



Utility workers are the guinea pigs...again

San Francisco ballot measures threaten PG&E jobs systemwide



"We know there would be large displacements if either of these propositions goes into effect," said Local 1245 Business Manager Perry Zimmerman. "It seems like every time somebody gets a bright idea for restructuring the utilities, our members are the ones who get put at risk."

**Perry Zimmerman,
Business Manager**

Two propositions on the November ballot in San Francisco seek to strip away the city's electric and gas services from Pacific Gas and Electric, threatening systemwide dislocations and job losses for Local 1245 members.

PG&E's San Francisco workforce would be most directly threatened by the two measures—Proposition F and Proposition I—which go to San Francisco voters on Nov. 6. Neither measure guarantees that current employees would be retained, and language in Proposition F essentially rules out carrying over a structured pension plan like the one currently in place for PG&E employees.

Passage of the measures would almost certainly prompt PG&E to move its headquarters out of San Francisco, directly threatening hundreds of union jobs in General Office.

For PG&E employees working outside San Francisco, the propositions would be time bombs waiting to go off as PG&E's San Francisco employees exercise their contractual rights to displace employees elsewhere in the PG&E system. Jobs outside of San Francisco would also be at serious risk as PG&E's shrinking base of customers reduced the workload for employees at PG&E's Call Centers in Sacramento, San Jose

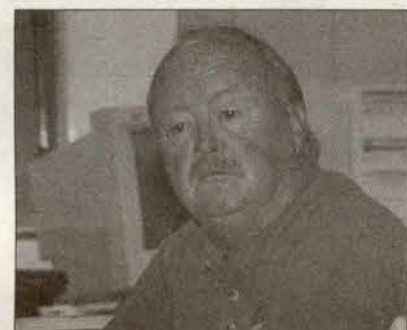
and Fresno. A similar loss of work would be felt by employees at PG&E's Credit and Collection Center in Stockton and the Billing and Payment Processing office in West Sacramento.

"We know there would be large displacements if either of these propositions goes into effect," said Local 1245 Business Manager Perry Zimmerman. "It seems like every time somebody gets a bright idea for restructuring the utilities, our members are the ones who get put at risk."

Zimmerman invited a representative group of San Francisco members to union headquarters in Walnut Creek on Aug. 30 to exchange information about the impact of the ballot propositions and to discuss possible union responses. Although opinions varied, the members meeting on Aug. 30 generally agreed that a city takeover of PG&E would harm jobs, and that the threat was not yet widely understood by the overall membership.

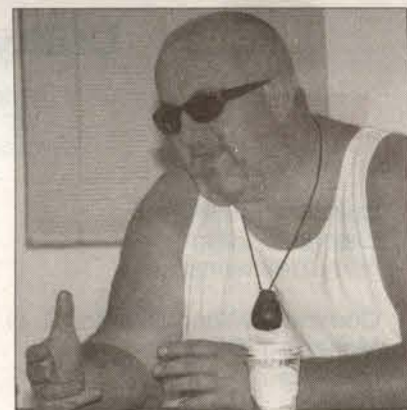
'Need to Oppose'

"We need to oppose this thing," said Equipment Operator Cormac Downey, a 15-year union member. "The bottom line is feeding your family. Most of the guys I know want a good fight."



"If the city takes over, PG&E's going to lose a lot of jobs and I don't think [the employees] will all find jobs."

**Richard McCoy
Elect Tech Substation**



"We need to oppose this thing. The bottom line is feeding your family."

**Cormac Downey
Equipment Operator**

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SEPTEMBER 10-14

IBEW International Convention
San Francisco, CA

Re-examining 'partnership'



By Perry Zimmerman, Business Manager

Unit updates

New Nevada Units are being created in Yearington and Winnemucca. The Yearington unit will meet every other month on the second Tuesday, beginning Sept. 11 at a time and location to be announced. The Winnemucca unit will meet every other month on the third Wednesday, starting Oct. 17 at a time and location to be announced.

Randy Osborn
Business Rep.

Unit 1411, City of Santa Clara, has a new starting time: 4:00 pm. Meeting dates and location remain unchanged.

Lynne Morel
Business Rep.

In my first month as your Business Manager, I have been confronted with a number of important issues affecting our membership.

One of the first decisions that I have been called upon to make is whether to renew Local 1245's partnership agreement with PG&E.

In my first month as your Business Manager, I have met with members on the job in Reno, Truckee, Fresh Pond, Concord, Antioch, Sacramento, Davis, Stockton, West Sacramento, Vacaville, and Riverside.

What does one have to do with the other?

Everything.

Shortly after I took office, PG&E's top management contacted me, wondering if I intended to renew the 1995 partnership agreement. I'll tell you what I told them—I'm not sure.

I'm not sure if the partnership ever reached the hearts and minds of first line supervisors. I'm not sure if the partnership is the best framework for our current relationship with PG&E.

There is—and can be—no wall separating our members from the decisions that we are called upon to make, decisions which greatly affect their lives.

Take the partnership agreement with PG&E as an example.

In 1995, Local 1245 and PG&E entered into a partnership agreement at a time when hundreds of our members were facing layoff as part of the company's plan to get lean and mean for the new deregulated utility world. Over the years, dozens of partnership committees—identified as "94-53 committees" because of the letter agreement that created them—were organized to consider a wide range of issues affecting the company.

Shortly after I took office, PG&E's top management contacted me, wondering if I intended to renew the 1995 partnership agreement. I'll tell you what I told them—I'm not sure.

I'm not sure if the partnership ever reached the hearts and minds of first line supervisors. I'm not sure if the partnership is the best framework for our current relationship with

PG&E. I'm just not sure.

To help me decide, I have consulted with the many members of my staff who have experience with 94-53 committees.

I had Dr. Susan Eaton, a professor at Harvard who is an expert on the United Auto Workers partnership at Saturn and the Service Employees partnership at Kaiser, come speak with members of my staff.

Most importantly, I have talked with our members about the relationship between Local 1245 and PG&E. I have listened far more than I have spoken in my visits with members, and I have heard what you have said about the partnership.

I still do not know how the partnership issue will be resolved, but I do know one thing—however it is resolved, the resolution will be far better than it would have been without the input from our members. You might tire of my saying this, but that's a risk I'll take.

Your opinions, your information, and your viewpoint all matter. I will ask for them. I know you'll give them. And I will listen.



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Business Manager & Executive Editor
Perry Zimmerman

Communications Director & Managing Editor
Eric Wolfe

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Executive Board
Jim McCauley
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Citizens' crews join forest fire battle

Firefighters battling massive wildfires near Alturas, Ca. last month received strategic assistance from Local 1245 members who built communications links to the firefighters' command post.

The Blue Fire in the Warner Mountains south of Alturas was ignited by lightning on Aug. 8 and quickly grew into one of the worst of dozens of western wildfires, eventually consuming 35,000 acres of Ponderosa Pine, White Fir, Juniper and Sage Brush.

Establishing good communications was a top priority when the US Forest Service and the California Division of Forestry set up command posts in the area, and they turned to Local 1245 members at Citizens Communications to bring their phone and computer connections to life.

Citizens crews put down five miles of 4-channel AFC digital carrier on Aug. 9 to reach the Ambrose Fire camp, northwest of Canby.

"We ran two-and-a-half miles along a county maintenance road and two-and-a-half miles along a highway to get up to the camp," said Citizens Communications Service Tech Bob Carlisle. After working until midnight, the crews were back on the job at 6:00 a.m., bringing an AFC service to the fire camp at Likely, where firefighters battled the massive Blue Fire.

On Aug. 13 the Citizens crews disassembled the unit at Likely and moved it into a new fire camp in downtown Alturas. The Ambrose camp was consolidated into Alturas a week later. Altogether the Citizens crews brought 47 lines into the Alturas camp.



Above: the fire fighters command post in Alturas.



Left: Toot Nelson's truck was a welcome sight at the camp as Local 1245 members set up communications links to the outside world.

Background photo: treetops silhouetted by flames and smoke from the Blue Fire.



Left: Nick Shepherd checks the main AFC unit installed at the fire camp in Alturas. Below: Local 1245 members, from left: Toot Nelson, John Ramos, George Andreasen, Todd Bagwell, Nick Shepherd, Bob Carlisle.



Working so close to the fires gave the Local 1245 members a chance to witness one of nature's most spectacular displays of raw power.

"I've ridden out there at night after work. You could see the flames," said Toot Nelson, a splicer with Citizens Communications and a former member of the Local 1245 Advisory Council. "At night it just amazes you how big it is."

"You could see flames from 15 miles away," said Carlisle. "The hills were on fire. Things would calm down and then all of a sudden you'd see a burst of light and then flames. We were looking at fire lines that were probably a mile-and-a-half long. It made me never want to get too close to a fire!"

At the height of the Blue Fire nearly 1600 people were engaged in the fight, with the aid of 47 engines, 14 bulldozers, eight helicopters and 51 hand crews. The Blue Fire was finally contained on Aug. 21, but Carlisle said some fire crews would probably remain in the area "working hot spots" until the first good rain. Then the Citizens crews will be back to tear down all the communications equipment.

Nelson said the efficient work by Citizens' crews was well-received by the firefighters.

"Everybody we've worked with has been tickled to death with our service," Nelson said. "They were amazed they got as many lines as they did. You're in an area where cable connections are pretty full already."

Local 1245 members assisting the fire fighting effort were, in Alturas—John Ramos, Bob Carlisle, Todd Bagwell, Toot Nelson, Dick Shepherd, and George Andreasen; in Susanville—Bob Eide and Bruce Gilbert; in Burney—Chuck Hutchinson, Mike Dennis, Mark Wilson and Jan Fensler, along with Verizon warehousemen Tony Miller and Fred Sperber; in Palocedro—Dan Miller; in Elk Grove—Jeanne St. Cyr, who performed switching work.



Execs rake it in

As the stock market slides and U.S. workers face the biggest wave of job cuts in a decade, top executives continue to enjoy huge pay hikes, according to a new report by the Institute for Policy Studies, "Executive Excess 2001: Layoffs, Tax Rebates and the Gender Gap."

The study found:

- Executive pay jumped 571% between 1990 and 2000. CEO pay rose even in 2000, a year in which the S&P 500 suffered a 10% loss. Worker pay over the same period grew just 37%.

- If the average annual pay for production workers had grown at the same rate since 1990 as it has for CEOs, their 2000 annual earnings would have been \$120,491 instead of \$24,668. Likewise, if the minimum wage, which stood at \$3.80 an hour in 1990, had grown at the same rate as CEO pay over the decade, it would now be \$25.50 an hour, rather than the current \$5.15 an hour.

- CEOs of firms that announced layoffs of 1,000 or more workers this year earned about 80% more, on average, than executives at 365 top firms surveyed by Business Week. The layoff leaders earned an average of \$23.7 million in total compensation in 2000, compared with a \$13.1 million average for executives as a whole.

- The top job-cutters received an increase in salary and bonus of nearly 20% in 2000, compared to average raises in that year for U.S. wage workers of about 3% and for salaried employees of 4%.

- The 30 highest-paid women in the corporate world earned average total compensation of \$8.7 million, as compared with \$112.9 million for the 30 highest-paid men, a ratio of 1 to 13.

Horrible spots, sweet deals & paid to steal

When Jason Goodman, manager of a mall shop in Huntington, NY, decided he needed a plastic ornament for his car, he told a fifteen-year-old employee that he would give him a raise if he went out to the parking lot and stole one for him, The Progressive reported. Goodman was arrested after the theft was caught on a Saks Fifth Avenue security camera.

► **Power Dispute Sparks Strike:** Unions across South Africa launched a general strike Aug. 29 against government plans to partially privatize electric service. "At least two thirds of all workers throughout the country participated in the action, uniting over five million workers," the Congress of South African Trade Unions (COSATU) reported. "Most industrial areas were effectively closed down." One of the participating unions, the National Union of Mineworkers argued that privatization harms national development programs, such as electrification, the installation of and access to telephones, and the accessibility of water. Eskom's "competency and efficiency in the delivery of electricity to poor communities is unquestionable," the NUM said. "Why then should this asset be privatized?"

► **I'll Do My Own, Thanks:** The Teamsters have negotiated a contract with Disney allowing workers to wash their own underwear. The workers who portray Mickey Mouse, Goofy, Pluto and the rest of the gang have complained about catching pubic lice and scabies from improperly cleaned costumes.

► **Fix It, First:** Women in the Turkish village of Sirt were tired of hauling water, sometimes for miles, so they decided to refuse to have sex with their husbands until the men provided running water to the village, the Associated Press reported. The men last month asked local offi-

cial to either fix the 26-year-old water system or give them the materials to fix it themselves. The government subsequently agreed to provide them with enough pipes to build a 5-mile line from a nearby water source to the village.

► **Bonuses Get Delivered:** While it was considering cutting out Saturday delivery due to a deficit in 2000 of \$199 million, the US Postal Service was handing out \$280 million in bonuses to managers, Labor Notes reported.

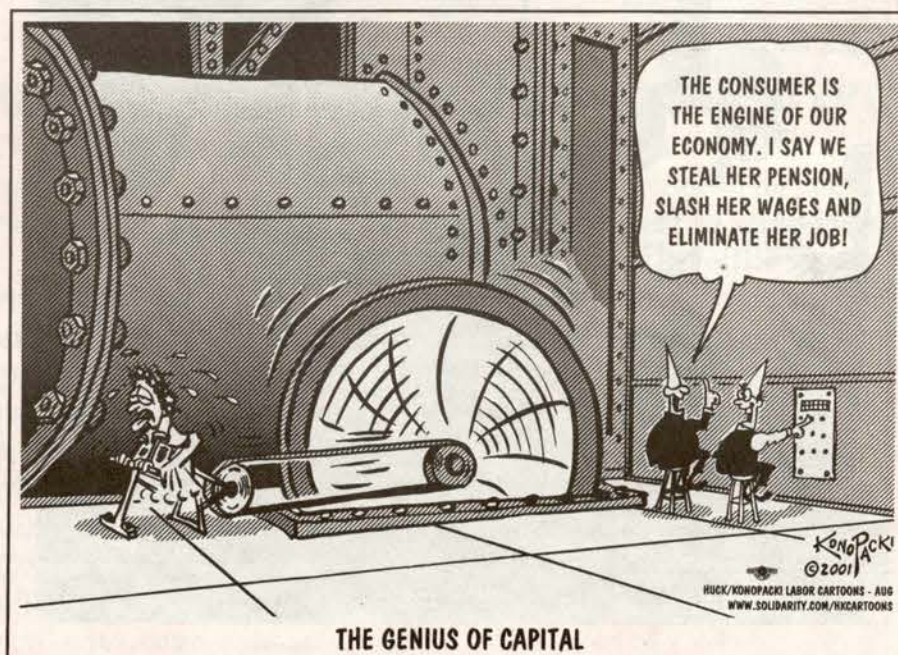
► **Horrible Spots:** Managers of Tomago Aluminium in Australia have been caught putting down on paper various ways to "encourage" up to 250 of their 1,020 employees to quit, the New Castle Herald reported. One suggestion was to "put targeted groups of people under stress—give them no work, [or] work they don't like." Another was to "transfer people to horrible spots." Three pages of the document contained more than 110 cost-saving suggestions, while the fourth contained the names of the 27 managers who took part.

► **Another Sweet Deal:** Ben Cohen—founder of the activist ice cream company that devotes millions a year to progressive social

causes—is now creating a line of "sweat-free" clothes, the San Jose Mercury reported. Cohen plans to open the factory in Los Angeles, where thousands of workers toil long hours at less than minimum wage in dark, dangerous warehouses. As an alternative to such factories, Cohen's new plant would use state-of-the-art machinery, and workers would be paid enough to support their families, would be able to buy stock in the company and would be allowed to form unions.

► **Need a Job? Try Jail:** Sales of products made by prison labor grew to \$1.7 billion in 1999, Labor Notes reported. Prison labor is one of the fastest growing workforces in the country. Currently 85,000 inmates hold a job.

► **Shorter Week=More Jobs:** An official report assessing France's experiment with a 35-hour work week notes that the weekend now starts on Thursday or ends on Tuesday, Labor Notes reported. Since 1997, unemployment in France has dropped 4%, of which 1% is attributed to the new policy. The shorter work week has created 285,000 jobs. Two-thirds of workers affected by the policy say it has improved their lives.



THE GENIUS OF CAPITAL

Local 1245 fights job threat in Nevada

A plan by the Southern Nevada Water Authority to create its own public utility aroused strong opposition by Local 1245 delegates attending the 45th Annual Nevada State AFL-CIO Convention Aug. 20-23.

The Service Employees International Union (SEIU) introduced a resolution at the convention in support of the Southern Nevada Water Authority's efforts. In reviewing the resolution, Local 1245's delegates noticed there were no protections for the Nevada Power employees represented by IBEW Local 396.

"The potential for the SNWA to take over Nevada Power service territory could also impact Sierra Pacific Power now that both entities have merged into Sierra Pacific Resources," noted Local 1245 Business Rep. Ray Thomas.

In response to Local 1245's concerns, SEIU agreed to pull the resolution and to work with Local 1245



RECOGNIZING VIEIRA

IBEW Local 1245 delegates take a break from the Nevada State AFL-CIO Convention to present Bob Vieira with a 35-year service award. Vieira is a long-time Local 1245 shop steward and member of the Advisory Council. From left: Spring Dykstra, Lynn Allen, Bob Vieira, Business Rep. Ray Thomas and Brian Ralston.

to address concerns over employees contractual protections if the pro-

posed new utility ever got off the ground.

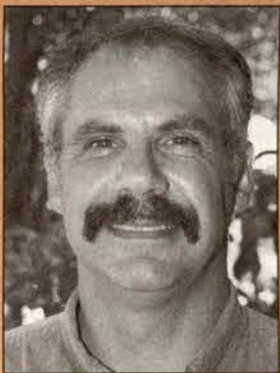
Robert Weir

Robert Weir, 48, a Mechanic with the City of Redding, was seriously injured on May 14 as he was assisting in transferring a dump bed from one truck to another. They had rigged the bed by chains to an overhead hoist. For some reason, the load shifted causing the chain to come out of the hook on the hoist and allowing the dump bed to come down on Brother Weir's arms, causing serious injuries.

On July 13, Brother Weir suffered a series of strokes after surgery, which resulted in his death. This incident is still under investigation by Cal OSHA.

Local 1245 extends condolences to the family and friends of Robert Weir.

New faces in the field



Sam Glero

Sam Glero

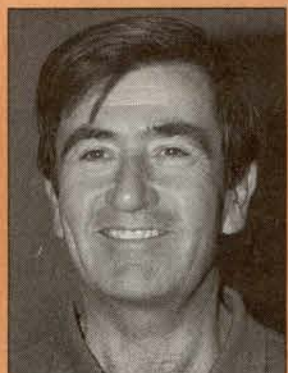
Sam Glero was initiated into Local 1245 in 1978. He served as a steward and other union positions while working at PG&E. Sam's assignment area includes Modesto Irrigation District, Turlock Irrigation District, Merced Irrigation District, City of Lodi, South San Joaquin Irrigation District, Tri-Dam Project, Sacramento Regional Transit, US Bureau of Reclamation and Western Area Power Administration.



Lynne Morel

Lynne Morel

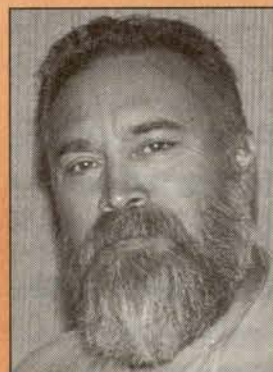
Lynne Morel comes to Local 1245 from AC Transit, where she served 17 years as an Industrial Maintenance Electrician. Lynne's assignment area includes: City of Santa Clara, Alameda Power & Telecommunications, City of Oakland, AC Transit, City of Berkeley, City of Willits, City of Ukiah, Northern California Power Agency, and Port of Oakland.



Darryl Norris

Darryl Norris

Darryl Norris has been an IBEW member for 31 years, working primarily in the Sacramento area. He has served as steward, unit chair, and Advisory Council member. Darryl's assignment area includes the following PG&E headquarters: Colusa, Davis, Rio Vista, Brighton, Sacramento, West Sacramento, Vacaville, Vaca-Dixon, Woodland and Placerville.



Santiago Salazar

Santiago Salazar

Santiago Salazar has been in the IBEW for 35 years, including 20 years working for Sierra Pacific Power, where he's served as steward and on numerous committees. Santiago will represent Sierra Pacific generation employees as well as Avista Gas, City of Fernley, Mt. Wheeler Power, Wells REC, Citizens Communications & Verizon in Elko, and Truckee Meadows Water Authority.

Next month: Introducing new staff in Outside Construction.

San Francisco ballot measures



"Meter readers feel their jobs have been under attack and [a municipal utility] is just one more axe over their head."

Manuel Romero, Meter Reader

► **From Page 1**

Gas Foreman Ken Hartje pointedly asked, "What is the union going to do to help us keep our jobs?" and suggested the union could provide written materials opposing the ballot measures for members to hand out.

A few members said they knew employees who might favor a city takeover—older employees hoping to catch a voluntary retirement incentive or younger workers believing they might get a better deal from a different employer.

Zimmerman acknowledged that every member has the right to make their own decision on the issue, but he stressed that there are no guarantees that anybody would get a better deal working for the city. In fact, the massive cost of purchasing, operating and maintaining PG&E's massive gas and electric infrastructure in San Francisco could make the city an extremely tight-fisted employer when it comes to bargaining with employees.

"The city would be saddled with enormous expense," said Senior Assistant Business Manager Tom Dalzell. "The language in Proposition F makes it very clear that ratepayers will have to shoulder all that cost. This will create huge pres-

ures on the city to find other ways to cut costs, which would make it tough sledding for employees trying to negotiate wage improvements or to hang on to the benefits they had previously with PG&E."

"You may have the money to buy the car, but you aren't going to have the money to keep it up," observed Gas Crew Foreman John Petrovitz, a 26-year union member.

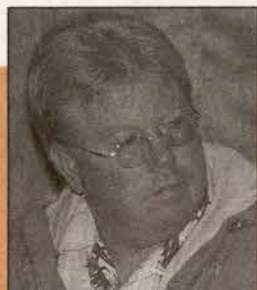
PG&E employees working outside of San Francisco could also feel the cost-cutting axe. With the loss of a highly profitable urban service territory like San Francisco, PG&E would have to service its higher-cost areas with a shrinking revenue base, economic factors that would spell trouble for employees in future wage and benefit negotiations with the company.

No Way Out

Besides direct economic pressures, PG&E employees in San Francisco would experience restrictions on their mobility in the event of a city takeover. Currently PG&E employees in San Francisco enjoy the right to bid to jobs elsewhere in the PG&E system. That right would disappear in the event of a takeover by the city, where Civil Service rules would govern job placement issues.



Matthew Vucuaovich, Lineman, 15 years in the union



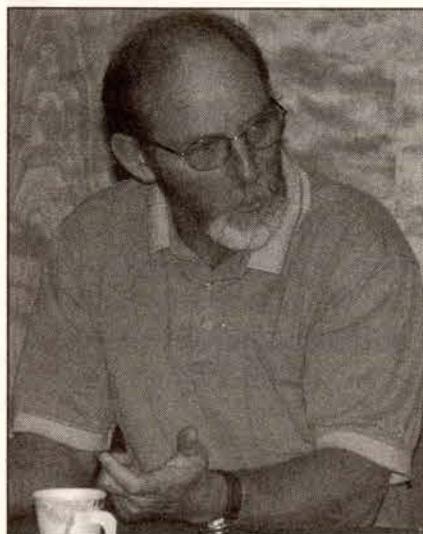
Bob Quinn, Gas Serviceman, 30 years



Steve Macaluso, Cable Crew Foreman, 23 years



Bob Goodwin, Troubleman, 14 years



"We look to our union to paint a picture of what [the ballot initiatives would do] so we can take that back to the members."

William Bouzek, Line Subforeman



Jim McCauley, Assistant Business Manager



George Lindsey, Line Subforeman, 23 years



Larry Darby, Working Foreman A, 31 years



Joe Osterlund, Field Garage Mechanic, 21 years

threaten PG&E jobs systemwide

"There'd be no way out," noted Joe Osterlund, a General Construction Field Garage Mechanic with nearly 22 years in the union.

Based on the feedback provided by members at the Aug. 30 meeting, Local 1245 is now preparing to work aggressively to defeat Propositions F and I. The union will sponsor written arguments on the official city ballot, bring our concerns to local media outlets, and provide members with a chance to participate in the campaign to defeat the measures.

Cost & Reliability

Cost and service reliability are likely to be major issues emphasized by the union in campaigning against Propositions F and I.

The purchase price for acquiring PG&E's electric assets in San Francisco is estimated at \$800 million. Acquiring the company's gas assets could cost another billion. Piled on top of that would be the cost of operating and maintaining the system.

"Who are they going to get to pay for that?" asked Line Subforeman George Lindsey, a 23-year union member.

The state of California picked up the tab this year when wholesale energy prices went sky-high, and the state will probably spread out that

cost among ratepayers statewide through a much-publicized bond sale. But the state's deep pockets won't be available to help the citizens of San Francisco pay for taking over the city's electric and gas systems.

Emergency Response

Emergency response is another issue that may give voters a shock once they think about it. If a major disaster strikes—and San Francisco is no stranger to fires and earthquakes—PG&E can bring all of its resources to bear on restoration of service. A city workforce could find itself simply overwhelmed during a natural disaster, and citizens could find themselves waiting many days for someone to restore their power, and perhaps weeks or even months for someone to relight their gas pilots.

Day-to-day service reliability could also prove to be a major issue for San Francisco voters, who have not always enjoyed the best of service from city agencies. As PG&E Operating Clerk and San Francisco resident Maryann Dennehy noted at the Aug. 30 meeting:

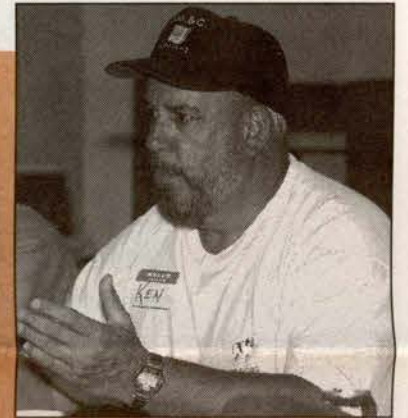
"When I get home I know there's going to be power, but I ride Muni and I don't know if I'm going to get home."

"When I get home I know there's going to be power, but I ride Muni and I don't know if I'm going to get home."

Maryann Dennehy,
Operating Clerk



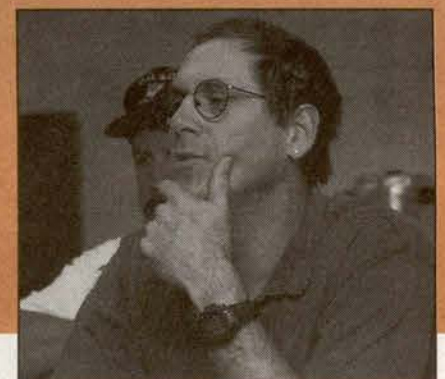
Steve Segale, Gas Crew Foreman



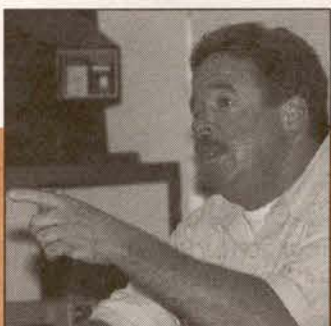
Ken Hartje, Gas Foreman



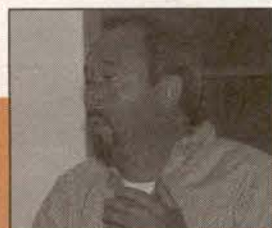
Jerry Takeuchi, Sub-station Maintenance, 22 years



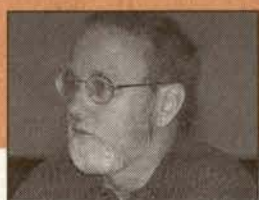
Bob Bruce, Mechanical Equipment Operator, 5 years



Tim Macaulay, Gas Crew Foreman, 20 years



Orlando Romero, Credit Rep, 28 years



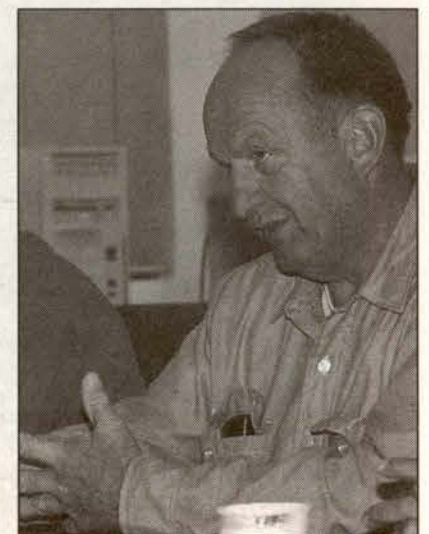
Bob Smith, Operating Clerk, Gas GC



John Petrovitz (right), Gas Crew Foreman, 26 years

"Muni's always in trouble, the water's in trouble. My opinion is, if [gas and electric] goes to a municipality a lot of us will get screwed over."

Peter O'Driscoll,
Substation Crew Leader

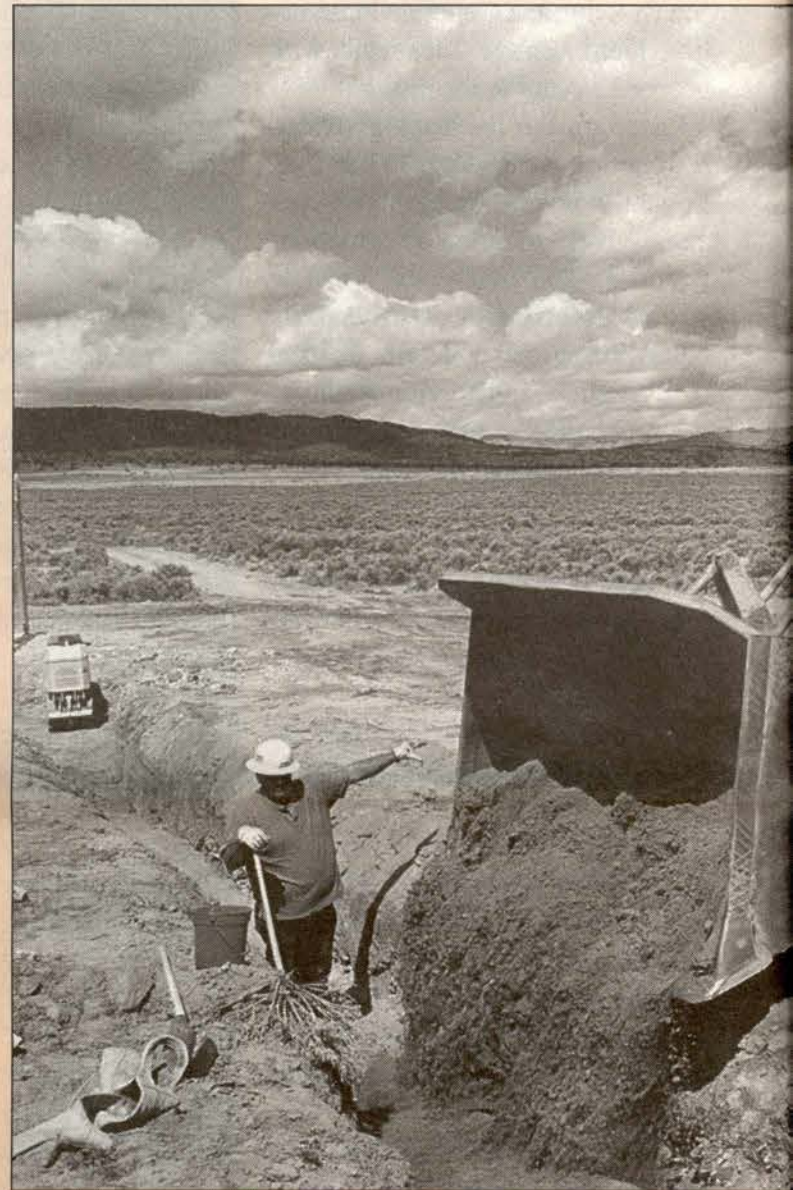


Sierra cro



Terri Reseck, left, and Tim Lake

Eric Wolfe



Foreman Tim Lake (signaling) and Tony Lewis.



Local 1245 members (from left) Gene Anderson, a 19-year union member; Dave Misanik, 22 years; Tony Lewis (in cab) 2 years; Terri Reseck, 20 years; Kurt Welsh 17 years; and Foreman Tim Lake, 17 years. They are joined on the right by Supervisor Pete McAllester.

A propane tank has long been the source of gas supplies for the Hungry Valley Indian colony in the Spanish Springs area of Reno, Nev. But a natural gas transmission line from the Tuscarora line to Lemmon Valley completed last November brought natural gas within one-half mile of the colony.

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LOCAL 12

Sierra crews deliver the



Foreman Tim Lake (signaling) and Tony Lewis.

A propane tank has long been the source of gas supplies for the Hungry Valley Indian colony in the Spanish Springs area of Reno, Nev. But a natural gas transmission line from the Tuscarora line to Lemmon Valley completed last November brought natural gas within one-half mile of the colony.

Bringing gas service that last half mile was the job of Local 1245 members at Sierra Pacific Power. The crew installed 120 feet of high pressure transmission steel line, 1400 feet of plastic pipe and a regulating station that dropped the pressure from 1000 pounds per square inch (psi) to 90 psi between the steel and the

plastic. The crew will then convert the furnaces, water heaters and other appliances in the colony to natural gas.

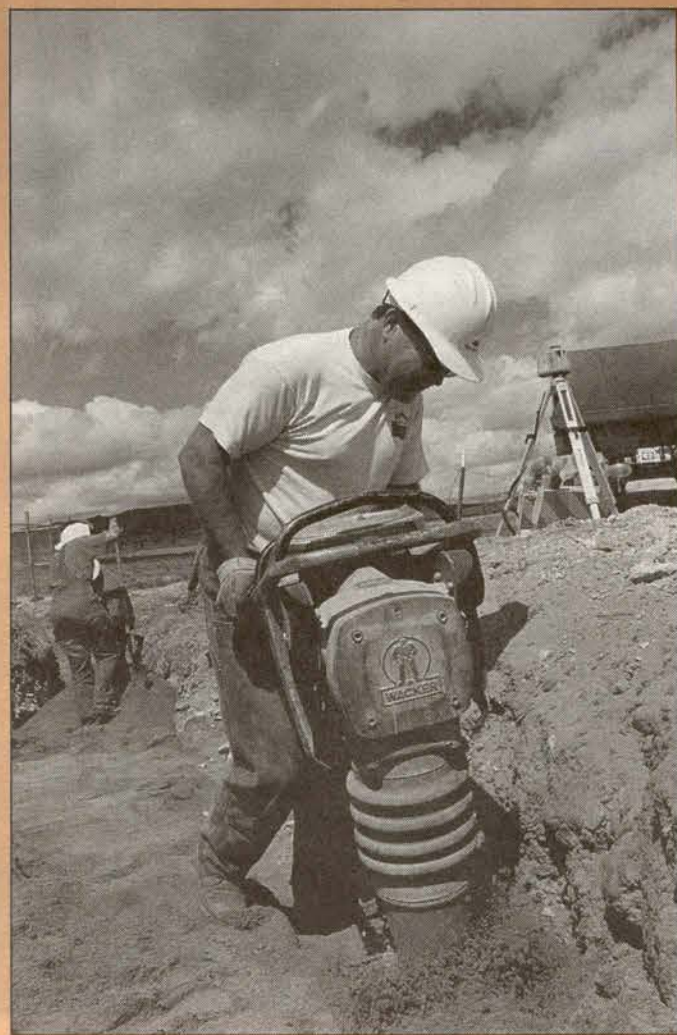
Working on the crew were: Tim Lake, foreman, Dave Misanik, Terri Reseck, Tony Lewis, Kurt Welsh, and Gene Anderson. Pete McAllester was supervisor.

LOCAL 1245 MEMBERS AT WORK

ews deliver the gas



Kurt Welsh, welder



Dave Misanik

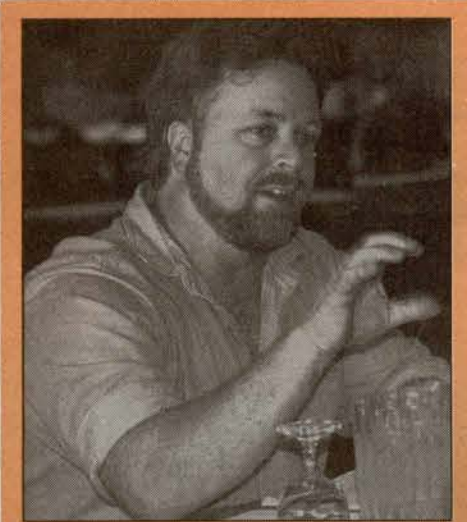
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t of high pressure transmission
e, 1400 feet of plastic pipe and a
ng station that dropped the pres-
m 1000 pounds per square inch
90 psi between the steel and the

plastic. The crew will then convert the
furnaces, water heaters and other appli-
ances in the colony to natural gas.

Working on the crew were: Tim Lake,
foreman, Dave Misanik, Terri Reseck,
Tony Lewis, Kurt Welsh, and Gene
Anderson. Pete McAllester was super-
visor.

5 MEMBERS AT WORK

Remembering Mark Rose



Mark Rose wasn't the kind of guy who gave up easily.

He was a union steward in an industry where it's not that easy being a union steward. There are a lot of problems and you can run into a lot of obstacles on the road to getting them resolved.

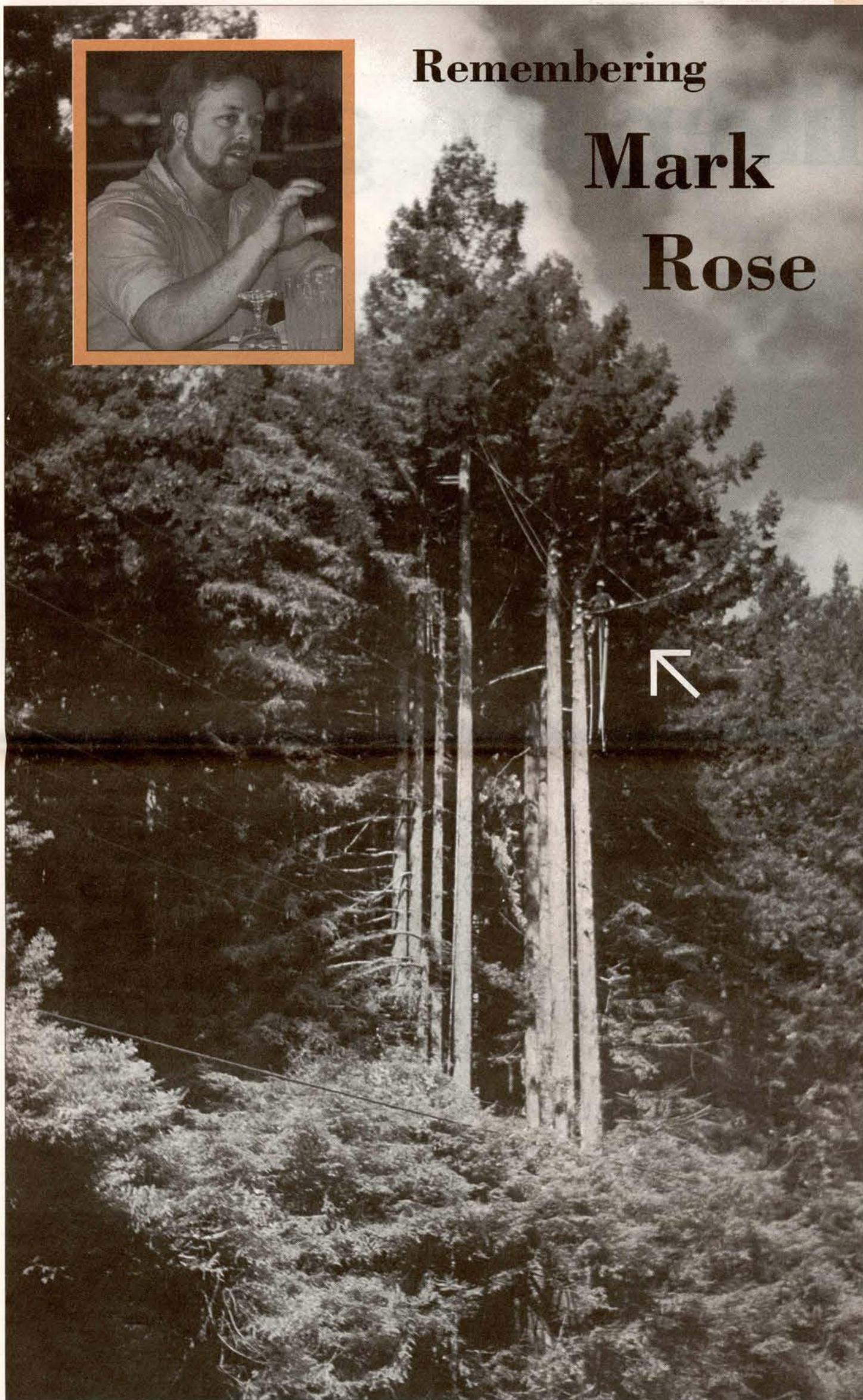
Mark didn't shrink from such challenges. He seemed to welcome them.

Before his untimely death on July 28 at age 40, Rose served the union with distinction not only as a steward but as a member of the Davey Tree Negotiating Committee, the Local 1245 Safety Committee, and the Local 1245 Advisory Council.

"He was a real straight-forward guy," said Business Rep. Landis Marttila, who worked with Rose on numerous tree trimmer issues. "He was not afraid to express an opinion or assert a position he believed in. He was that way with the union, with management and probably with his co-workers."

Rose, who was initiated into the union in 1983, was tenacious in pursuing grievances, according to Marttila. "He was persistent. If he thought he was right he would not let go. He would just hang on to that thing whatever it was."

Brother Mark Rose is survived by his wife, Michelle, and their three children: Merlea, age eight; Leanza, age seven, and Colter, age one.



Mark Rose was a man who understood his trade and took pride in the work tree trimmers performed. Mark took this photo of a fellow line clearance tree trimmer and sent it to the union shortly before his death. Inset: Mark defends the interests of tree trimmers at the February Advisory Council meeting. At right, Mark and son Colter impersonate Santa Claus during a visit to the union hall last winter for a Safety Committee meeting.



Landis Marttila

Should the Electoral College be abolished?

Editor's note: This year's Al Sandoval Memorial Competitive Scholarship Essay was on the topic "Why Should, or Shouldn't, the US Electoral College Be Abolished?" The winning essay was by Megan Siren, daughter of PG&E Equipment Operator and 25-year IBEW member George Siren and his wife, Becky.

By Megan Siren

Who really elects the President of the United States? The actual mechanism of electing the President of the United States is a rather complicated process. The framers of the U.S. Constitution established the Electoral College as the means for electing our President. Under the Constitution, each state is authorized to choose electors, the number always being the same as the combined number of U.S. senators and representatives allotted to that state. The total Electoral College votes are 538 and whoever receives 270 electoral votes is declared the President. If no candidate receives 270 votes, then the election is decided on by the House of Representatives. Therefore, when voters vote for president, they are actually voting for the electors in their state who are pledged to their presidential candidate. It is the electoral vote tally that really counts.

The most recent presidential elec-

tion has caused many to criticize and reconsider our Electoral College system. Many people were shocked that the candidate with the most popular votes nationally did not win because he didn't receive the 270 electoral votes needed to win the election. This had not happened in over a century and had only occurred three times before in the history of our nation. Many voters felt disenfranchised, that their vote didn't count.

The present system clearly has the potential to frustrate the popular vote and the will of the people. The Electoral College was devised by the Founding Fathers as a hedge against "popular passion" having the president chosen indirectly through the Electoral College. However, in its initial design there were no national parties or communication networks able to bring the candidates before the entire country. There are clearly problems with the present system and it is time to seriously consider reform of the Electoral College.

The Electoral College system is a winner-take-all-system giving the candidate with the most popular votes of the individual states all of the states electoral votes. This leaves the loser without a single electoral vote even if he or she loses by a slim margin. This winner-take-all system distorts the true sentiments of the voters and does not reflect popula-

tion and voter turnout. A minority candidate may only lose by one vote in their state and therefore will not receive any of their states electoral votes, thus disenfranchising a large percentage of voters.

There have been many proposals for changes in the Electoral College. Direct popular vote for the president and abolishing the Electoral College is appealing to many people and has been vigorously debated in the past but it would require a constitutional amendment. This may be a difficult process as smaller states usually favor retention of the Electoral College because the college gives the 39 smaller states a proportional advantage.

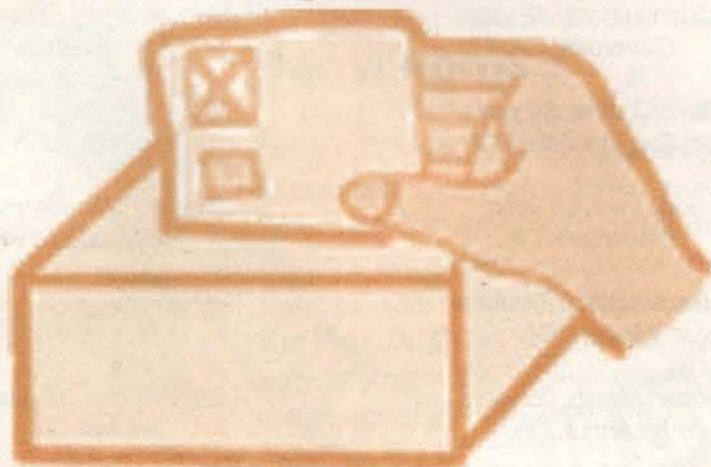
The Constitution clearly states that the choice of electors is to be made by the states. Thus, a more realistic, but just as effective, method of change would be the district proposal or allocating the electoral vote by congressional district. This proposal would keep the Electoral College but eliminate its winner-take-all features. Electors would be chosen on a congressional district basis, with only two electors per state chosen statewide. Two states have already adopted this method. While this is not as accurate as a direct popular vote, there would be several advantages. It would not require a Constitutional amendment, it would more accurately reflect the will of the people, it would retain the Federal system and state's rights and people would feel like their vote counted.

The Electoral College has its critics and supporters, its good and bad points but instead of completely abolishing it, the states could adopt the "district proposal". This change would encourage increased voter turnout on Election Day and would decrease the disenfranchisement of so many voters.

Voting, why don't more people participate? Maybe with some needed changes, more people will.



The Constitution clearly states that the choice of electors is to be made by the states. Thus, a more realistic, but just as effective, method of change would be the district proposal or allocating the electoral vote by congressional district. This proposal would keep the Electoral College but eliminate its winner-take-all features.





Tax cut threatens Social Security benefit levels

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.

Members of President George W. Bush's commission to privatize Social Security admitted at an Aug. 22 news conference that they are exploring the possibility of cutting Social Security benefits.

That admission came on the heels of an announcement by the White House's Office of Management and Budget that the nation's projected budget surplus for fiscal year 2001 has plummeted to a mere \$1 billion, excluding the nation's Social Security surplus. An Aug. 27 report by the non-partisan Congressional Budget Office painted an even bleaker

picture: the non-Social Security part of the budget will run a \$9 billion deficit this year, meaning that the Bush Administration will have to raid Social Security funds for the dough.

Sen. Kent Conrad, who chairs the Senate Budget Committee, said that Bush's tax and budget policies will result in a raid on Social Security funds of \$500 billion over the next 10 years.

"By giving big tax cuts to the very rich, President Bush is squandering years of hard work by America's families and their efforts to build up historic surpluses for

Medicare and Social Security," said AFL-CIO President John Sweeney.

Bush's commission has been charged with developing a plan to privatize a portion of Social Security and critics have charged that the combination of the massive tax cut and diversion of Social Security funds into Wall Street private accounts will require benefit cuts. Privatization supporters prefer the term "benefit adjustments."

Privatization commission co-chair Richard Parsons told the Aug. 22 news conference, "We have looked at the impact of benefit adjustments downward, yes we have."

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.

Bill Alexander, 22 years
Fresno, CA

Dan Andrews, 27 years
Ukiah, CA

Paul Barnes, 35 years
Burney, CA

Billy Barnett, 42 years
Turlock, CA

Ed Bingham, 30 years
Middletown, CA

Marvin Brown, 31 years
Clearlake, CA

Michael Bundy, 33 years
Napa, CA

John Carlos, 24 years
Santa Rosa, CA

Robert Crawford, 22 yers
Kelseyville, CA

Thomas Curreri, 21 years
Kelseyville, CA

William Dague, 33 years
Santa Rosa, CA

Danny Dailey, 19 years
Finley, CA

Ronald Duman, 23 years
Kelseyville, CA

Renaldo Duran, 27 yers
Santa Rosa, CA

William Evans, 23 years
Cloverdale, CA

Michael Farmer, 26 years
Healdsburg, CA

Dee Fisher, 36 years
Bakersfield, CA

Ralph Freeland Jr., 35 years
Clearlake, CA

Joe Galvan, 28 years
Cobb, CA

Marc Gescheider, 25 years
Middletown, CA

Elmer Gould II, 34 years
Kelseyville, CA

John Graham, 30 years
Cobb, CA

Domingo Grilho, 26 years
Middletown, CA

Kane Healy, 27 years
Kihei, HI

Joseph Herren, 21 years
Lakeport, CA

Larry Hurd, 27 years
Middletown, CA

Larry Johnson, 25 years
Windsor, CA

Christine King, 19 years
Ukiah, CA

Robert Lapant, 32 years
Cloverdale, CA

David Looper, 31 years
So. San Francisco, CA

Jody Lutz, 24 years
Cloverdale, CA

Allen Maclean, 27 years
Windsor, CA

Robert Marsh, 36 years
McArthur, CA

Jerry Matthews, 35 years
Corning, CA

Robert McCracken, 34 years
Madera, CA

Dean Metcalf, 25 years
Cobb Mountain, CA

Cynthia Nakanishi, 32 years
San Francisco, CA

Keith Nelson, 25 years
Cobb, CA

Craig Osborn, 31 years
Kelseyville, CA

James Ott, 31 years
Selma, CA

David Pederson, 21 years
Dixon, CA

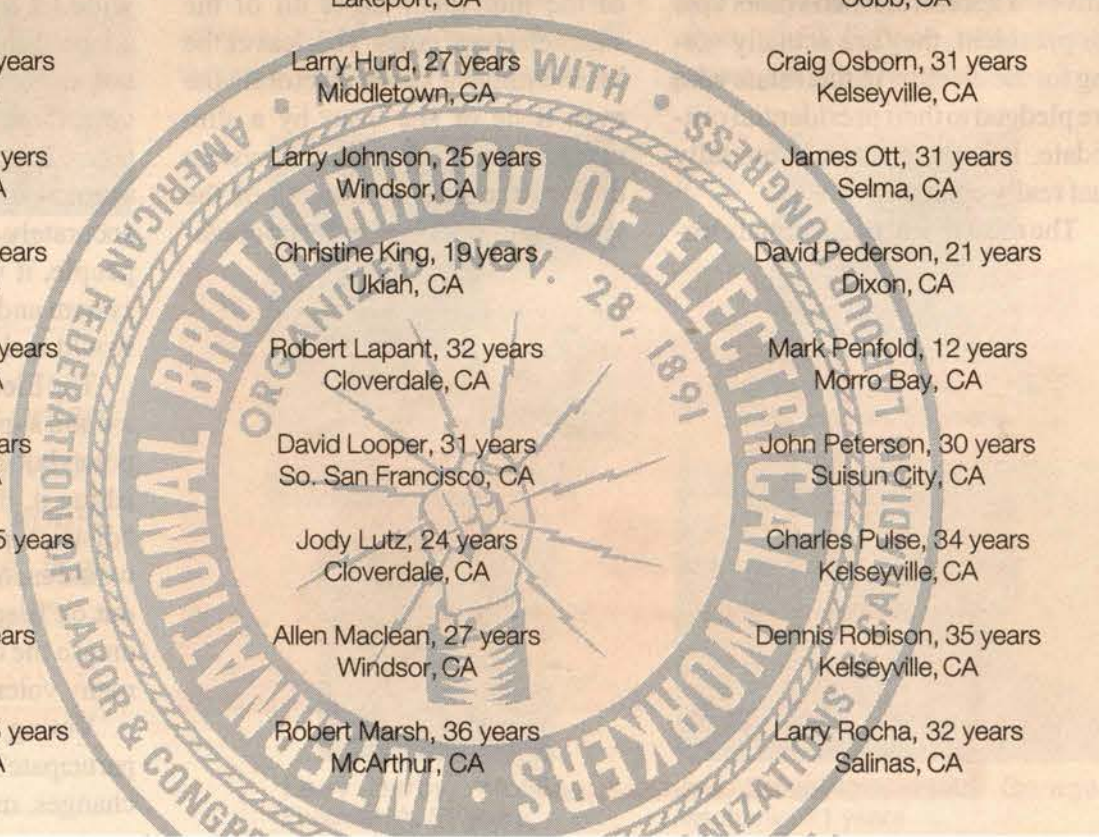
Mark Penfold, 12 years
Morro Bay, CA

John Peterson, 30 years
Suisun City, CA

Charles Pulse, 34 years
Kelseyville, CA

Dennis Robison, 35 years
Kelseyville, CA

Larry Rocha, 32 years
Salinas, CA





35 Years: Rene Moniz (left) and Erik Larsen (right) are congratulated by Assistant Business Manager Bob Choate.

**San Francisco, Ca.
February 24, 2001**



25 Years: Al Seid (right)



20 Years

The Honorees

45 Years

Atkins, William G.

Moniz, Renwicks
Nelson, B. G. Jr.
Say, Larry

35 Years

Atkinson, V. D.
Barba, Leo
Demaio, F.
Horsley, D. A.
Larsen, Erik B.
Mellor, Stan
Miles, M. P.

30 Years

Alvarez, Joe O.
Babin, Norman F.
Brooks, Gordon H.
Broussard, Edward
Caldwell, Robert M. Jr.
Colgate, Richard A.
Conners, Linwood, Jr.

Dai, Theresa
Davis, Paul E.
Fisher, Don
Francis, John J.
Garrett, Donald J.
Green, Joseph D.
Grennie, Thomas R.
Guastavino, Dominic
Harrington, George
Hartje, Kenneth T.
Kaiser, Joseph K.
Kellher, Thomas J.
Lancaster, Lawrence
Lucido, Steve G.
Magee, Larry P.
Mathis, George L.
Ng, James
Ong, Sharon Chan
Parangan, Evelyn D.
Pearce, Wesley D.
Pulido, Victor P.
Quinn, Robert
Rivera, Miguel A.

Rodriguez, Alfonso
Sander, John G.
Sorich, Mark S.
Sutter, Dick
Torres, Roberto J.
Walker, Steve A
Wolff, Douglas
Yamagami, David S.
Young, Robert D.

25 Years

Alba, Teresita
Alejo, Ramon C,
Bonacato, Thelma L.
Bouzek, Willim II
Cababaan, Mildred
Carney, Vicky
Collins, Carolyn
Collins, Lynda A,
Dere, Ronald
Ferrando, Erlinda P.
Finlayson, Brian
Flores, Daniel

Fong, David C.
Fujimoto, Donald S.
Guerrero, Diane F.
Hankins, James L.
Hipon, Sandra W.
Hughes, Kathleen
Hunzicker, Marcus W.
Jackson, Carl
Jee, Warren
Klausing, Helen M.
Lee, Susan
Lewis, Cheryl A.
Mentzer, Michael D.
Mooney, Dean
Moore, Thelma L.
Panis, Pacifico
Quock, Wing K.
Seid, Alden L.
Serrano, Margarita
Sobrero, Ronald
Sotto, Ernesto
Surina, Richard M.
Thurman, Richard
Wong, Ping L.
Zagyt, Stephen

20 Years

Agorilla, Alfredo S.
Armas, Rodrigo P.
Ashley, Donna M.
Brennick, John T.
Brouzes, David
Cabatic, Elisa G.
Cabiles, Leo G.
Callaghan, Gordon
Campbell, Elena E.
Ceballos, Richard L.
Chan, Richard

Choi, Gil-soon
Cordova, Larry A.
Denning, Thomas E.
Dianos, John G.
Fong, Christina
Galea, F.
Gyde, Richard H.
Hockaday, Kenneth C.
Jackanich, Mark S.
Katich, John M.
Keene, Gerald L.
Lanuza, Edwin D., Jr.
Larson, Lyle F.
Lee, Cornell
Lee, Lana
Lo, Charles, C.
Louie, George
Macaulay, Timothy T.
Mah, Raymond
McFarland, Linda M.
Meeker, Darrel L.
Mitchell, Kyoko A.
Myers, John E.
Orlando, James O.
Oryall, Diane C
Page, Ellen D.
Parun, Adam S.
Quellette, Michael R.
Rael, Robert
Shannahan, James P.
Singer, Margaret
Smalley, Mary K.
Tom, William M.
Velarde, Michael T.
Wan, Edith
Wong, Sally L.
Wong, Wilma



30 Years





Making the case for equal pay for women

WOMEN WORKERS' HISTORY

Mill Town Rebellion

By 1912, Lawrence, Mass. had grown into an international textile industry center on the backs of women, children and immigrant workers. Twenty-five nationalities (speaking 50 languages) worked together in the world's largest cloth-producing plant and more than two dozen other mills, and lived together in crowded tenements.



Nearly half of the Lawrence mill workers were women and children, who worked hard and died young—the average spinner died at age 36. The pace of work was fast, and accidents frequent. In addition to losing fingers, women and girls were sometimes scalped when their hair became caught in unguarded machinery. Low wages required the entire family to work, even children.

The average wage was 16 cents an hour, or \$8.75 a week. This includes incentive bonuses, but doesn't reflect short-time. It doesn't include overtime payments, because there weren't any—even though the work week was 56 hours.

On Jan. 1, 1912 a new state law made it illegal for women and children to work more than 54 hours (but made no provision for protecting wages). The company's response was to cut everyone's hours and pay by two hours. When workers found their pay packets short 32 cents, they left the mills in droves, to gather outside in the snow and sub-zero temperature. As the Italian workers said, this was the loss of five loaves of bread. It would make the difference between bare survival and outright starvation. "Better to starve fighting than to starve working," workers said. Although the IWW had only 300 members in Lawrence, there were now 20,000 on strike.

(First in a three-part series)

Equal pay and pay equity are terms that are used to describe solutions to the problem of unequal pay.

In 1963, Congress passed the Equal Pay Act, which outlawed the standard business practice of paying women less than men even when they were doing exactly the same work. Its mandate was straightforward: equal pay for equal work.

However, other forms of discrimination, including setting lower wages for "women's jobs," continue to depress wages for women. Pay equity is the term more often used to describe the remedy for wage discrimination against women—or equal pay for work of equal value.

State Legislation

Discrimination in pay based on sex has not been eliminated under current law. Today, women who work full-time are paid only 73 cents weekly for every dollar men earn, and women of color who work full-time are paid only 64 cents for every dollar men earn overall. Ending pay discrimination—making sure that women get equal pay for work of equal value—would erase the persistent wage gap.

If women earned as much as similar men—those of the same education



and age who work in the same geographic location for the same number of hours—families' incomes would increase. Working families lose \$200 billion annually because women earn less—an average annual loss of more than \$4,000 per family due to unequal pay.

While there are federal laws prohibiting wage discrimination based on gender, race and national origin, their enforcement is weak and their scope is limited. In many instances, it is extremely difficult, under existing law, to prove wage discrimination cases and win.

Remedies Limited

Current remedies for wage discrimination are limited.

Legislation to strengthen and expand penalties for employers who pay women less than men is needed at the state and federal levels. Though equal pay bills have been submitted for the last 10 years, Congress has taken no action to enact such measures.

States can effectively address this problem and add momentum to the effort to combat discrimination and strengthen remedies.

EEOC decision on prescription contraceptives

The Equal Employment Opportunity Commission (EEOC) issued a decision in late 2000 which could potentially affect thousands of union members and their families whose health plans currently exclude contraceptive coverage.

The EEOC said that employers may not discriminate against women in their health insurance plans by denying benefits for prescription contraceptives, if they provide benefits for drugs, devices and services

used to prevent other medical conditions.

According to this EEOC decision employers must cover the expenses of prescription contraceptives to the same extent, and on the same terms, that they cover other drugs, devices and preventive care. Employers must offer the same coverage for contraception-related outpatient services (such as insertion of devices) as are offered for other outpatient services.

When a woman visits her doctor to

obtain a prescription for contraceptives, she must be given the same coverage for the office visit as she would have had if she consulted the doctor for other preventive or health maintenance services.

The EEOC decision, responding to complaints by women about their health coverage, held that the plans covering these women discriminated on the basis of sex and pregnancy, in violation of Title VII of the Civil Rights Act of 1964.

Be careful out there

Staying focused on safety can sometimes be difficult as we respond to the day-to-day demands of the job. But our work is often hazardous, as shown by the following recent incidents. Every injury of a fellow union member should serve as a reminder to all of us to "be careful out there."

Slippery Driveway

On May 3, a Meter Reader working for Sierra Pacific Power Co. in Reno suffered a shoulder separation while reading meters. He was walking up a customer's snow-covered driveway and was unable to determine that there was a layer of ice below the surface of the snow. He slipped, resulting in the injury.

Partial Amputation

On May 12, a Journeyman Lineman, working for Contra Costa Electric Company at Newark Substation, suffered a partial amputation of his right index finger. The crew was in the process of extending the jib on a crane. He became confused with the hand signal and ended up with his finger tip in a pinch point.

Remember, if you are not certain of any signal, or work method, **stop** until everyone is on the same page.

Electrical Burns

On May 7, a Journeyman Electrician working for Pacific Gas & Electric Company in the Oakland area received electrical burns.

The Electrician and an Engineer in Training were sent to a substation to take routine oil samples. He had opened the door to access the load tap changer oil drain plug. As he reached towards the drain plug, the engineer saw him collapse. The engineer rendered assistance and called 911 for help. The electrician suffered burns to his right ear and lower shin. Initial investigation shows that he made contact with exposed knife blade switches on the metering block.

Fall from Tower

On June 16 a Journeyman Lineman working for Par Electric at

Moffet Air Base received deep bruises and abrasions when he fell from the top arm of a transmission tower to the arm below.

At the time of the incident, a helicopter was attempting to pick the lineman up from the top of the tower. The job was in an area that was inaccessible. As the helicopter approached, a gust of wind hit it causing the main rotor to hit the top of the tower. The helicopter crashed to the ground; the pilot was unharmed.

The lineman is currently undergoing physical therapy as a result of the fall. This incident is still under investigation.

Dog Attack

On June 4, a PG&E Meter Reader suffered severe injuries from a dog attack. As the Meter Reader approached a house he noticed a pit bull on a chain near the garage. While looking at this dog, another came out of the garage and attacked him. With the aid of a business owner from across the street, and finally the dog owner, he was able to get free. The result of this attack was a severely damaged thumb, requiring two hours of surgery.

Another Dog Attack

On June 11, a Meter Reader working for PG&E suffered severe injuries as a result of a dog attack. As the Meter Reader was returning to his vehicle he was attacked and bitten in the area of his elbow. As he attempted to pull away, the dog held on tearing his arm from the elbow to his wrist. He underwent skin grafts and received 77 stitches to repair his arm. The Meter Reader was able to return to work on July 16 without suffering any serious lasting physical damage as a result of this incident.

The Local 1245 Safety Committee asks that all members notify their Shop Steward, Business Representative, or the union headquarters when they are involved in, or know of, a serious incident. We will communicate this information to the brothers and sisters of the IBEW.

By the Local 1245
Safety Committee



Hydraulics and safety

At 10,000 PSI the pin hole in the hydraulic hose took only an instant to tear a hole in the flesh of the arm. Luckily, it missed major arteries and veins and no infections occurred, but the scarred area is taking months to heal.

Hydraulics are everywhere at work. Just start to notice and you will see how easy hydraulics can affect your safety.

Hydraulic hoses wear out from the inside out, and show few signs of failure. Keep the oil in the pump clean and free of abrasive contaminants. From the outside, one should inspect the hose for nicks, scrapes and bubbles. Feel the hose, noticing soft spots and kinks, especially close to the heads and pump. Look for signs of leaks, however small.

Manufacturers have placed additional sleeves on the hose at failure points. These sleeves are there for your safety and protect you from a hose failure. Larger hoses can be inspected by use of a bore scope, as well as by visual inspection.

Hydraulic pressure dissipates rapidly as the distance from the hose increases. This fact can help make protection easy.

Do not place the hose close to the body or place another hose or sleeve over the hydraulic hose that is close to the body. Make sure that the pump is calibrated to relieve at the proper pressure.

Hoses, like all other tools, have a limited life—manufacturers suggest two years—and should be replaced regularly.



"Better hide the whip...OSHA is coming."

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; Al White, Pacific Gas & Electric; Rod Wright, Modesto Irrigation District; and Assistant Business Manager Art Murray.



55 Years
Homer Hamilton

Stockton, Ca.
February 9, 2001

The Honorees

- 55 YEARS**
Hamilton, Homer L.
Zwinge, Norman J.
- 50 YEARS**
Hooper, John T.
- 45 YEARS**
Pontious, Bruce
- 40 YEARS**
Hibbard, Thomas L.
Hickey, Ray
Metrovich, J. E.
Rider, Lloyd J.
- 35 YEARS**
Brown, W. J.
Daniels, L. L.
Edwards, C. R.

- Garner, Michael T.
Gibbs, Robert
Ham, Timmie L.
Janson, Walter S.
Locklin, Tom
Merkel, Gary
Murray, M. W.
Nimmo, Bobby G.
Podesta, David L.
Smith, Mike
Vavrock, Robert L.
- 30 YEARS**
Adams, Billy E.
Albin, Dennis W.
Allen, Art
Baldwin, Roger
Benning, Dennis D.
Borges, John B.
Burns, Gerald F.

- Burton, Bruce R.
Cowden, Dennis
Davis, Lawrence
Day, Grover
Depedrini, Harry
Elam, Rodney J.
Frings, John
Garcia, Billy
Gorham, Dan E.
Hartsell, Larry H.
Hughes, Thomas J.
Jelley, Darrel J.
Keller, Dennis L.
Lofing, Wayne
Martinez, Avelina H.
Martinez, Oscar C.

- Martinez, Ventura
McClosky, Glenda
McCrorry, Claude
Mello, Ernest A.
Norvell, Stephen G.
Outlaw, Gary J.
Proctor, Robert R.
Rendon, Raymond Jr.
Sage, K. P.
Scoggins, David M.
Sledge, Bobby
Walter, Dennis S.
- 25 YEARS**
Beard, William
Bomaget, Clark

- Conrado, Edward A.
Dominguez, Diana
Foster, Arie A.
Hanson, Robert Jr.
Heimeyer, Les
Johnson, Janice L.
Johnson, Mike
Kane, Ed W.
Larribas, Dan
Loades, John W. Jr.
Maire, Mark R.
Malcria, Frank L.
Mitchell, Edward G.
Parker, Michael K.
Porlier, Jean A.
Reyes, Chris A.

- Richards, Michael
Rivera, Michael S.
Sakai, Helen
- 20 YEARS**
Alcorn, Doyle V.
Camille, Cynthia
Chavez, Irene
Clifton, James R.
Crosby, Peggy J.
Davisson, Forrest J.
Frantz, Mike T.
Harrison, James R.
Hazen, Patrick R.
Kaiser, Jeff S.
Knox, Thomas O.
Lagomarsino, R. M.
MacDonald, Catherine
Martinez, Sandy L.
Metters, Valencia

- Mullikin, Sandy P.
Naranjo, Salvador
Nichelson, Yuriko, J.
Perez, Laura A.
Peyrucain, Don
Philpot, Lawanna J.
Price, Irene F.
Reeves, William L.
Salas, Maria D.
Santos, Daniel S.
Schmer, William R. Sr.
Tachara, Susan
Taylor, Armand A.
Tucker, Mel L.
Turney, Martin P.
Wall, Linda J.
Weaver, Robert W.
Weeks, Mark S.



35 Years



30 Years



25 Years



20 Years