed on Dec. 15 to a psychiatric hospital in Yancheng, China following his efforts to help factory workers organize an independent union, AP reported.

Cao had been leading unionization efforts by 300 workers at the state-owned silk factory in eastern Jiangsu province. His detention came a day after he spoke to Western media about his independent union campaign, according to the Hong-Kong based Information Center for Human Rights and Democracy.

China's government does not allow unions other than those overseen by the ruling Communist Party and has jailed many labor activists who sought to form independent unions and bodies to protect workers' rights. Critics of the official unions say they are failing to safeguard workers from the wrenching dislocations brought on by economic reforms and widespread layoffs by ailing state-owned firms.

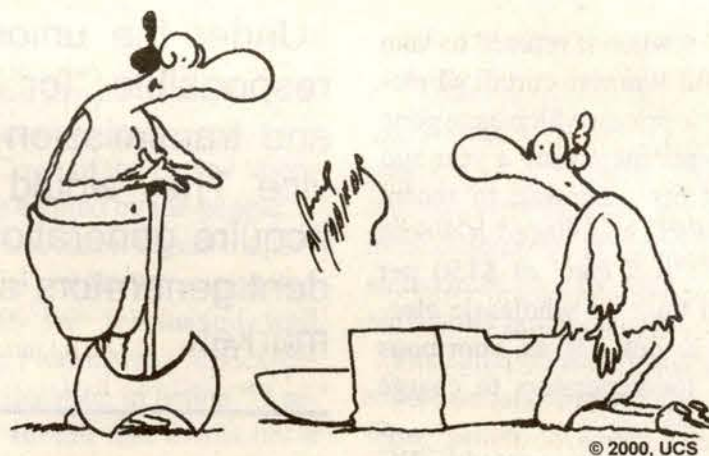
The silk factory in Jiangsu's Funing county used to be profitable and employed 2,000 people, but corruption by factory leaders helped push it into the red, the Information Center said. More than half the workers were laid off and many were owed more than six months wages, it said.

After workers protested to the county government without redress, Cao and others last month organized 300 workers to sign an appeal to local officials. They were asking for an independent union to investigate corruption at the factory and help it out of trouble, the Information Center said.

Tens of thousands of workers at Korea Telecom in Seoul went on strike last month to protest a privatization plan that would result in thousands of layoffs. The walk-out by the 47,000-member union of Korea Telecom did not disrupt phone services as the company mobilized 10,000 non-union members to fill the gap. The company said that some disruptions would be inevitable if the walkout became lengthy. After laying off 12,000 workers during the 1997-98 economic crisis, Korea Telecom is now pushing to cut 3,000 more jobs by year's end under a privatization program. The government currently owns 51% of Korea Telecom, with the remainder split among domestic and foreign investors. The government plans to sell all its shares.

► **Assassination Attempt:** Wilson Borja, president of the Federation of State Workers, was in stable condition in a Columbia hospital following an assassination attempt Dec. 15. The assassination attempt was widely believed to be part of a long campaign by the country's extreme right movement to silence prominent leftists and those who speak out against them. Borja had been active in trying to foster talks between the government and revolutionary groups.

► **Hydro-Electric Strike:** French trade unions began a strike in early December to protest the French government's plan to sell interests in hydro-electric production in the Rhone Valley to the Belgium company Electrabel, a part of the Suez-Lyonnaise des Eaux Group. The French workers occupied dams and power plants, and blockaded roads and railways. The unions are demanding a broad and democratic debate on the future of the Rhone Valley electricity production and industrial organization.



"If it's any comfort, I personally think you were an asset to the company."

► **Australian Power Workers:**

The chance of summer power shortages in Australia increased Dec. 20 after La Trobe Valley workers rejected a proposed three-year labor agreement, according to the on-line news organization theage.com.au. Power workers are becoming increasingly militant over the refusal of Yallourn Energy power company to moderate its hardline position on a more flexible workplace. Local unionists fear the proposed agreement by Yallourn Energy, which offered a 12.5% pay rise in exchange for greater flexibility to hire casuals, would cost jobs and be adopted by other power stations in the valley.

► **Hours Protested:** Over 1,000 labor representatives last month marched in Taipei, Taiwan to protest a government move to reverse a decision by the legislature to shorten the workweek. The legislature proposed limiting work to 84 hours over a two-week period, but the government is pressing for a 44-hour week.

► **Union Busters Hall of Fame:** CWA President Morton Bahr blasted the publishers of Seattle's two newspapers for "engaging in a totally irresponsible ploy to coerce its striking workers instead of bargaining in good faith" to resolve a month-long walkout by 1,000 workers at the Seattle Times and Seattle

Post-Intelligencer. "By announcing plans to permanently replace these employees just six days before Christmas, the publishers are throwing gasoline on an already volatile labor dispute and apparently are vying for a place in the union-busters' hall of fame," Bahr stated.

► **Newspaper Strike Over:** The long strike at the Detroit Free Press and Detroit News was settled on Dec. 17 when unions representing nearly 1,400 workers endorsed a contract. The strike lasted five and one-half years. The National Labor Relations Board (NLRB) in August 1998 unanimously ruled that the work stoppage was a strike against unfair labor practices. But a ruling by a panel of three judges in Washington last July overturned the NLRB's ruling and weakened the strikers' position. The contracts contained deep pay cuts and substantial changes in work rules, according to union sources.

► **Russians Protest Code:** Russia's trade unions mounted a week of protests in mid-December to protest a government-proposed labor code that would diminish the role of unions, make it easier to fire workers, and possibly extend the work week up to 56 hours, the Moscow Times reported. Pro-union legislators have offered an alternative proposal.

Election Notice: Local Union Offices

Nominations Open in March

The election process will begin in March of this year for officers and Advisory Council, with balloting in June for new three-year terms. (See Election Notice for International Convention Delegate on adjacent page.)

Complete information on nominations, elections, duties, and qualifications of officers are found in the Local Union Bylaws and the International Union Constitution. If you do not have copies of these documents, they may be obtained by writing to *IBEW Local Union No. 1245, P.O. Box 4790, Walnut Creek, CA 94596*.

Offices

The following officers shall be elected in accordance with Article XVI of the IBEW Constitution and Article III of the Local 1245 Bylaws: President; Vice President; Recording Secretary; Treasurer; Business Manager-Financial Secretary; Southern Area Executive Board Member, Central Area Executive Board Member, Northern Area Executive Board Member, and At-Large Executive Board Member. The composition of the areas and at-large group represented

on the Board are specified in Article III, Section 6 of the Local Union Bylaws.

The designated Advisory Council seats are listed in Article XIII of the Local Union Bylaws.

Qualifications

Business Manager-Financial Secretary: The offices are combined per Article III of the Local Union Bylaws and must be filled by a member holding an "A" membership (EWBA) as required by the IBEW Constitution.

Members elected to office in the Local Union must be able and available to attend all regular and special meetings and to conduct the affairs of their office without compensation or other expenses other than provided for in Article X of the Local Union Bylaws (L.U. Bylaws Article III, Section 7).

Assistant Business Manager(s) and/or Business Representatives shall not be eligible to hold any elective Unit or Local Union office. They shall, however, be eligible to run as delegates to the International Convention (L.U. Bylaws Article III, Section 7).

To qualify as a candidate for Local Union office or Advisory Council Member, a member must have at least two years' continuous good standing in the Local Union immediately prior

to March 1, 2001. (L.U. Bylaws Article III, Section 9).

Nominations

Nomination of officers and Advisory Council members shall be made under "New Business" at the first meeting of the Units in March 2001 (L.U. Bylaws Article III, Section 8).

In order to be a candidate for any Local Union office, including Advisory Council Member, a member must be present at the Unit meeting where he or she is nominated, or notify the Local Union Recording Secretary, Ed Mallory, in writing on or before March 1, 2001, that he or she will run for a specific Local Union office if nominated (IBEW Constitution Article XVI, Section 10).

A member shall not accept nomination for more than one office of the Local Union (unless combined under the Bylaws). If a member is nominated for more than one office, he or she must immediately declare for which office he or she will be a candidate and decline all other nominations for Local Union office (L.U. Bylaws Article III, Section 9).

Voting

As provided in Local Union Bylaws Article III, Section 11, the May

issue of the Utility Reporter will contain "a list of all candidates for Local Union office, together with a factual record of their activities within the Local Union, committee assignments performed, offices held, and experience gained for and in behalf of the Local Union..."

Ballots will be mailed before June 1, 2001 and must be returned by June 22. To be eligible to vote, you must have paid your dues for March 2001 on or before May 31, 2001, per L.U. Bylaws Article III, Section 10.

Further Information

In addition to the Local 1245 Bylaws and the IBEW Constitution, the conduct of labor union elections is also covered by Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA).

The U.S. Department of Labor publishes two relevant booklets: Rights and Responsibilities Under the LMRDA and CSRA and Electing Union Officers.

These booklets are available by writing the *U.S. Department of Labor, Office of Elections, 200 Constitution Avenue NW, Room No. North 5619, Washington, DC 20210*.

Election Notice: Delegates to IBEW International Convention

The election process will begin in March of this year for Local 1245 Delegates to the International Convention of the IBEW. The convention will be held Sept. 10-14 in San Francisco. Balloting for Local 1245 Delegates to the convention will be in June.

Complete information on nominations, elections, and qualifications are found in the Local Union Bylaws and the International Union Constitution. If you do not have copies of these documents, they may be obtained by writing to IBEW Local 1245, PO Box 4790, Walnut

Creek, CA 94596.

To qualify as a candidate for Delegate to the International Convention, a member must have at least two years' continuous good standing in the Local Union immediately prior to March 1, 2001, and must have tendered his or her dues for January 2001.

Nominations

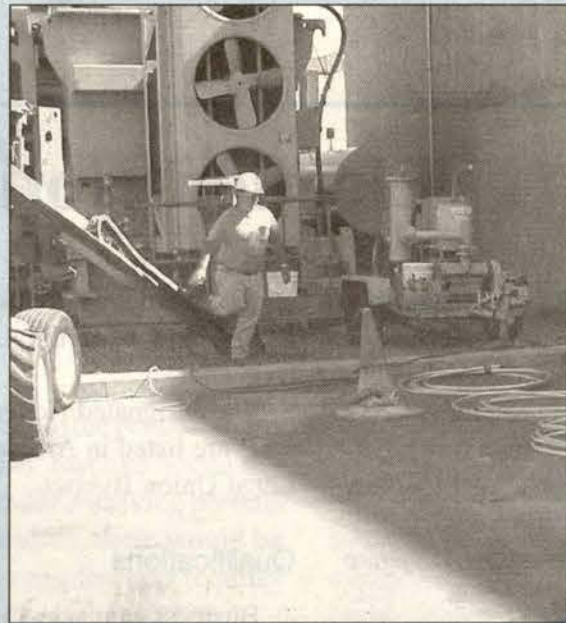
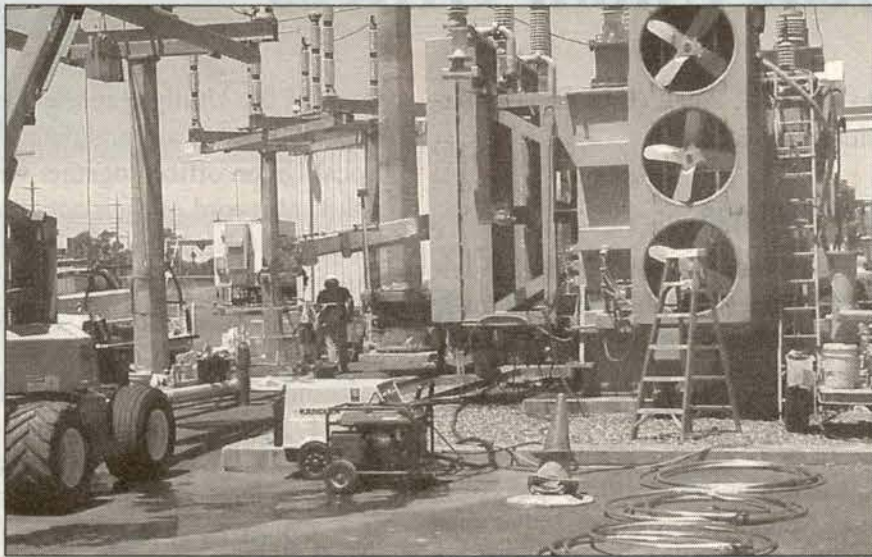
Nomination of Delegates to the International Convention shall be made under "New Business" at the first meeting of the Units in March 2001. (L.U. Bylaws Article III, Section 8c).

In order to be a candidate for Delegate to the International Convention, a member must be present at the Unit meeting where he or she is nominated, or notify the Local Union Recording Secretary, Ed Mallory, in writing on or before March 1, 2001, that he or she will run for Delegate if nominated. (IBEW Constitution Article XVI, Section 10).

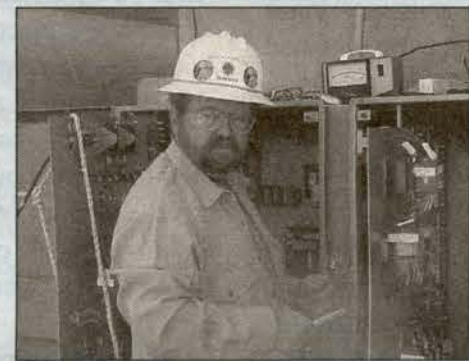
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Jim Madison, PG&E mechanic



Art Torres, SMUD Electrician



Shane

SMUD, PG&E crews join forces to replace failed transformer



From left: Bob Jesse, PG&E Electric Subforeman A, Bobby Lane, PG&E Working Foreman A, Bill Breeding, SMUD Engineer, Julian Martinez, PG&E Electrician

By Art Torres

When the transformer failed at Sacramento Municipal Utility District's Campbell Soup Co-Generation Project last May, SMUD electrical technicians were called in to test the unit.

The unit was found to have serious problems. SMUD crews were immediately dispatched to the Campbell Soup facility to begin the process of removing all the oil from the transformer so that the factory reps from Ferranti-Packard could enter into the unit for further investigation.

The transformer was found to be in need of some serious repairs—repairs that could not be done on site. The unit would have to be moved to a suitable location.

SMUD did not have a spare 150 MVA, 13.8 to 230 kv stepup transformer. But PG&E did have a spare 125 MVA.

An emergency license was negotiated with PG&E and executed within a week.

Work to test and undress for shipment the PG&E transformer was conducted concu-

rently with the negotiations.

Now came the important question: who was going to do the work?

After some deliberations by both utilities, it was decided that SMUD crews would work together in removing the old unit and installing the lease transformer. The day shift crew was composed of half PG&E and half SMUD employees, and the night shift crew.

The dressing out of the lease transformer went as smooth as any job could be. There were some minor glitches when it came to making an actual connection to the iso-pole, but those problems were handled by both crews and work progressed until the transformer was finally energized.

It was an accomplishment made possible by the cooperative efforts of the members at two utilities—and it was done in less than a week, beating the Sacramento Valley bid.

Art Torres is a SMUD electrician and a representative to the Local 1245.



an



Shane March, PG&E Electrician



rently with the negotiations.

Now came the important questions: Who was going to do the work?

After some deliberations by the powers-that-be, it was decided that SMUD and PG&E crews would work together in removing the old unit and installing the leased transformer. The day shift crew was comprised of half PG&E and half SMUD employees, as was the night shift crew.

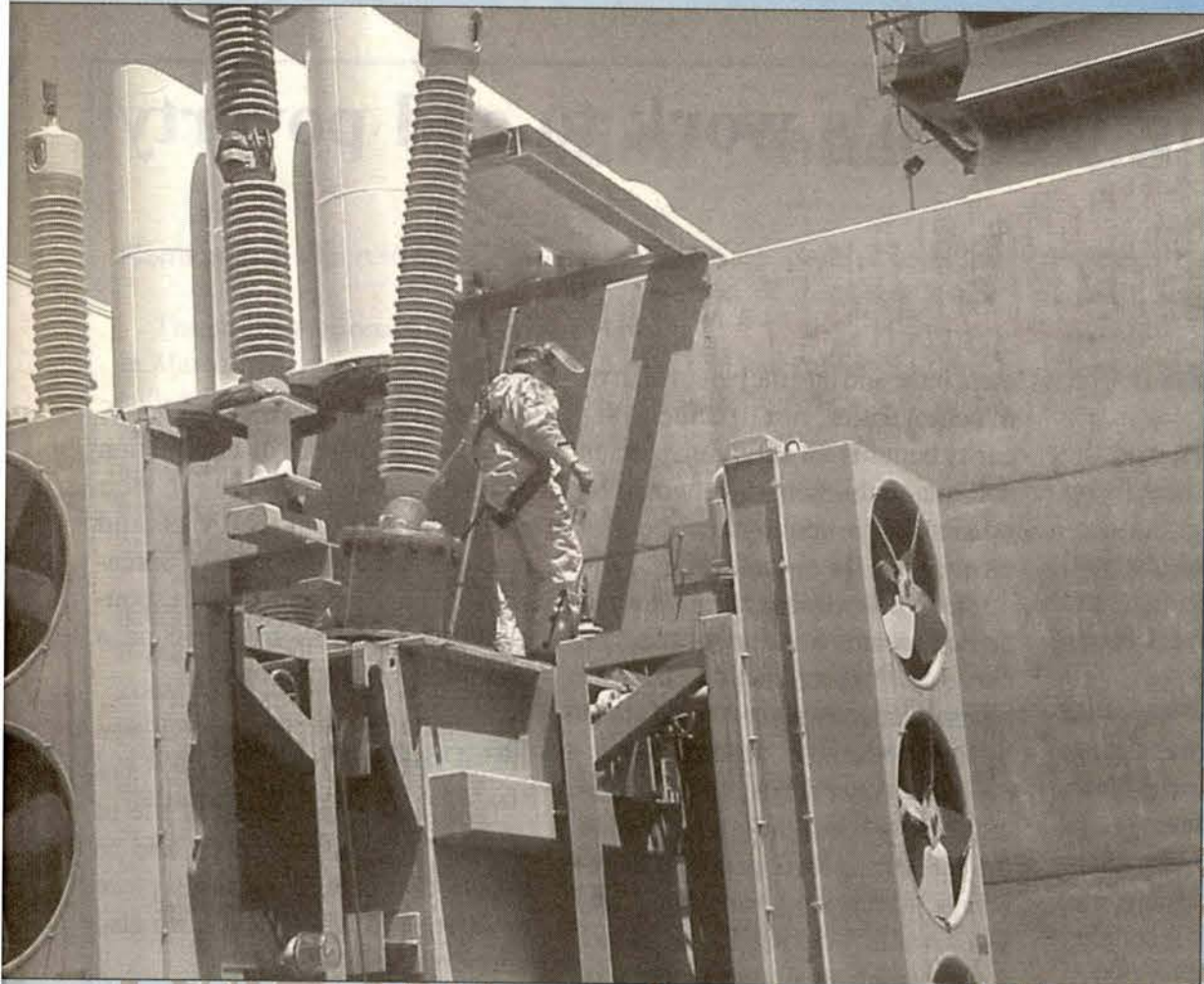
The dressing out of the leased transformer went as smooth as any job could. There were some minor glitches when it came to the actual connection to the iso-phase buss, but those problems were handled in stride by the crews and work progressed until the transformer was finally energized on May 30.

It was an accomplishment made possible by the cooperative efforts of Local 1245 members at two utilities—and just in time to beat the Sacramento Valley heat.

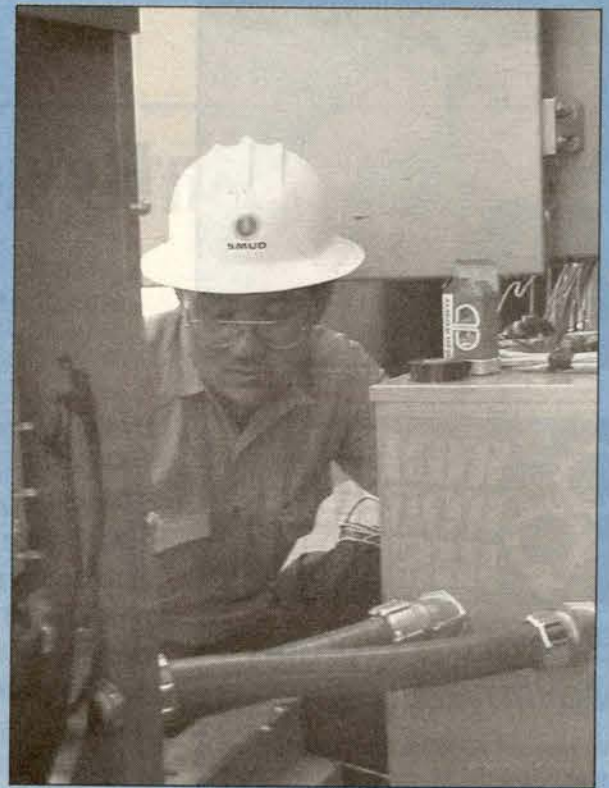
Art Torres is a SMUD electrician, and SMUD representative to the Local 1245 Advisory Council.



Rich Gates, SMUD Electric Foreman Light



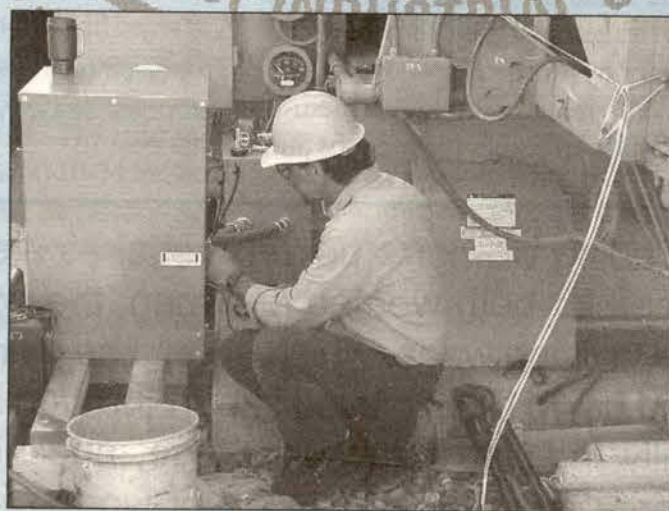
March, PG&E Electrician



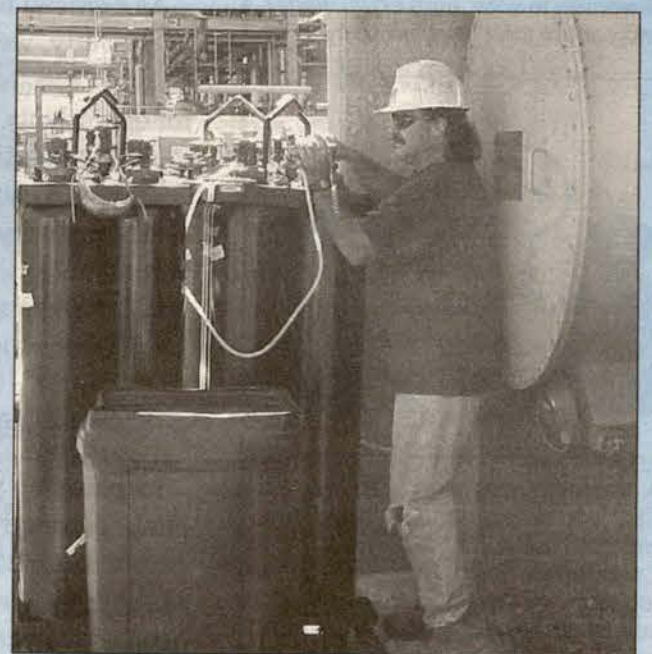
Ed Wong, SMUD Electrician



Julian Martinez, PG&E Electrician



Rich Gates, SMUD Electric Foreman Light



Brett Danielson, PG&E Electrician

Questions: Who

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Rewarding women's work to end poverty

By the Women's Committee of 100/Project 2002

Families, communities, and the economy all depend heavily on caregiving work. Yet our economic system undervalues paid caregiving in the workforce and penalizes unpaid caregivers in the home.

Research also shows that caregiving work exposes many women to low wages, parttime jobs, sex discrimination, lower Social Security and Unemployment Insurance benefits, the double day, and other forms of gender inequality and stress.

The Project 2002 proposal—drafted by a committee of feminist academics, professionals, and activists concerned with the relationship between women, economic survival, and the work of caregiving—calls for replacing the federal Temporary Aid to Needy Families (TANF) with a set of policies that address the economic plight faced by those doing the work of caregiving—most of whom are women:

End the Caregiver's Penalty

As a crucial first step toward ending poverty, we call for social policies that reward the work of caring for dependents. At a minimum, this means repealing the following TANF provisions:

- Mandatory work outside the home.
- Arbitrary time limits
- Child exclusion policies

A Caregiver's Allowance

In place of welfare reform that punishes caregiving, we favor a guaranteed income for caregivers of minor children and other family members who need sustained care. A Caregiver's Allowance would:

- Provide regular, automatic, and guaranteed support, without govern-

ment intrusion into the personal lives of beneficiaries. Just like Social Security benefits for surviving parents and minor children, there would be no oversight or employment requirements.

- Go to all primary caregivers and be tied to care work rather than the caregivers' race, class, gender or marital status. Payments would vary by total household income.

- Allow only the caregivers to decide how to spend the grant, whether they are caring for dependents themselves, purchasing caregiving services while working for wages or getting more education/training, or combining care work with other pursuits.

Improve Wages and Working Conditions

Ending women's poverty requires valuing women's work and providing the following protections and supports:

- A shorter work week for both women and men so they can meet family caregiving responsibilities.
- The right to unionize.
- A living wage, which should be a universal right and could be achieved in part through an automatically indexed minimum wage.
- Equal pay for work of comparable value or worth, to correct the low wages assigned to jobs filled mostly by women.
- Affirmative Action remedies that open up higher paying jobs and

redress discrimination.

- Paid family and medical leave.
- The end of both discrimination against workers because of their caregiving responsibilities and employment conditions that unreasonably interfere with those responsibilities (such as overtime as a condition of employment).

Respect Our Lives

To enhance the quality of life of women and their families and to ensure that caregiving takes place in safety and with dignity, we also support:

- Unemployment insurance for part-time, very low-wage, and intermittent as well as full-time workers.
- Universal access to higher education and skill-building programs that prepare women for better-paying occupations. Like the GI Bill, this would include free education and training, cost-of-living stipends, and help with caregiving for students caring for dependents.
- Health care as a universal right.
- Strong enforcement of child support by non-custodial parents, if requested by custodial parents.
- Expanded public transportation to include customized service to remote, especially rural, areas, and latenight service for night-shift workers.

(For an unabridged version of this proposal, see www.welfare2002.org)

Ending women's poverty requires a shorter work week for both women and men, the right to unionize, a living wage, which should be a universal right and could be achieved in part through an automatically indexed minimum wage, and equal pay for work of comparable value or worth, to correct the low wages assigned to jobs filled mostly by women.

WOMEN WORKERS' HISTORY

Birth of the Women's Movement

Women of 140 years ago were denied most basic rights, including the right to vote. They had few property rights; husbands could spend their wages with little interference. An influential newspaper editor expressed the dominant view when he compared women to blacks. Both, he wrote, are by their nature "inferior" and "doomed to subjection."

WOULD YOU WANT YOUR BROTHER TO MARRY ONE?



Women were not prepared to be "submissive." On July 19-20, 1847 some 260 gathered in Seneca Falls, NY to assert "the social, civil and religious rights of women." Following speeches by Lucretia Mott and Elizabeth Cady Stanton, they adopted a "declaration of the rights of sentiments," which called for the right of women to vote, earn equal wages and control their own property.

SISTERS ARE DOING IT FOR THEMSELVES!!



A young glovemaker, 19 year-old Charlotte Woodward, explained later why she attended the Seneca Falls Conference: "Every fiber of my being rebelled...all the hours that I sat and sewed gloves for a pittance, which, as it was earned, could never be mine. I wanted to work, but I wanted to choose my task and I wanted to collect my wages."



TURLOCK IRRIGATION DISTRICT NEGOTIATORS
Preparing for negotiations on a first agreement with Turlock Irrigation District are Richard Lane, lineman, Stephen Verschelden, service technician, Business Rep. Dennis Seyfer, and union attorney Tom Dalzell.

Turlock Irrigation District pact ratified by 37-1 margin

Employees of the Turlock Irrigation District line department ratified a first agreement by a 37-1 margin on Nov. 17.

The four-year agreement provides a 6.35% wage increase in the first year, 3.5% in the second year, 3.5% in the third year, and 4% or the CPI, whichever is greater, in the final year.

The agreement provides doubletime pay for emergency call-

outs. Doubletime will also be paid for hours in excess of 12.

Overtime meals will be paid at the overtime rate. The agreement also contains language covering missed meals.

Negotiating the agreement for the union were Richard Lane, lineman, Stephen Verschelden, service technician, and Business Rep. Dennis Seyfer, with assistance from staff attorney Tom Dalzell.

Four-year pact at Paradise Irrigation District

Members of Local 1245 approved a new four-year agreement with the Paradise Irrigation District on Oct. 10 by a 19-2 margin.

The agreement provides 3% wage hikes in each of the four years. The pact also provides:

- Life insurance increased from \$20,000 to \$40,000.
- Vacation for employees with one year of service increased from seven days to 12 days.
- Certification pay increase, indexed for cost of living annually. Step increases negotiated in the

last agreement, combined with the general wage increases in this agreement, will produce a 20% increase over the next four years.

Negotiating for the union were Laura Capra, Jerry Linville, Keith O'Brien, along with Business Reps. Kit Stice and Jack Osburn.

WAPA pact wins approval

Local 1245 members at the Western Area Power Administration approved a new four-year agreement that provides equity adjustments as well as general wage increases.

The master agreement was approved on a 26-4 vote, while the wage supplement was approved 27-3.

The agreement provides general wage increases of 4.1% in the first year, 3.5% in the second year, and 3.5% in the third year.

Foreman II will receive an equity increase of 2%. Foreman III will receive an equity increase of 2.5%.

Heavy equipment operators will receive an increase that puts them at \$2 less than the journey-level rate.

"This is the first agreement after an arbitrator ruled that regional wages are appropriate rather than a national wage," said Local 1245 Staff Attorney Tom Dalzell. "Business Rep. Dennis Seyfer did an excellent job in holding the coalition of IBEW locals together in the face of potentially divisive regionalization of wages."

New agreement at Yuba County Water Agency

Local 1245 members approved a new agreement with the Yuba County Water Agency on a unanimous vote.

The agreement provides 3% wage increases in each of the first two years and a wage reopener in the third year.

The agreement also provides 2% at 55 retirement benefits and a survivors benefit.

In addition, the pact contains a provision that permits employees to buy PERS credit for time served in the military.

Negotiating for the union were Ron Knudson and Local 1245 Business Rep. Phil Carter.

Members approve Avista pact

Local 1245 members at Avista ratified a new four-year agreement that provides average wage increases of 12.55% in the first year.

Wage increases in succeeding years range from 5-8% depending upon the classification, with the Clerical department benefiting the most.

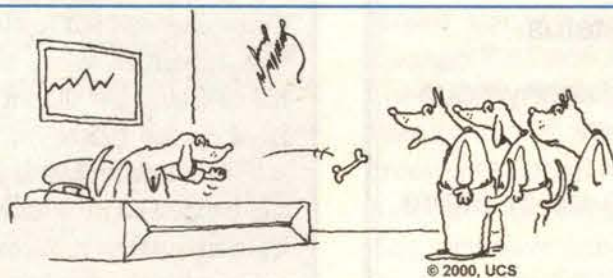
"Also we included an automatic progression upon completion of training classes and on a yearly basis," said Business Rep. Roy Runnings, who helped negotiate the agreement. "Everyone in the same classification will eventually be mak-

ing the same wage."

Other features of the agreement include:

- Medical premiums are employer-paid.
- Life insurance premiums are employer-paid.
- Accidental death premiums are employer-paid.
- Long and Short Term Disability premiums are employer-paid.

Serving on the negotiating committee, along with Runnings, were Jay Reese, Janece Ramos and Robert DeVito.



"That's not going to work this time. We're holding out for better wages."



In a fair society, votes must be counted

By Orv Owen

I have never been considered "politically astute" or to possess "diplomatic skills" in dealing with people, but I have always to the best of my knowledge "called it like it is."

Like many others, I watched on television and followed the activities of the Florida state election officials perpetrating a travesty of justice in the Presidential election.

In my lifetime, I have participated in numerous elections, and this is the first time that the person who received the most votes did not win! Further, in my lifetime, this is

the first time that a President of the United States was appointed by the Supreme Court of the United States rather than elected by the people.

Despite television commentators and political pundits who suggested that what we witnessed and observed in Florida was a "civics lesson" or "education in action," I respectfully submit that it was not a "civics lesson" nor "education" that I was watching in Florida.

Can you imagine what would happen if the Florida procedures were applied to our local union election? For example, say Local 1245 con-

ducted an election for Business Manager, Executive Board and Advisory Council. Then it was discovered that there were mechanical problems tabulating the ballots that resulted in all East Bay and North Bay ballots not being counted.

Then imagine that the Ballot Committee refused to check and re-count these ballots by hand. Would our members think that was fair? Of course not! In a fair and just society, all votes must be counted.

Keep the faith!

Orv Owen is a retired Local 1245 Assistant Business Manager.

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.

Workers' rights to be considered in pension fund investment decisions

The nation's largest pension fund has agreed to consider workers' rights as a condition for new global investments.

The policy requires CalPERS portfolio managers to examine workers' right to organize, earn a living wage, and enjoy the protection of international labor law before investing. CalPERS manages more than \$170 billion in assets and serves one million California workers.

"Using workers' rights, democratic standards and freedom of the press

as conditions for an international investment will increase both the security and the return of state employee pensions funds," said Art Pulaski, executive secretary-treasurer of the California Labor Federation.

Join the Retirees Club!
Call 925-933-6060

Check your mail for Retiree Survey!

Local 1245 in January will send out a survey to you, our retired members, asking for personal information about your living conditions and financial status.

This survey is completely confidential and anonymous—you will not put your name on the survey.

The purpose of the survey is to help us in future negotiations with your former employer.

Help us help you. Please return the survey promptly!

Santa protests hiring discrimination



Alex Alexander (left, in Santa outfit) worked as a laborer and was a member of Laborers Local 300 in Los Angeles in the 1950s. After work and on weekends he joined in the activities of the Florence Avenue FEP Committee, which leafleted and picketed outside stores which refused to hire minorities, while accepting their money as shoppers. Alexander and his co-Santa are shown standing outside the May Company on Wilshire Blvd. in the 1950s.

The Santa protest is just one of the many episodes in labor history that can be viewed in "Golden Lands, Working Hands," a video history of the California labor movement. To purchase a copy of the video for yourself or your kids' school (it comes complete with a curriculum for teachers), contact Fred Glass, California Federation of Teachers, at (510) 832-8812.

Some programs put blame on workers for jobsite injuries

As modern work practices push people to work harder and faster, the safety programs designed to protect workers may be veering off track.

Instead of examining how core work processes are affecting health and safety, many employers are directing attention to workers themselves as the problem rather than work restructuring or hazardous job conditions, according to two labor health specialists.

"Behavior-based safety" programs claim that 80 to 96% of job injuries and illnesses are caused by workers' own unsafe acts, say James Frederick and Nancy Lessin. Accordingly, these programs tend to focus attention on worker carelessness and place the onus for a safe workplace on workers themselves.

Frederick, an industrial hygienist with the United Steelworkers of America, and Lessin, health and safety coordinator of the Massachusetts AFL-CIO, say this focus on the "unsafe worker" as opposed to the unsafe workplace dates back to the work of insurance investigator H.W. Heinrich in the 1930s.

Heinrich's research consisted of reviewing supervisors' accident reports, which of course tended to blame workers for accidents and injuries. He concluded that 88% of workplace accidents and injuries were caused by workers' unsafe acts, about the same percentage claimed by behavior-based safety programs today.

Clearly each individual worker has an important role to play in promoting a safe work environment. The problem with behavior-based programs is that their focus on the role of individual workers draws attention away from hazardous working conditions.

Another danger of such programs is that they offer worker discipline as a reasonable solution to safety problems.

The training material from a

Dupont-based behavioral safety program at a New England defense manufacturer states: "Discipline for Safety Infractions. Do Not Wait for Injury."

To the extent that such programs offer employers low-cost ways to address safety issues, it's not surprising that behavior-based safety has become a huge business. Leading companies include Behavioral Science Technologies, E. Scott Geller's Total Safety Culture program, and Liberty Mutual Insurance Company's Managing Vital Performance program.

Frederick and Lessin, whose analysis appears in the November 2000 issue of *Multinational Monitor*, offer an example of how the behavior-based approach can pervert the analysis of safety problems.

At a Midwest tire manufacturer with a behavior-based safety program, the official accident report written up after a worker slipped and fell on ice in the parking lot stated as the cause of the accident: "Worker's eyes not on path."

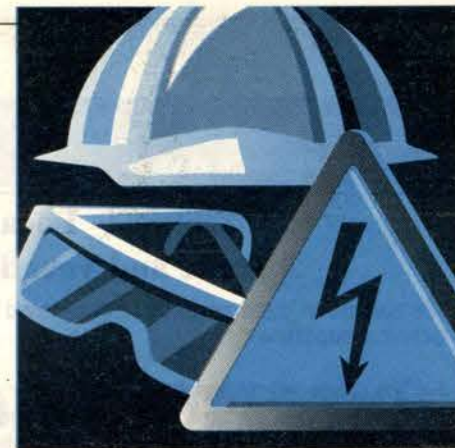
"The report did not mention the need to have ice and snow removed from the parking lot," note Frederick and Lessin. "It did not mention that the sidewalk had not been cleared of snow and ice for several weeks, even though workers were required to use the sidewalk periodically."

Workers whose employers have implemented behavior-based safety programs describe an atmosphere of fear that descends upon the workplace, where workers are reluctant to report injuries and illnesses for fear of being labeled an "unsafe worker."

Many companies have instituted reward systems for safe work, but in reality these programs can make employees fearful of reporting injuries. Critics say that this, in fact, is the real goal of the programs: to discourage worker reports of injury and illness.

More on behavior-based safety programs next month.

By the Local 1245
Safety Committee



Children in the streets

Children aren't always going to be paying attention to you and your car, and that's why it's important that parents and drivers are paying attention to children who may be walking, running, or riding scooters on the sidewalk or in the street.

After the holidays kids may be especially excited about trying out their new toys. Occasionally they run or ride where drivers aren't expecting them: down sidewalks, in between parked cars, across driveways, and sometimes in and out of the streets.

Scooters—so popular with today's kids—are fast. Children easily lose track of their surroundings, and it only takes a split second for kids to get out of their parents' reach.

So when you're driving on busy streets where children are playing, riding, walking or sightseeing, please drive defensively and be prepared for the unexpected, like kids darting in front of your car.

Careful driving may mean we arrive at our destination a few minutes later than normal, but those few extra minutes of careful driving are minutes well spent!

Save yourself

If you are by yourself and you believe you could be having a heart attack, it's possible that you could perform CPR on yourself.

According to Rochester General Hospital's "Health Cares" self-administered CPR can be attempted by taking deep breaths and coughing. The coughs must be deep and prolonged, and repeated about every two seconds.

Deep breaths get oxygen into the lungs and coughing movements squeeze the heart and keep the blood circulating.

Obviously your first priority should be to get medical attention immediately if you think you're having a heart attack. But self-administered CPR could be a stopgap measure to keep you going until you get help.



"What's this I hear about hoops of fire?"

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.

**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 2001. A copy of your diploma or a letter from your high school stating that you will graduate in 2001 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 2, 2001)**.
- 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 _____, 2001.
 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 _____, 2001.
 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 2001. A copy of your diploma or a letter from your high school stating that you will graduate in 2001 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 5, 2001)**.
- 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 2001 Al Sandoval Memorial Competitive Scholarship Essay is: "Why should or shouldn't the U.S. Electoral College be abolished?"

**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 _____, 2001.
 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 _____, 2001.
 Official's Signature and Position _____