



Zimmerman puts focus on serving membership

Perry Zimmerman was sworn in as IBEW Local 1245's ninth business manager on July 23, pledging to make the union more visible to its nearly 18,000 members.

During his first few days in office Zimmerman, accompanied by Business Rep. Arlene Edwards, visited Pacific Gas & Electric employees at the Sacramento Call Center and the Sacramento Payment Center. He joined Assistant Business Manager Bob Choate in visiting members at the PG&E yard in Concord, and met with General Office members at PG&E's San Francisco headquarters, accompanied by Assistant Business Manager Dorothy Fortier.

Zimmerman said members were "pleasantly surprised" to find themselves being visited by the union's new business manager.

"I plan on being visible as much as I can," he said.

Zimmerman was sworn into office July 23 by International Representative Charlie Silvernale at Local 1245's

Walnut Creek headquarters. Taking the oath of office at the same time were President Howard Steifer, Vice President Jim McCauley, Recording Secretary Ed Mallory, Northern Area Executive Board Member Kathy Tindall, Central Area Executive Board Member Anna Bayless-Martinez, and Executive Board Member-at-Large John Mendoza. Treasurer Mike Davis and Southern Area Executive Board Member Chris Habecker were unable to attend and were sworn in later.

Zimmerman, who was elected by a 3-2 margin in a mail ballot counted June 22, moved quickly to fulfill two major campaign promises: to improve representation for members at tree trimming companies and for members working in General Construction at PG&E.

Business Rep. Ray Thomas will represent tree trimmers in the northern part of the state, with Business Rep. Junior Ornelas covering the southern

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TAKING THE OATH

International Representative Charlie Silvernale (left) swears in newly elected officers and Executive Board members (from left, facing Silvernale) John Mendoza, Anna Bayless-Martinez, Kathy Tindall, Perry Zimmerman, Howard Steifer, Jim McCauley and Ed Mallory on July 23 at Local 1245's Walnut Creek headquarters.

Feds put transmission jobs at risk

In a regulatory showdown that puts Local 1245 transmission jobs at risk, the federal Western Area Power Administration (WAPA) announced last month that it has accepted 13 proposals from private investors to expand Path 15, an 84-mile stretch of transmission lines between Los Banos and Coalinga.

The California Public Utilities Com-

mission earlier this year ordered Pacific Gas and Electric to proceed with licensing the Path 15 expansion. If WAPA succeeds in usurping the CPUC's authority, it could award the Path 15 expansion to another firm, erasing transmission jobs for Local 1245 members working for PG&E

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Bill could alleviate utilities debt

The California Senate last month approved a bill that seeks to reduce the role of competitive markets in supplying the state's electricity, and to put regulated utilities back in the business of generating power.

SB 78xx, approved 22-17 on July 20, would also provide a framework

for resolving the financial problems plaguing Pacific Gas & Electric Co. and Southern California Edison. The utilities would be allowed to sell bonds to pay off their debt. A portion of customer bills—a "dedicated rate component"—would then be used to

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NEW PLANTS OPENED
Gov. Gray Davis greets Local 1245 Business Rep. Mike Grill at the opening of Edison Mission Energy's Sunrise Power Plant June 27 outside Bakersfield. Davis also presided over the opening of Calpine's Sutter plant near Yuba City on July 2 and the Los Medanos Energy Center in Pittsburg on July 9.

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SEPTEMBER 10-14

Stewards Conference
Ukiah, CA

NOVEMBER 3

Advisory Council
Rohnert Park, CA

APPOINTMENTS

CONFERENCES, COUNCILS &
CONVENTIONSA. Philip Randolph 32nd Annual
National Education Conference
Lula Washington
Alfred FortierCoalition of Labor Union Women
Convention
Dorothy Fortier
Kathy Tindall
Rita Weisshaar
Betty Quinn

Members matter most

By Perry Zimmerman, Business Manager



In the first few days on the job as your new Business Manager, I have had to deal with a number of difficult issues—the bankruptcy at PG&E, the possible creation of a municipal utility district in San Francisco, the upcoming negotiations at SMUD, the water divestiture at Sierra, the acquisition/merger between Citizens and Frontier and the shift of DPI work to Kingman, the difficult negotiations ongoing with the City of Gridley and the Lassen Municipal Utility District—the list goes on and on.

Every one of these issues would make an interesting column, but issues can wait a month. Issues come and issues go, but you—the union's membership—are constant.

When I campaigned for Business

You will see me. You will see my administrative staff. You will see your business representative. You will have the chance to hear first-hand what we are doing to protect and improve your job.

Manager, I met with hundreds, if not thousands, of our members. I explained my hopes for the next three years, and I listened to yours.

If my administration is known for any one thing, it will be known as an administration when the members mattered the most. Those of you

who remember me from my time in the field know that that was my operating assumption in the field, and it is my operating assumption in the Business Manager's office—you matter the most.

You will see me. You will see my administrative staff. You will see your business representative.

You will have the chance to hear first-hand what we are doing to protect and improve your job.

You will have the chance to tell us first-hand what you want us to do, what you think is important, what problems you see, and what solutions you think might work.

We will be more visible, and you will have a far greater voice in this union. With increased staff visibility and a greater membership voice, the decisions we make and the positions we take will be wiser, tougher, and more in your interest. We don't know what is good for you—you do. Only by seeing you and hearing you can we do our job as your representatives.

You have entrusted a great deal in your union and in me. By rebuilding the relationship between the union and you, its members, we will build a stronger and more vigorous union. In the words of the labor song: We're gonna roll this union on.

Unit updates

Unit 1511, San Jose, has a new meeting time: 5:15 p.m. The meeting dates and location remain unchanged.

Bill Brill
Business Rep.

Unit 3214, Red Bluff, has a new meeting location: Crystal Steak and Sea Food Restaurant, 723 Main Street, in Red Bluff. Meeting dates and time remain unchanged.

Kit Stice
Business Rep.



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Hot wash

LOCAL 1245 MEMBERS AT WORK

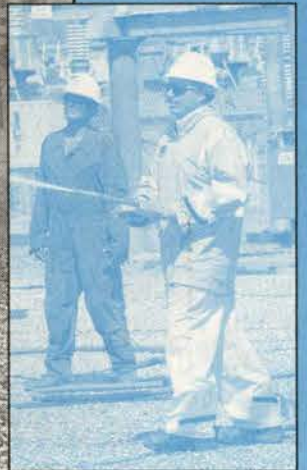
Some things conduct electricity very well, but dirt isn't one of them. That's why Local 1245 members at Pacific Gas and Electric wash the 230 kv capacitor banks at the Monte Vista Substation in Cupertino, usually twice a year.

Newer insulators don't need to be washed, according to Fred De Aguinaga, an Electrician and union Steward at the substation. But the older ones still in wide use need regular cleaning so that their conductivity is not impaired.

When they're not hosing down energized capacitor banks (hence the term "hot wash"), the crew performs the routine maintenance that keeps the substation in good working order, everything from testing the breakers to taking oil samples from the transformers.



The Local 1245 crew members performing the hot wash at Monte Vista Substation in Cupertino last month were, from left: Jim Martinez, Fred De Aguinaga, Don Schroeder, Dennis Russell, and Vincent Warren.



Photos: Eric Wolfe



'G-8' meeting sparks protests

As many as 200,000 anti-globalization protesters marched in Genoa, Italy on July 21 against global trade policies they say benefit the rich at workers' expense. The protest was targeted at the Group of Eight industrial nations who were meeting in Genoa.

A small minority of protesters engaged police in running battles that resulted in the shooting death of one protester, Carlo Giuliani, on July 20. More than 250 demonstrators, police and journalists were injured. Some reports put the figure at more than 500.

Italian student Dora Reggini, 20, said she was angry rioters had attempted to hijack the protests: "We weren't here for a war, we were here for a demonstration."

Several demonstrators formed human chains to rebuff rioters from penetrating their ranks. They were cheered on by Genoa residents, who poured water on hot, thirsty activists.

The demonstrators' opposition to global trade policies appeared to have had little effect on the world leaders, who issued a statement calling for more global trade.

About 15,000 police were on duty for the protests, part of a \$110 million security operation. Surface-to-air missiles, fighter jets and naval ships formed part of the security operation.

Demonstrators from all over Europe presented alternative visions for combatting poverty, inequality and environmental destruction.

Over 100 solidarity demonstrations were held around the world, from Argentina to Austria, from Turkey to Berkley, Ca.

Power strike, unsafe trucks & The Real Thing

A three-day power strike by some 31,000 electric workers across South Africa ended July 27 with wages increases of 10% for the lowest paid workers and 7.5% for higher-paid workers. The agreement also includes four months' paid maternity leave. The strikers' union said that the settlement "will create certainty for workers and improve their purchasing power" and "boost morale and show to all workers that they have power to change their wages and working conditions." The strike began after the employer tried to set the level of wage increases unilaterally, but a South African Labor Court ruled that the company did not have the right to do so.

► **Crushed Hand:** Pictsweet Mushroom Farms in Oregon was fined \$7,475 by the state's OSHA for 13 safety violations, including failure to train forklift operators properly. One day after OSHA began inspections, a worker's hand was crushed by a forklift and had to be amputated.

► **Truck Brouhaha:** The US Senate took a stand for highway safety when it voted July 26 to end a filibuster against legislation to establish stringent safety requirements before Mexican trucks can operate on US highways. The White House wants to open the border to Mexican trucks. "We cannot close our eyes, let unsafe Mexican trucks cross the border and hope everything turns out all right," said Teamsters President James P. Hoffa. The safety provisions could become part of the final version of the Department of Transportation spending bill, which still must be hammered out in a conference committee.

► **The Real Thing:** Coca-Cola Co. and its main Latin American bottler Panamerican Beverages were accused in a lawsuit filed in Miami of

using paramilitary forces to threaten labor leaders in soft drink bottling factories in Colombia, according to the Foundation for International Legal Rights. The lawsuit, filed by the Colombian union Sinaltrainal, alleges that throughout Colombia paramilitary forces have assassinated more than 50 unionists since the beginning of the year, and killed 128 union members last year.

► **Chinese Activist Freed:** Cao Maobing, a labor activist detained for seven months in a mental hospital in eastern China after attempting to organize a trade union, has been released. Cao had attempted to orga-

nize an independent union at the Funing Silk Factory in Jiangsu province, according to China Labour Watch. Cao had used the union to pressure the management of the factory to come up with long-owed back pay, demand the government maintain the laid-off and retired workers' living standards and pay existing workers the minimum wage.

► **Santa Monica Living Wage:** The City Council in Santa Monica, Ca. has passed a living wage ordinance for 2002 and 2003. Businesses that contract with the city must provide health benefits and pay at least \$10.50/hour, Labor Notes reported.

Bill could alleviate utilities' debt

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power and build new plants.

pay off the bonds over time. The bill would authorize state regulators to order utilities to build new electric generating facilities, either on their own or in cooperation with the newly-created California Power Authority. By restoring the utilities' responsibility to provide generation, SB 78xx would repeal a central element of California's deregulation law, which sought to turn generation over to unregulated power generators operating in a "competitive" market.

The legislature spent the first few months of 2001 simply trying to keep the lights on as wholesale power prices went through the roof and blackout warnings became a daily occurrence. The legislature in February authorized the state to buy power on behalf of the cash-strapped utilities, and in May legislators approved new conservation incentives and the creation of a California Power Authority to buy

The legislature and the state attorney general also launched investigations into possible market manipulation by unregulated power suppliers.

But the utilities' huge debt seemed to defy resolution. Gov. Gray Davis proposed giving the utilities a cash infusion by purchasing their transmission lines. This idea met stiff opposition in the legislature, and was strongly opposed by PG&E and Local 1245.

SB 78xx would give the state an option to buy PG&E's and Edison's transmission lines, but stops short of requiring such a purchase.

If approved by the Assembly and signed by the governor, this legislation would strongly signal that California has had enough of uncontrolled competitive markets. The bill would put regulated utilities like PG&E and Edison back into the business of generating power on a cost-plus basis, where utilities are allowed to recover costs plus make a reasonable profit.

Local 1245 Election Tally: Officers, Executive Board & Advisory Council

| OFFICERS & EXEC. BOARD | ADVISORY COUNCIL | G.O. Cler. PG&E |
|---|--|--|
| Business Manager/Fin. Sec. Perry Zimmerman 60.2% Jack McNally 39.8% | Clerical-at-Large Linda Jurado 100% | Mary Wise 100% |
| President Howard Stiefer 62.9% Tom Mapp 37.1% | Sacramento Reg. Transit William Gilliam 100% | East Bay PG&E Richard Cowart 100% |
| Vice President Jim McCauley 61.8% James Walpole 38.2% | Pacific Gas Transmission John Felts 100% | AC Transit et al. Larry Rodriguez 100% |
| Recording Secretary Ed Mallory 56.9% Mickey Harrington 43.1% | Humboldt PG&E Lee Thomas 100% | San Fran. & G.O. PG&E Bob Quinn 100% |
| Treasurer Michael Davis 51.7% Kip Vaughn 26.6% Gregory Brewer 21.7% | Shasta Stuart Neblett 51% Russell Rylee 49% | Stockton PG&E et al. Grover Day 100% |
| N. Area Exec. Board Kathy Tindall 57.7% Michael Scafani 42.3% | Sierra Pacific Power Robert Vieira 100% | San Joaquin PG&E Ronald Moon 30.7% Dan Mayo 27.2% Ed Dwyer 24.7% Larry Reis 11.7% William Gross 5.7% |
| Central Area Exec. Bd. Anna Bayless-Martinez 100% | De Sabla PGE Richard Bentler 100% | Coast Valleys PG&E Mark Taylor 68.3% John Delsman 31.7% |
| S. Area Exec. Board Chris Habecker 65.7% Daniel Melanephy 34.3% | Irrigation Districts Mike Stout 100% | Pipeline Op. PG&E Stephen James 52.6% Patrick Earl 47.4% |
| Exec. Bd. Member-at-Large John Mendoza 29.4% Jeff Johnstone 27.1% Donald Johnson 17.3% Marcus Carrasco 14.9% Bill Paulsen 11.3% | Drum PG&E et al. Terry Andreucci 100% | San Jose PG&E, Santa Clara William Wallace 100% |
| | Colgate PG&E et al. Jim Edwards 100% | Gen'l Construction PG&E Larry Darby 50.8% Chris Reese 26.6% Tony Norman 22.7% |
| | North Bay PG&E et al. Jim Findley 100% | Tree Trimmer Cos. Hector Arellano 53.7% Marc Rose 29.3% Gilbert Suarez 17.1% |
| | Sacramento PG&E Dan Parmenter 100% | Outside Construction No Nominations |
| | SMUD Arthur Torres 100% | |
| | USBR Reg. 2 Elsie Abbey 55.6% Richard Perry 44.4% | |
| | Citizens Utility Dave Morrison 53.3% Thomas Greer 46.7% | |

Local 1245 Election Tally: IBEW Convention Delegates

| CANDIDATE | VOTES | CANDIDATE | VOTES |
|-----------------------|-------|-------------------------|-------|
| Dorothy Fortier | 1283 | James E. Findley | 336 |
| Jim McCauley | 1125 | Lee R. Thomas | 334 |
| Kathy F. Tindall | 1007 | Danny Jackson | 331 |
| Anna Bayless-Martinez | 974 | Ed Dwyer Jr. | 321 |
| Ed Mallory | 970 | Lemuel M. Stubblefield | 319 |
| Christine Habecker | 949 | Warren Brown | 316 |
| Linda S. Jurado | 907 | Mile Grill | 308 |
| Mickey Harrington | 886 | William Wallace | 306 |
| Ed Caruso | 858 | Alfonzo "Al" Estes III | 302 |
| Bob Choate | 843 | Marcus A Carrasco | 295 |
| Sam Tamimi | 760 | Mike Haentjens | 295 |
| Barbara Saunders | 751 | David D. Scott | 291 |
| Lula Washington | 713 | Mark E. Taylor | 276 |
| Cathi Mazzacavallo | 688 | Mike Stout | 275 |
| Landis Marttila | 674 | Steven Lee | 271 |
| Kip Vaughn | 644 | Dave Morrison | 262 |
| Al Fortier | 626 | Christopher Reese | 260 |
| Frank Saxsenmeier | 583 | William Goodman | 259 |
| Lynn A. Moon-Brown | 549 | John D. Kent | 253 |
| Dan Lockwood | 538 | Steve C. Ward | 251 |
| John M. Mendoza | 523 | Keith William Burkhardt | 219 |
| Bill Brill | 500 | Albert H. Fox | 215 |
| Richard Manley | 490 | James Hayes | 211 |
| Steve Lopez | 489 | Kenneth Wilson | 210 |
| Hunter Stern | 485 | Ronald Greenlee | 204 |
| Jerry R. Camacho | 472 | Robert Dunlap | 202 |
| Dan Mayo | 471 | Dennis K. Seyfer | 200 |
| Rick Davis | 430 | Tony Norman | 195 |
| Richard C. Perry | 429 | Joseph S. Audelo | 189 |
| Robert Vieira | 427 | Steve K. Montgomery | 184 |
| Gary Hughes | 423 | Brian R. Owens | 178 |
| Bernard R. Smallwood | 418 | Tim Gilbride | 177 |
| Dan Parmenter | 414 | Darryl Munson | 176 |
| Gover Day | 403 | James Brager | 175 |
| Michael A. Scafani | 399 | Ione E. Snyder | 175 |
| Percy Stahl | 389 | Robert Gregg | 164 |
| Bob Quinn | 380 | William Gilliam | 162 |
| Lonnie D. Smith | 357 | Michael L. Saner | 132 |
| Gary Mai | 351 | Russell W. Rylee | 127 |
| Ignacio Araquistain | 336 | Matthew J. Huszarik | 105 |

*Winning candidates for delegate are printed in bold type.

Note: The Business Manager and President automatically serve as delegates to the IBEW Convention.

Feds put Local 1245 transmission jobs at risk

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and union contractors.

"Historically this has been our work," said Local 1245 Business Manager Perry Zimmerman. "The federal government ought to keep its hands off this project. California doesn't need non-union workers with questionable skills coming in and taking this work from our members."

Path 15 has been blamed for contributing to California's recent electric supply disruptions. In some cases there was sufficient generation in the

southern part of the state, but there wasn't enough transmission capacity to ship the power north where it was needed, leading to blackouts.

Bidders on the federal project include some of the companies implicated in California electric supply, raising the specter that companies charged with manipulating electric generation could be in a position to gain influence over transmission capacity as well.

"The CPUC is trying to do the right thing here," said Marc Joseph, an attorney representing Local 1245 in regu-

latory matters. "They ordered PG&E to file an application to do this transmission expansion, and PG&E did so."

But it is unclear if the CPUC can retain control of this project as the federal government grows increasingly assertive in its effort to impose competitive electric markets nationwide.

Environmental impact hearings on the Path 15 expansion will be conducted by WAPA in Coalinga on Aug. 27 and in Los Banos on Aug. 28. More information is available on the agency's Web site at: www.WAPA.gov

Mark Rose

Local 1245 mourns the sudden death of Mark Rose on July 28.

Mark served on the Local 1245 Safety Committee and had just completed a term on the Local 1245 Advisory Council representing members at tree trimming companies.

A remembrance of Mark Rose will be featured in the next issue of the Utility Reporter.

Local 1245's offers its condolences to the friends, family and co-workers of Mark Rose.

The Inside Story: How Local 1245 stopped electric deregulation in Nevada

To: *Local 1245*
From: *Ernest E. Adler, Esq.*
Date: *June 7, 2001*
Re: *Legislative Session Summary*

When our firm first met with Business Representative, Ray Thomas, and Business Manager, Jack McNally, IBEW Local 1245's legislative goal was to keep the jobs of IBEW members who worked in the billing and metering departments. After discussion, we decided that it was possible to stop energy deregulation in Nevada and to stop divestiture of Sierra Pacific Resources power plants.

Initially, the legislature met our proposals with some scepticism. Many out-of-state independent power producers had entered into contracts to purchase the Nevada power plants, and one purchase agreement had been approved by the Nevada PUC. However, we transmitted information from Jack McNally concerning the negative impact of divestiture upon power companies and consumers in California, as did many other lobbyists and groups to the legislators. Soon after the legislature received information concerning the negative impact of divestiture, the Legislative Counsel Bureau issued a legal opinion that it was both legal and constitutional to stop the sale of Sierra Pacific Resource's plants.

The next issue we addressed was how Sierra Pacific could recover its increase in fuel costs. Robert Johnston, Esq., of our firm suggested that the utility be allowed to return to the use of deferred energy accounting. "Deferred energy accounting" is a rate adjustment mechanism that allows a utility to recover its reasonably incurred fuel and purchased power costs on a dollar-for-dollar basis. The utility accounts for the difference between the dollars it is recovering in its current rates to cover

energy costs versus the dollars it is actually spending on energy costs. The utility then periodically adjusts its rates to recover any deficit or refund any surplus. Sierra Pacific Resources had agreed to eliminate deferred energy accounting when it agreed to a three-year rate freeze as part of S.B. 438 approved by the legislature in the last session.

The idea of reinstating deferred energy accounting was so unpopular with the legislators that when the IBEW representatives first suggested it before the Senate Commerce Committee, the Chairman of the Committee told the IBEW not to expect to see that mechanism approved by the legislature. (In fact, deferred energy accounting was so controversial that the Sierra Pacific Resources own lobby team was afraid to address the concept and only did so after the IBEW suggested it was the only way Nevada could get out of its energy crisis.)

With these two important concepts on the table, the Assembly introduced A.B. 369 on March 14, and it was amended and passed out of the Assembly on committee on March 22. On April 6, it was heard and passed with amendments from the Senate Commerce Committee. On April 18, A.B. 369 was passed by the Senate and signed by the Governor. Initially, the IBEW was invited to negotiate the language of A.B. 369 with the utility, major interest groups, and the Governor's Office. In the end, no unions were allowed in the negotiations sessions. However, we were asked to e-mail our language concerning deferred energy accounting to the Governor's staff. Much of the language we developed does appear in the final draft

of A.B. 369.

The information we received indicates that Sierra Pacific Resources was only a few weeks away from bankruptcy at the time A.B. 369 was signed into law. There is little doubt that the IBEW, in cooperation with the State AFL-CIO, helped save hundreds of IBEW jobs and the rate payers of Nevada from an energy crisis similar to what is occurring in California.

The next bill which the IBEW lobbied and monitored was A.B. 661. In short, this legislation allows certain large eligible customers to purchase electrical energy, capacity and ancillary services from providers of new electrical resources. We knew from the beginning that A.B. 661 would pass because it was a top priority of the gaming and mining industries which fund most of the political campaigns in Nevada. Moreover, the Governor's former Chief of Staff, who is also his campaign manager, was lobbying hard

for its passage. As a consequence, we had language placed in A.B. 661 which states in relevant part: "Sec. 24(1). An electric utility shall provide all transmission, distribution, metering and other components of electric service that are necessary for a provider of new electric resources to sell energy, capacity or ancillary services. . ." In short, we wanted large customers who purchased power independently to be required to utilize the utilities services and thereby utilize the services of IBEW members.

Our lobbyists spent as much time keeping Sec. 24 in A.B. 661 as we did in working for the passage of A.B. 369. A.B. 661 underwent numerous changes, however, it did pass the legislature in the final minutes of the 120-day session, with Sec. 24 of A.B. 661 intact.

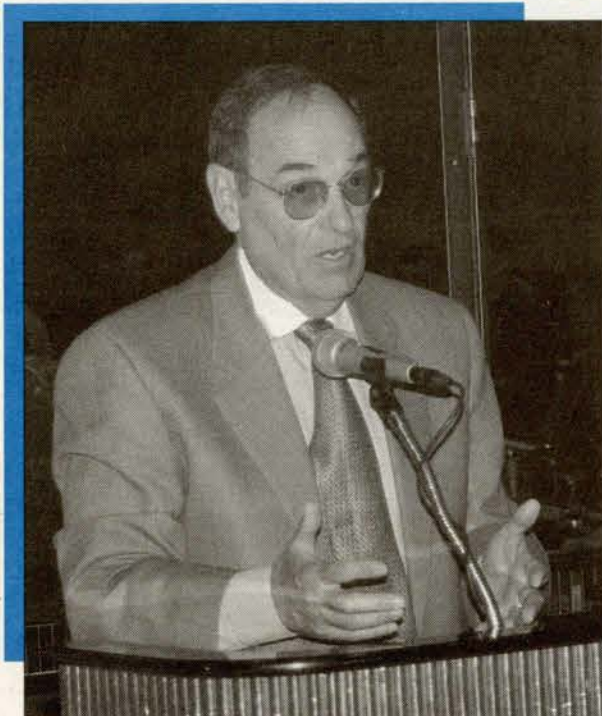
IBEW Local 1245 achieved all of its legislative goals during the 2001 session and then some. The session was a complete success.

The information we received indicates that Sierra Pacific Resources was only a few weeks away from bankruptcy at the time A.B. 369 was signed into law. There is little doubt that the IBEW, in cooperation with the State AFL-CIO, helped save hundreds of IBEW jobs and the rate payers of Nevada from an energy crisis similar to what is occurring in California.

Zimmerman puts focus on serving membership

ADVISORY COUNCIL

RENO, NEVADA • JULY 28, 2001



Business Manager Perry Zimmerman

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part of the union's jurisdiction. Ornelas is bilingual in English and Spanish, which should help improve communications with the union's many Spanish-speaking tree trimmers.

Three business representatives will now be assigned full-time to represent PG&E's General Construction employees. Roy Runnings will cover the northern part of the state, with Mike Haentjens in the south and Hunter Stern covering the central part of the state. They will be supervised by Assistant Business Manager Roger Stalcup, who has extensive background in General Construction issues.

New Appointments

At the July 28 Advisory Council meeting in Reno, Nev., Zimmerman introduced his new Senior Assistant Business Manager, Tom Dalzell, who has served as the union's staff attorney for 20 years.

Advisory Council members were also informed of the appointment of Jim McCauley and Dennis Seyfer as assistant business managers. McCauley resigned his position as vice president of the union in order to accept the appointment. Seyfer, who has represented members at Western Area Power Administration, the US Bureau of Reclamation, and other public agencies, will eventually assume over-



TAKING THE OATH
Members of the newly-elected Advisory Council are sworn in by President Howard Stiefer (foreground) in Reno on July 28.

all responsibility for supervising the union's representation of public sector employees.

All business representatives and assistant business managers from the previous administration were retained on staff, in keeping with another of

Zimmerman's campaign pledges.

(These and other impending staff changes will be described in more detail in future issues of the Utility Reporter.)

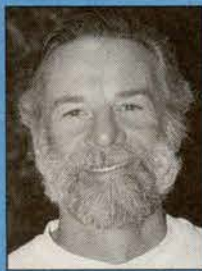
The July 28 Advisory Council meeting in Reno was the first for several

newly-elected members: Elsie Abbey, Ron Moon, Stuart Neblett, Hector Arellano, Richard Bentler, Larry Darby and Mary Wise. In all, 27 members were elected in June to the Advisory

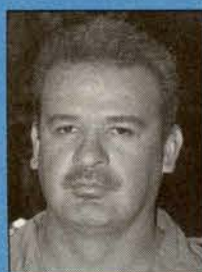
Zimmerman on serv



Elsie Abbey



Terry Andreucci



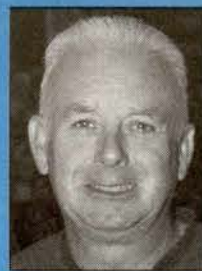
Hector Arellano



Richard Bentler



Rich Cowart



Larry Darby



Grover Day



Jim Edwards



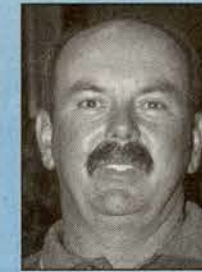
John Felts



Jim Findley



Bill Gilliam



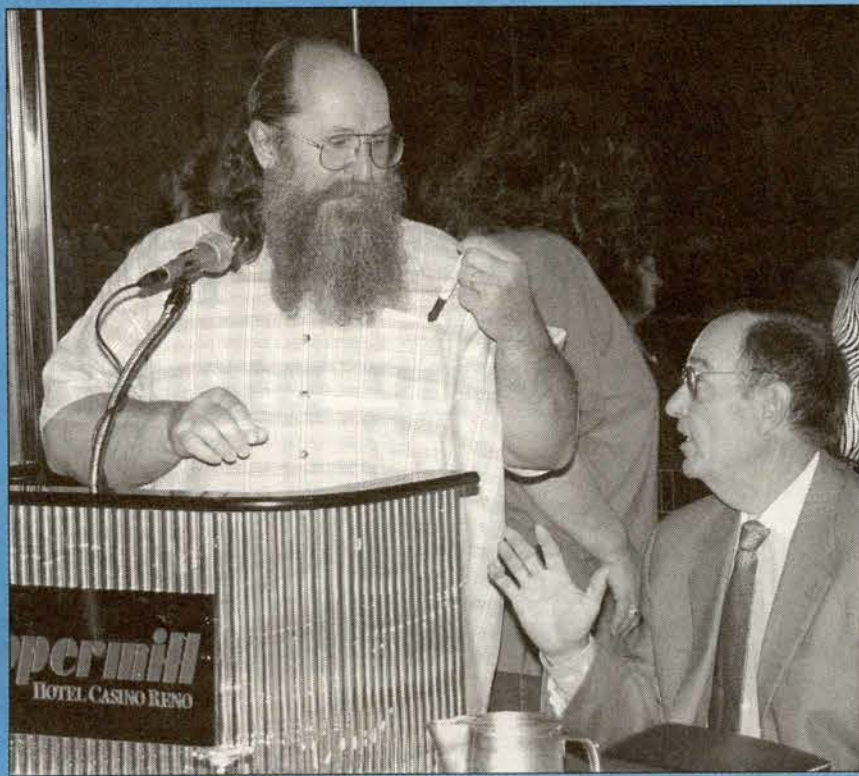
Steve Jameson



Linda Jurado



Ron Moore



Local 1245 President Howard Stiefer (left) and Business Manager Perry Zimmerman confer just prior to the start of business at the July 28 Advisory Council meeting in Reno.



Assistant Business Manager Dorothy Fortier reports on developments affecting Clerical members at PG&E.



Assistant Business Manager Roger Stalcup reports on labor-management committee meetings.



Business Manager Perry Zimmerman listens to reports by Advisory Council members.



Assistant Business Manager Art Murray reports on health and safety issues.



Assistant Business Manager Bob Choate reports on staff changes.



Zimmerman puts focus on serving membership

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Council, where they represent specific parts of the union's membership.

Stiefer, who is beginning his eighth term as union president, introduced the new business manager to the Advisory Council, noting that Zimmerman served the union as a steward beginning in 1975, as an Advisory Council member in 1980, as a business representative from 1981 to 1992, and as an assistant business manager from 1992 to 2000.

During his decade as a business representative Zimmerman was known

for his frequent contact with members. Increasing the union's visibility was a major theme of his campaign for business manager.

"I made a promise that members would see their business manager and they would see my staff," said Zimmerman. "We're going to work very hard to see as many members as possible in the field during the next three years."

Just prior to breaking for lunch, Advisory Council members were treated to a reading of this year's Al Sandoval Competitive Scholarship winning essay by Megan Siren, daughter of PG&E Equipment Operator and 25-year Local 1245 member George Siren. The essay will be printed in next month's Utility Reporter.



Senior Perry Zimmerman listens to Advisory Council members.



Local 1245 members Darrell Norris (left) and Ed Lenoir enjoy the first Advisory Council meeting of the Zimmerman administration.



Representing Nevada unionists at the Reno Advisory Council meeting were (among others) Nevada Business Rep. Ray Thomas, Northern Area Advisory Council member Kathy Tindall, and union activist and Sierra Pacific Power employee Santiago Salazar.



Senior Assistant Business Manager Tom Dalzell discusses some of the changes being made in staff assignments.



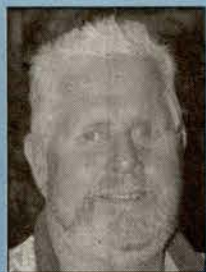
Business Manager reports on staff



A reception for Local 1245 spouses drew (from left) Barbara Osburn, Judy Grill, Shirley Seyfer, Margie McCauley, Jane Choate, Delores Zimmerman, Brenda Murray and Shelly Brown.



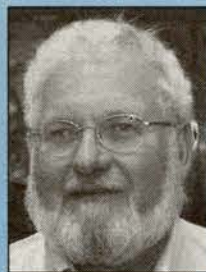
Linda Jurado



Ron Moon



Dave Morrison



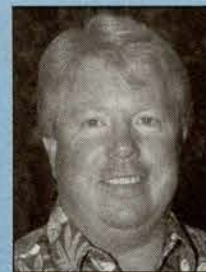
Stuart Neblett



Dan Permenter



Jeff Pedersen



Bob Quinn



Larry Rodriguez

... puts focus ... membership

From Page 7

Council, where they represent specific parts of the union's membership.

Stiefer, who is beginning his eighth term as union president, introduced the new business manager to the Advisory Council, noting that Zimmerman served the union as a steward beginning in 1975, as an Advisory Council member in 1980, as a business representative from 1981 to 1992, and as an assistant business manager from 1992 to 2000.

During his decade as a business representative Zimmerman was known

for his frequent contact with members. Increasing the union's visibility was a major theme of his campaign for business manager.

"I made a promise that members would see their business manager and they would see my staff," said Zimmerman. "We're going to work very hard to see as many members as possible in the field during the next three years."

Just prior to breaking for lunch, Advisory Council members were treated to a reading of this year's Al Sandoval Competitive Scholarship winning essay by Megan Siren, daughter of PG&E Equipment Operator and 25-year Local 1245 member George Siren. The essay will be printed in next month's Utility Reporter.



Local 1245 members Darrell Norris (left) and Ed Lenoir enjoy the first Advisory Council meeting of the Zimmerman administration.



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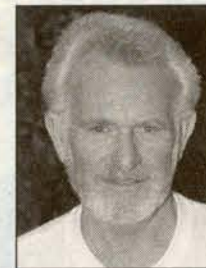
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Mary Wise



Bill Wallace



Bob Vieira



Art Torres



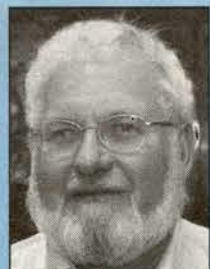
Lee Thomas



Mark Taylor



Dave Morrison



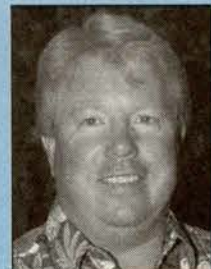
Stuart Neblett



Dan Permenter



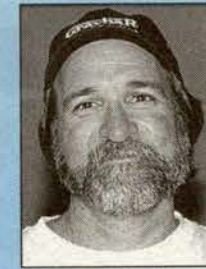
Jeff Pedersen



Bob Quinn



Larry Rodriguez



Mike Stout



Merced, Ca.
April 6, 2001

The Honorees

40 Years

Erskine, Ronald E.

35 Years

Alarcon, Johnny
 Borba, Anthony N.
 Castaneda, P. A.
 Covert, N. S.
 Medinas, Merrill E.
 Pickering, Bob
 Supernaw, Pat
 Woolf, Jerry

30 Years

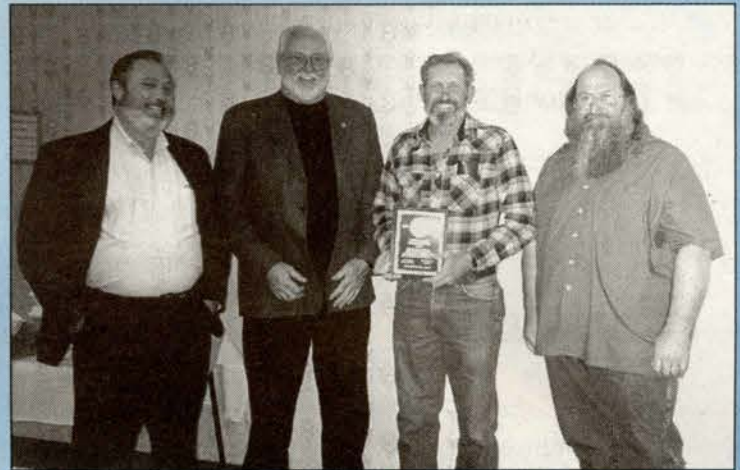
Barth, John P.
 Braswell, Raleigh
 Bushman, Carl
 Climer, Grady A.
 Foy, Gary W.
 Garcia, Billy L.
 Herfurth, Charles
 Herrera, James Jr.
 Hull, Leland W/
 Leonardo, Paul Jr.
 Thiercof, Patrick
 Thomas, Steve A.
 Young, Ronnie D.

25 Years

Bonds, William
 Broughton, Phillip D.
 Dyer, Dennis G.
 Hatch, donna L.
 Holden, Douglas
 Knox, Gerald W.
 Labuga, Rodrick G.
 Mello, Thomas J.
 Ohagan, Minerva
 Weston, Robert

20 Years

Cobb, Blaine A.
 Conley, Mollie G. Erbes-
 Hutchins, Frank
 Nordgreen, Michael D.
 Sanderson, Percy
 Terry, Mark A.



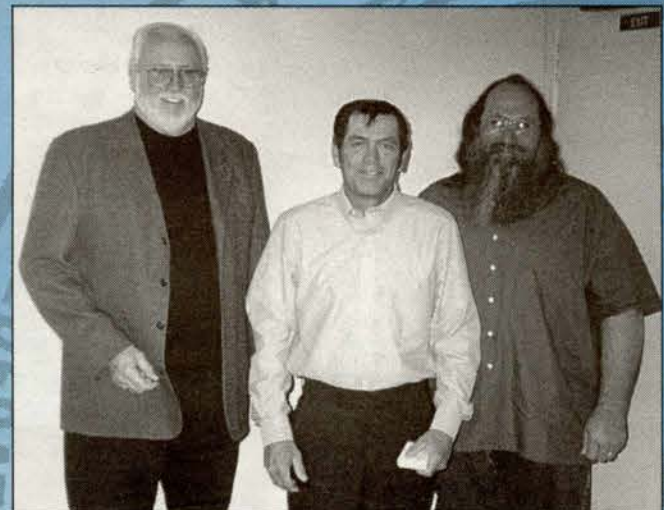
40 Years: Ron Erskine (with plaque) is congratulated by Bus. Rep. Gary Hughes, then-Business Manager Jack McNally, and President Howard Stiefer.



35 Years: Receiving 35-year awards are (third and fourth from left respectively) Johnny Alarcon and Pete Castaneda.



25 Years: William Bonds (middle)



30 Years: Billy Garcia (middle)

Bush drug plan falls short of what seniors need

President Bush's state-based prescription drug plan falls woefully short of achieving the type of program seniors need.

It is too slow to provide any immediate help.

Experience shows that it will take 12-14 months to set up new programs before enrollment even begins.

The Bush plan won't help middle class seniors who need it—only the poorest seniors will be assured complete coverage. Those between 135% and 175% of the poverty level would have to use their modest incomes to cover the 50% premium share and co-pays required under the Bush plan. The proposed catastrophic drug coverage—the only benefit available to middle class seniors—would not help the 90% of such seniors who never reach the \$6,000 threshold.

Another problem is that the Bush plan relies too heavily on individual states to have the will and the ability

to participate, even though state pharmacy assistance programs are still few in number and lack a proven track record. Coverage will depend on where you live.

Furthermore, the Bush plan would create instability in Medicare. Since 1999, over 1.6 million beneficiaries have been affected by plan withdrawals and millions more experienced benefit cutbacks. Seniors greatly suffer when their health care delivery systems are in turmoil. The Bush plan would sunset after four years, leaving beneficiaries even more uncertain about their Medicare benefits than they are today, and their futures too dependent on partisan politics fueled by the Medicare reform debate.



Social Security report misleads

A new report from President George W. Bush's Social Security privatization commission uses scare tactics and half-truths to alarm the public unnecessarily about the country's most effective family support program and lay the groundwork for private accounts, critics charge.

In a draft report released July 19, the commission paints a "disingenuous and inflammatory critique of the program," said AFL-CIO President John Sweeney. "If any doubts remain about how zealously President Bush's Social Security privatization commission would prosecute its case against Social Security and for privatized individual investment accounts, the draft report will dispel them," Sweeney said.

The commission deliberately resorted to "scare tactics to persuade women and minority workers, in particular, that the program is failing them," Sweeney said. In what may come as a shock to working families, the commission said neither workers nor retirees have legal ownership of their Social Security benefits.

"Instead, what they have is a political promise that can be changed at any time, by any amount for any reason," the commission wrote in a preface to the report. Bush's privatization commission—stacked with financial industry and corporate executives, anti-government ideologues and retired politicians—was slated to meet July 24 to discuss the report. The panel is due to issue final recommendations in September. For more information, visit www.aflcio.org/socialsecurity.

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 IBEW Local 332, 2125 Canoas Garden, San Jose.

Congratulations!

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

- | | | |
|--|--|---|
| Gregory Ross, 26 years Placerville, CA | Gary Surfus, 34 years Antioch, CA | Gary Young, 30 years Benicia, CA |
| Frank Russo, 25 years Antioch, CA | Douglas Taylor, 35 years Antioch, CA | Jane Zegler, 5 years Antelope, CA |
| Lee Schunk, 35 years Colfax, CA | Richard Thomas, 30 years Ukiah, CA | Ronald Zunino, 30 years Vacaville, CA |
| Charles Sievers, 22 years Brentwood, CA | Paul Tobias, 33 years Red Bluff, CA | Stephen Beatty, 32 years Bakersfield, CA |
| Donald A. Smith, 17 years Ukiah, CA | John Trowbridge, 35 years Benicia, CA | Edward Bond, 26 years Pittsburg, CA |
| Donald L. Smith, 36 years Mill Valley, CA | Nicholas Wegner, 30 years Rio Vista, CA | Milson Clark, 10 years Oakley, CA |
| Jose Solis, 21 years Pittsburg, CA | Eddie Williams, 35 years Pittsburg, CA | Larry Jasmann, 28 years Martinez |
| Angel Soriano Jr., 38 years Auburn, CA | Frank Willis, 25 years Antioch, CA | Clarence Rommel, 20 years Georgetown, CA |
| Morris Soto, 28 years Hayward, CA | Donald Wilson, 32 years Antioch, CA | Robert Ruggiero, 32 years San Bruno, CA |
| Richard Sumabat, 28 years Oceano, CA | Leonard Woodbury, 37 years Antioch, CA | Marvin Stauts, 29 years Santa Rosa, CA |



Just the facts: Working Women and Economics

Women Are a Significant Part of the Workforce

Women accounted for 46% of total United States labor force participants in 1994 and are projected to comprise 48% in the year 2005.

*Nancy Campbell, "Women and Work,"
Ohio State University Women's Studies Department, 1998*

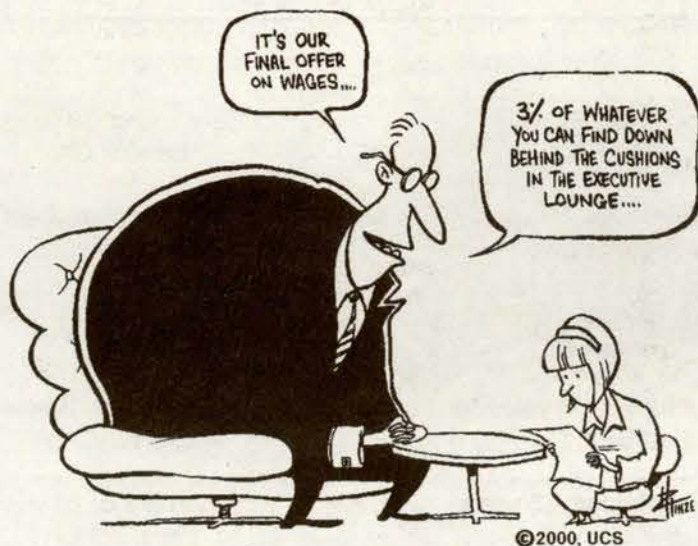
Of the 26 million net increase in the civilian labor force between 1990 and 2005, women will account for 15 million or 62% of net growth.

*US Department of Labor Women's Bureau,
"Women Workers: Outlook to 2005," 1992*

Many Working Women Are Part of the Working Poor and Live In Poverty

Nearly 4.5 million families with female heads of household were below the poverty level in 1993. This figure represents 35.6% of all families with female heads of household.

*Nancy Campbell, "Women and Work,"
Ohio State University Women's Studies Department, 1998*



Save the Date!

Coalition of Labor Union Women
11th Biennial Convention
October 4-7, 2001
Las Vegas, Nevada
Riviera Hotel & Casino

For more information, call 202-223-8360
email: info@cluw.org

Women Work to Support Themselves and Their Families

70% of working women work out of economic necessity.

US Census Bureau

41% of working women are the sole providers for their households. They are single, divorced, separated or widowed. 28% have dependent children.

1997 AFL-CIO survey, "Ask a Working Woman"

Of the 68.5 million families in the United States in 1993, 12.4 million (18%) were headed by women—8 million were white, 3.8 million were black, and 1.5 million were Hispanic.

*Nancy Campbell, "Women and Work,"
Ohio State University Women's Studies Department, 1998*

Working women's families have the lowest median income of all family types.

Fifty-seven million women were employed in 1994. The largest proportion still work in technical, sales, and clerical occupations. Of the 57 million, 41 million worked full time; nearly 16 million worked part-time. Two-thirds of all part-time workers were women. 3.3 million held more than one job to make ends meet.

*Nancy Campbell, "Women and Work,"
Ohio State University Women's Studies Department, 1998*

The unemployment rate for all women in 1994 was 6.0%. For white women it was 5.2%; 11.0% for black women; and 10.7% for Hispanic women.

*Nancy Campbell, "Women and Work,"
Ohio State University Women's Studies Department, 1998*

Despite the fact that Social Security benefits provide lower wage earners a higher percentage of their income, in 1991 the average man retiring at age 65 received \$782 a month in benefits compared with \$523 a month for the average woman.

US Department of Labor

18% of the general population lacks health insurance; however, 43% of women who work part-time and 34% of women over age 55 do not have health care coverage.

Families and Work Institute's 1998 Business and Work-Life Study

Only 8% of working women have jobs that offer help with childcare.

1997 AFL-CIO Survey, "Ask a Working Woman"

Only 53% of employers provide at least some replacement pay during periods of maternity leave, a time when women need their paycheck the most.

Families and Work Institute's 1998 Business and Work-Life Study



50 Years: Clarence Job

Sacramento, Ca.
April 21, 2001



The Honorees



35 Years



30 Years



25 Years



20 Years

60 Years
 Merlino, Bauldie L.

55 Years
 Austin, Gail C.
 Sherman, William S.
 Thompson, George R.

50 Years
 Athey, Vernon E.
 Barnes, Kenneth J.
 Dowty, Floyd R.
 Job, Clarence

45 Years
 Cooper, David E.
 Festa, Joe A.
 Kneppel, R. E.

35 Years
 Bristol, D. L.
 Carston, Robert W.
 Gerolamy, Ralph M.
 Greer, Wayne
 Hayes, Clifford
 Loos, Gary
 McNamara, George R.
 Miles, Bruce M.
 Raffety, William
 Riggs, Ronald R.
 Thomas, Jim
 Yaws, Oliver

30 Years
 Alcala, Paul
 Baglin, Charles Jr.
 Bishop, Robert E.
 Borges, John B.

Conn, Gretchen
 Copeland, John II
 Crisp, Theo
 Dana, George R.
 Denton, Gary C.
 Dialogo, Anthony
 Downs, George
 Ebhardt, F.
 Finch, Clifford
 Garcia, Thomas J.
 Geiger, Earl W.
 Gomes, Daniel J.
 Hall, John L.
 Lynch, Chas. J.
 Maas, Stephen R.
 Parker, Kenneth D.
 Personius, Bill E.
 Romstad, Terry L.
 Watson, Alvan L.
 Wolf, Alvin J.
 Young, Chester Jr.
 Young, David L.

25 Years
 Agtural, Domini P.
 Anderson, Jeanette
 Bailey, Lester
 Bula, Richard J.
 Castanon, Carlos T.
 Chavez, Lloyd M.
 Fisher, Steven W.
 Fortner, Walter D.
 Fretwell, Thomas P.
 Garcia, Randy
 Greer, Melody, D.
 Hollowell, Wanda J.
 Kelly, Marsha S.
 Kim, Aaron J.

Macias, James
 Moore, Lucius
 Raquinan, Cecilia E.
 Reese, Janet
 Renoude, Barbara J.
 Rose, Benito Jr.
 Tamayo, Noel
 Valtakis, Kulie A.
 Walters, Joseph B.
 Wong, Dale

20 Years
 Amaya, Judy A.
 Bevan, Katherine
 Bolling, Cynthia E.
 Borrero, Anthony D.
 Butler, Pier S.
 Campbell, David M.
 Connow, Robert D.
 Escalante, Rose M.
 Evans, John S. Jr.
 Green, Dee A.
 James, Regina P.
 Jones, Karen L.
 Kemp, Louis A.
 Koutnik, Harold J.
 Leard, Sharon P.
 Lee, Susie J.
 Mack, Felicia A.
 Melanson, Linda S.
 Mullikin, Sandy P.
 Nielsen, Frank E.
 Perry, David R.
 Rillera, Edward T.
 Ruxton, David A.
 Stone, Debbie M.
 Tuomala, Edward V. Jr.
 Uyeda, Donna B.
 Young, Larry C.



Fresno, Ca.
April 7, 2001



55 Years: Albert "Cally" Callahan (third from left) is honored for 55 years of service by (from left) Business Rep. Gary Hughes, President Howard Stiefer, and then-Business Manager Jack McNally.



20 Years



25 Years



35 Years



30 Years

The Honorees

55 Years

Callahan, Albert G.
Johnson, William M.

40 Years

Bisko, John E. Jr.
Cullers, B. L.

35 Years

Boggs, T. L.
Dean, M. W.
Munson, G. W.
Ormonde, Melvin E.
Perez, J. D.
Sisk, Louis R.
Skaggs, Leonard L.

30 Years

Downs, Richard L.
Espinosa, Edward A.
Garabedian, Charles
Greydanus, James S.
Grigsby, William
Hernandez, Danny
Horne, Bruce
Lathrop, Frank L.
Lynn, James G.
Perales, Salvador
Perkins, Robert L.
Powell, Ronnie C.
Pronold, Daniel

25 Years

Prueett, Jerry D.
Reed, Aaron W.
Sebillian, Larry
Smith, Lonnie J.
Tufts, Charles J.
Weaver, Geary
Zwinge, Frances

25 Years

Chavira, Anthony A.
Cotton, Florence
Deaver, Joanne H.
Habecker, Christine
Hamasaki, Michael S.
Istre, Dennis B.
Monreal, John M. Jr.
Moody, Ron
O'Brien, Patrick S.
Osborne, Richard
Pavlovich, Mark S.
Ragsdale, Don H.
Ramorini, Adrian J. Jr.
Rasmussen, Keith A.
Riddle, Clifford
Saiz, Joe Jr.
Sandlin, David A.
Sandoval, Pedro Jr.
Whitley, Robert
Zagyl, Stephen

20 Years

Allustiarti, Robert
Baldwin Thomas P.
Brechmann, Sandra L.
Cabezut, David
Cal, Valerie L.
Coronel, Guillermo
Dyer, Tom M.
Flores, Victor E.
Foote, Darleen
Gibson, Karen G.
Green, Paul A.
Hayes, Chuck
Holden, Janey B.
House, Leland E.
Isaac, Gary D.
Lara, Michael A.
Lopez, Ruben M.
Macleod, Frederick
Marshall, Gerald S.
McCoy, Pride A. Jr.
Moore, James R.
Morita, Linda
Okamura, Dale C.
Parsons, Michael E.
Silva, Russ A.
Vermilya, Edward J.
Wiederhold, Richard S.
Work, Arnell

The Need For Comprehensive Ergonomic Standards-
Or The Shape Of Things To Come...



Ergonomic hearing draws fire

Hundreds of California unionists protested a sham forum conducted by the Department of Labor in Palo Alto on July 24.

The Bush Administration, which this spring rescinded an ergonomics rule nine years in the making, held its third and final hearing on a new rule at Stanford University.

Ergonomics injuries, including repetitive stress injuries, are now the most common form of work-related illness and injury. More than 800,000 Californians are hurt or made sick on the job every year. The ergonomics standard rescinded by Bush would have added important protections above California's first-in-the-nation rule adopted in 1997.

"California's rule was an important groundbreaker at the time," said California Labor Federation President Tom Rankin, "but it requires two identical injuries before an employer has to correct the hazard.

That's like requiring two car crashes before CHP writes a ticket."

Rankin, South Bay AFL-CIO officer Amy Dean, AFL-CIO ergonomics expert Jordan Barab, UAW safety office Joe Enos and injured worker Mary Magdaleno testified about the urgency of an ergonomics standard and demanded that the Bush Administration do the right thing for workers.

On July 19, members of the CalOSHA Standards Board appointed by Pete Wilson rejected a petition by labor to adopt an improved state standard, 4-0. Two members are still serving terms which expired in 1999, and have not been replaced by the Davis Administration. The Board meets again August 16.

Senate Bill 123, which recently passed the legislature, requires Senate confirmation of appointees and prohibits service after a term expires.

Report confirms some EMF risk

Researchers for the California Department of Health Services issued a report last month saying that exposure to electromagnetic fields may put people at slightly higher risk for miscarriages and other health problems. The researchers' analysis carries a stronger warning of possible health risks than many other previous studies into EMFs. The report, open for public comment through Sept. 10, will undergo public review over the next few months. See the report at: www.dhs.ca.gov.

By the Local 1245
Safety Committee



Summertime sporting safety

With summertime in full swing it is important to protect ourselves from injury as we participate in sports activities.

Some hints that may be helpful:

- √ Start slowly and be sure to warm up before engaging in vigorous activities.

- √ Make sure your shoes are supportive, comfortable, and appropriate for the sport you have chosen.

- √ Always stretch between exercises.

- √ Take breaks when you can.

- √ Try to keep your muscles flexible; they will get stronger with use.

- √ Always be aware of your back; unusual activity requiring twisting

and turning can hurt your back, but proper exercises can protect it.

- √ Drink plenty of water before, during and after participating in all sports.

- √ Conditions yourself by walking, running, swimming, and cycling.

- √ If you should feel pain during any exercise or sport activity, stop what you're doing and assess your condition; you may need to find a different sport.

- √ If you have an injury, be sure to allow ample healing time; re-injuries are painful and take more time to heal.

If you have persistent pain, consult a health care professional.

Know where you're digging

If you're one of those folks who takes advantage of the summer weather to landscape your yard, it's important to keep in mind where you are digging, especially when using machinery, like post hole diggers, trenchers, or even backhoes or excavators.

Underground hazards include gas lines, water lines, communications conduit, and power conduits.

Power and gas accidents can be life threatening; the others can be ex-

pensive.

Check before you dig. Call U.S.A. underground service alert. You could save a lot of time and money—or even your life.



"How do I know he's not just faking it to get Workman's Comp?"

Current members of the Local 1245 Safety Committee are: Stoney Burk, 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.



Oakland, Ca.
February 23, 2001



25 years



30 years



20 years

The Honorees

50 Years
 Hughes, Raleigh E.

35 Years
 Elliott, G. A.
 Funderburk, A. L.
 Hein, Arthur P.
 Howell, G. D.
 Johnson, Jerry V.
 Paisano, James
 Williams, Tom L.

30 Years
 Adams, John E.
 Augustin, Roger K.
 Balentine, Roger D.
 Bax, Roy E.
 Beard, Richard R.
 Brasesco, John A.
 Broughton, Thomas
 Burnett, John L.
 Burton, Steve S.
 Crosby, Edward L.
 Davis, James H.

Dees, Edna
 Fong, Wanda
 Gillespie, Thomas S.
 Gomez, T. J.
 Greathouse, Richard
 Greene, Effie
 Gundersen, Charles K.
 Hamill, Gary
 Harris, Oscar
 Hemphill, James R.
 Johannsen, Donald

Kilgore, Willie
 Lowther, Robert E.
 McQueen, Johnnie
 Miners, Dale P.
 Nesbitt, Garland R.
 Otto, Donald Jr.
 Owens, Kenneth E.
 Poe, Billy
 Reyes, James P.
 Robnik, John H.
 Rocha, Samuel M.
 Ruiz, Daniel W.
 Scaife, Geraldine
 Schmidt, Stanley
 Scott, Douglas L.
 Smith, Gary
 Sondersen, G. K.
 Stovall, Richard L.
 Vancil, Keith R.
 Wildman, Jim D.
 Winford, John C.

Stella, Nicholas

20 Years
 Adams, John E. Jr.
 Blacksher, Joe L.
 Blake, Bennie E.
 Boyd, Paul K.
 Brown, Curtis J.
 Camplotti, Alex F.
 Castrillo, Carlos M.
 Cowart, Joe A.
 Dalzell, Tom
 Estilo, Shirley
 Gatan, A. C.
 Gonzalez, Victoria
 Gow, Dennis C.
 Harris, John W.
 James, Ira A.
 Kiernan, Kevin P.
 Knoedler, Donald R.
 Lacombe, Jackson G. Jr.
 Macdula, Joseph N.
 Morris, Bridget E.
 Palmer, David
 Rafael, Laurneano
 Ramsey, Terry L.
 Rodriguez, L.
 Scoggins, William N.
 Sipple, Rose M.
 Vasarhely, Joseph F.
 Wong, Perry B.
 Wright, Robert G.
 Zaballos, Sheila K.

25 Years
 Banks, Wayne N.
 Burgess, Michael
 Delgado, Jose
 Dito, Donna J.
 Kelleher, Peggy L.
 Krietch, Matthew
 Lucero, Larry
 Magtoto, Romulo D.
 Natata, Harold
 Silva, Tom J.
 Stanton, Susan M.

