

## Members plow through SMUD proposals

Negotiations are underway at the Sacramento Municipal Utility District to replace a three-year agreement that terms out at the end of December.

Since mid-September members of the Local 1245 bargaining committee have spent most of their time plowing through a passel of management proposals affecting many areas of the current agreement. The committee must figure out exactly how a proposed change to one part of the agreement may affect other parts of the agreement, according to Local 1245 Business Rep. Wayne Greer.

Negotiators had not yet tackled monetary issues as of Dec. 1.

The union itself has 39 proposed changes to the agreement, winnowed down from the many dozens proposed by members at unit meetings earlier in the year. Among the union's priorities is the importance of recruiting and retaining workers in distribution services.

*Prop. F comes up short in final tally*

## Union volunteers wash away MUD

**R**ank and file union power provided the margin of victory in Local 1245's battle against two public power propositions in San Francisco last month.

Reversing election-day projections that Prop. F would win, San Francisco election officials eventually determined that Prop. F lost—by a mere 533 votes out of more than 133,000 cast. This dramatic turnaround—announced six days after the ballots were cast—provided a double-victory for Local 1245 as Prop. F joined Measure I as election-night losers.

Local 1245 ran a massive grassroots campaign to defeat the two public power initiatives. The union maintained that the initiatives were too expensive and did nothing to increase electric supply in the city.

The final tally for Prop. F was 64,272 in favor and 64,805 against. The final vote on Measure I was 60,107 in favor and 64,468 against.

Prop. F attempted to create a city power authority in San Francisco, while Measure I sought to form a municipal utility district encompassing San Francisco and the neighbor-



LEAFLETING BRIGADE

Local 1245 volunteers and allies gather near the Beach Chalet in San Francisco to prepare for Saturday leafleting during the campaign against Prop. F and Measure I. From left: Dan Flores and son, Peter O'Driscoll, Bill Robotka, Wyman Ko, Ray Shepherd, Will Durinick, Tom Gomez, Paul Jaber, Eamon O'Driscoll and James Duvauchelle.

ing community of Brisbane. Passage of either one would have triggered efforts to take over PG&E distribution facilities in San Francisco, threatening more than 900 IBEW jobs at PG&E, with the potential to send thousands of displacements rippling through the PG&E system.

The two ballot measures were heavily favored in the early days of the campaign, in part because the

notion of "public power" had natural appeal to San Francisco's solidly liberal electorate. But it became clear as the campaign progressed that supporters of the ballot measures had little understanding of how a power system actually works, and displayed little respect for the workers who currently keep the system functioning.

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*Bay Area issues also on the table*

## Talks slated with PG&E on pensions, reorganization plan

**L**ocal 1245 is gearing up for talks with PG&E on several critical issues, including two identified by members as high priorities during a rank and file meeting in late October.

The company's Plan of Reorganization (POR) under the bankruptcy proceedings could affect the jobs of

thousands of current union members at PG&E. Company and union officials were slated to meet on Dec. 3 to discuss what assets and people would go to the three new companies PG&E intends to create. Separate talks are planned for each of the three affected areas: generation, electric transmission and gas transmission.

"We expect that sometime in the first quarter of 2002 we will begin to bargain with PG&E over the effects of the POR on our members," said Local 1245 Business Manager Perry Zimmerman. "Of course that will depend on the bankruptcy judge approving the plan in the first place."

The union has not yet determined

whether to support, oppose, or remain neutral on PG&E's POR.

### Pension plan

Responding to clear signals from the members, the union has formed a joint education committee with the

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*Have a Happy  
& Safe  
Holiday Season!*

FEBRUARY 2-3  
Advisory Council  
Concord, CA

## APPOINTMENTS

PACIFIC GAS AND ELECTRIC  
COMPANY

**PG&E Switching Committee**  
William Bouzek, II  
Arthur K. Christianson  
Joseph Ferreira  
Kevin P. Smith  
Daryl Turner  
Vincent Layne  
Cary McDermott  
Russell W. Rylee

CONFERENCES AND  
CONVENTIONS

**AFL-CIO Civil and Human Rights  
Conference**  
Dorothy Fortier  
Donna Ambeau

**2001 National Tradeswomen  
Conference**  
Shirliann Skroch  
Jeri Crum

**California Labor Federation Pre-  
Primary Election Convention**  
John Mendoza  
Ed Mallory  
Mike Davis  
Jim Findley

**2001 IBEW Nuclear Conference**  
Dan Lockwood  
Dan Ward

**IBEW 9<sup>th</sup> District Organizing  
Conference**  
Vern Brown  
Jeff Johnstone

**IBEW Construction Organizing  
Conference**  
Art Murray  
Tom Brown  
Vern Brown  
Jeff Johnstone

## Holidays remind us what's really important

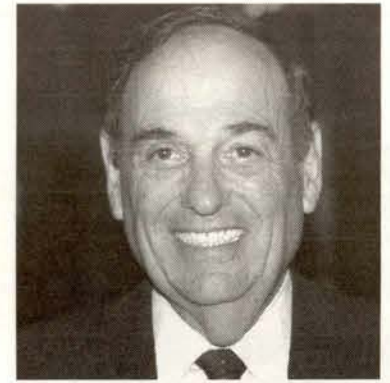
By Perry Zimmerman, Business Manager

The work that you do is very important. Electricity, gas, water, telephone service. Without them, what would our world be?

The work that we at Local 1245 do is also important. We try to make your jobs as safe as possible. We try to make your jobs as secure as possible. We try to protect your wages and benefits as much as possible. We try to give you a strong voice in

dealing with your employer.

The weeks between Thanksgiving and the New Year, however, make it clear what is really important. No matter how important our jobs are, what we do for the eight or ten or twelve hours that we work each day is not, in the big scheme of things, all that important. Your life away from the job, and our life away from the job, is what is *really* impor-



tant. We don't live life so that we can work, we work so that we can live life.

In the holiday season, the time that we spend with our families and friends reminds us: Our work matters, but life matters more. Our families matter more. Our friends matter more. Our religion matters more.

You work hard and you work diligently. Those of us employed by Local 1245 try to do the same. But let us not forget why we are working, and let us not forget what is important.

Enjoy the holidays. Enjoy your families and friends. Enjoy the life that your work makes possible.

I send you all my best wishes for the holidays and the new year.

### PG&E Employees: New IBEW Website

Check out the re-designed IBEW 1245 website on PG&E's Intranet. Follow these links to IBEW:

[PageOne](#), [HR](#), [Industrial Relations](#), [Union Boards](#)



### UtilityReporter

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## Letters to editor

Got some thoughts you'd like to share with your fellow union members? Write a Letter-to-the-Editor here at the Utility Reporter.

Every member has a unique perspective, and we try to report on many of the things that members are doing. But it's also important to hear from you in your own words.

We can't print personal attacks or letters dealing with union politics. But otherwise we'll carefully consider publishing any letter we receive. You must include name, social security number, and a phone number. Send to:

Utility Reporter Letters  
IBEW 1245  
P.O. Box 4790  
Walnut Creek, CA 94596



# Tree trimming in the wine country

The Davey tree trimmer crews featured here were photographed Nov. 3 along Highway 128 just outside of Windsor, Ca. in the Napa wine country. The crews included Master Foreman Dave Miller, Foreman Sam Caragoza, Groundman Kevin Hooks, and Climber Martin Roma. Not pictured is Foreman Fred Peters.

Local 1245 tree trimmers are subject to large amounts of overtime due to PG&E tree trimming requirements. Six days of 10-hours each are common, making it extremely important that tree trimmers not lose sight of safety considerations while putting in those long hours.



Master Foreman Dave Miller.



Climber Martin Roma.



Foreman Sam Caragoza (left) and Groundman Kevin Hooks.

Photos: Ray Thomas

## Union notifying non-members

Some tree trimmers in Local 1245 bargaining units are not currently signed up in the union. Packets explaining the requirement of union membership were recently sent to non-members at Asplundh Tree, and similar packets are being sent to non-members at Davey in December. Membership status is reviewed at PROVCO, Arbor and Trees Inc. Employees receiving these packets are asked to provide all requested information and return it to the union as soon as possible.





## Union bargains severance for Citizens members

Local 1245 has bargained an enhanced severance package for 101 members who lost their jobs when Citizens Communications announced last month it would close its Elk Grove Call Center, located near Sacramento.

The negotiations covered enhanced severance, retention bonus and layoff procedure. The retention bonus is being offered by the company in an effort to keep people on the job until the center actually closes. The company expects the closure process to be completed sometime in March of 2002.

About 40 employees will have bumping rights within the company.

Local 1245 moved quickly to arrange job interviews with Pacific Gas and Electric for Citizens employees, whose skills make them logical candidates for positions at PG&E's Sacramento Call Center and West Sacramento Payment Processing Center. About 60 employees tested for PG&E jobs. The tests were conducted at Citizens' Elk Grove office.

Citizens said it is transferring its Call Center work to a facility it owns in Kingman, Ariz.

Serving on the union committee that bargained the enhanced benefits were: Dave Morrison, Joe Acquillo, Eric Tanaka, Sheila Lawton, David Vipond, Bill Wake, Stephanie Bell, Susan Lumba, Denise Saunders, along with Business Rep. Jack Osburn and Senior Assistant Business Manager Tom Dalzell.

## Flag wearer fired, Gap protesters exonerated

**B**razilian power workers' leader Aldanir Carlos dos Santos has been murdered, according to the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM). Dos Santos was President of the Rio de Janeiro power workers' union SINTERGIA and a leader of the Brazilian union confederation CUT.

► **Flag Got Him Fired:** A long-time UPS worker was fired apparently for wearing a patriotic ribbon on his uniform instead of a company-issued flag pin, the Akron Beacon Journal reported. Driver Joseph Gill says UPS let him go for showing pride in his country in his own way. UPS officials said the company believes its drivers should be consistent in the uniforms they wear, even when displaying patriotism in the wake of the Sept. 11 terrorist attacks.

► **Korean Power Strike:** Unionized workers at five state-run utility companies in Korea voted Nov. 28-29 to strike in response to a government plan to privatize the companies, The Korea Herald reported. "The government is carelessly carrying out privatization of sectors that are directly related to people's lives and provide the basis for the nation's industries," an alliance of the affected unions said. All six unions belong to public corporations facing partial or full privatization by next year. Three bills that would effectively privatize the gas sector are pending in the National Assembly.

► **Patriotism Got Nothing To Do With It:** The majority of 17,000 Minnesota state workers in five AFSCME Council 6 locals voted to approve new contracts Nov. 19, sealing the deal on pacts tentatively approved in October after a two-week strike. The workers had flatly rejected suggestions that striking in the wake of Sept. 11 was somehow unpatriotic.



Over three million jobs have been lost in the United States due to the North American Free Trade Agreement and World Trade Organization-related trade deficits, according to the Economic Policy Institute. The EPI estimated that job losses have grown six times faster since NAFTA went into effect in 1994, compared to the previous five years.

► **Judge Backs Gap Protesters:** A California judge dismissed all charges against 19 anti-sweatshop activists who were arrested in May 2000 for protesting Gap sweatshops at a Fresno mall. The judge said the protesters could not be arrested for trespassing since they were engaged in constitutionally protected activities.

► **Gas Strike Averted:** The union representing Connecticut Natural Gas workers accepted a new four-year contract Dec. 1, averting a strike vote, the Hartford Courant reported. The new contract offer came after intervention by a federal mediator, and a day after about 140 union members, nearly half the membership of Connecticut Independent Utility Workers Local 12924, picketed the negotiation site outside the Sheraton hotel in East Hartford. The new agreement gives workers annual 3% wage increases.

► **Health Plan Approved:** Voters in Portland, Maine approved a nonbinding referendum for a state

single-payer health care system, despite being outspent 20-1 by Blue Cross Blue Shield. The measure was backed by the Maine AFL-CIO and the Labor Party of Southern Maine.

► **Carey Not Guilty:** A federal jury in New York found former Teamster President Ron Carey not guilty on charges of lying when he denied knowledge of an illegal scheme by underlings to siphon union funds to political organizations, which then contributed to Carey's re-election campaign.

► **Chilean Sets Fire to Self:** A Chilean worker, Eduardo Mino, was fatally injured when he set himself ablaze Nov. 30 in front of the presidential palace in an apparent protest over the misuse of asbestos, according to the BBC News. In faxes sent to news media, Mino said he wanted to call attention to the hundreds of people who had become ill through contact with asbestos. The letter blamed a Chilean construction company for the illnesses of workers.



## Accident claims life of PROVCO steward

Local 1245 Business Rep. Ray Thomas first met Sigrid Kolec in early September, after she had been disciplined with three days unpaid leave by a PROVCO supervisor. Thomas was immediately impressed with Kolec's resolve and her grasp of the facts regarding the discipline.

Within a month the grievance was settled, Kolec was reimbursed for the time off, the letter of discipline was removed from her file—and Thomas was recruiting her as a steward.

Kolec, known as "Ziggy," was to make her debut as a union activist at an Oct. 27 stewards conference, but was severely injured while tending to one of her horses and died Oct. 30.



"Ziggy" Kolec

"I hadn't known Ziggy long, but long enough to know that on Oct. 30 someone special had passed on," said Thomas.

Ziggy had a strong work ethic, according to her husband Paul, a roofing and painting contractor in the Eureka area. Paul Kolec said Ziggy's two horses were dear to her and that she spent her spare time making and mending horse blankets.

Local 1245 extends its condolences to the family, friends and co-workers of Sigrid "Ziggy" Kolec.



"Ziggy" and one of her horses.

## Nevada member crafts convention gavel

When IBEW International President Ed Hill gaveled the International Convention to order in September, he did so with a gavel hand-crafted by Local 1245 member Ron Borst.

"I came out on the stage, brought the gavel out with me, and gave it to President Hill," recalls Borst, a 35-year IBEW journeyman lineman who once worked construction out of the Local 1245 hiring hall before hiring on at Sierra Pacific Power in 1989.



Borst remembers Hill's reaction upon first seeing the gavel:

"Damn, that's pretty."

The gavel was made from Tigerstripe Myrtlewood, a wood found only in Oregon and the Middle East, according to Borst. He crafted a case for the gavel from a Myrtlewood variant called "Fiddleback," and commissioned a silversmith to create a medallion bearing the IBEW logo that he put on the end of the case and on the gavel itself.

"Ron is such a perfectionist," noted his wife, Vickie, herself a 21-year IBEW member who serves on

Ron Borst, left, at work on gavel. Below: the gavel and matching hand-crafted case.



Preparing to welcome convention delegates are, from left: Delores Zimmerman, Business Manager Perry Zimmerman, Business Reps. Hunter Stern (partially hidden) and Debbie Mazzanti, who sang the national anthem.

the Local 1245 Joint Grievance Committee at Sierra Pacific Power.

Another contribution to the convention was made by Local 1245 Business Rep. Debbie Mazzanti, who sang the national anthem at the opening ceremony.

The delegates' high spirits were dashed Sept. 11, the convention's second day, by the terrorist attacks on the East Coast, which claimed the lives of many IBEW members working at the World Trade Center. Delegates spent much of their time during the rest of the convention watching news reports about the tragedy.

## Talks slated with PG&E

► From Page 1

company to examine the pension plan beginning this month.

A meeting with about 50 rank and file members in late October made it clear that pension issues are a top priority for members. During that meeting members raised questions about the level of funding for the plan and about the need to raise benefit levels.

The committee will examine both of these benefit-related issues.

### Bay Area Issues

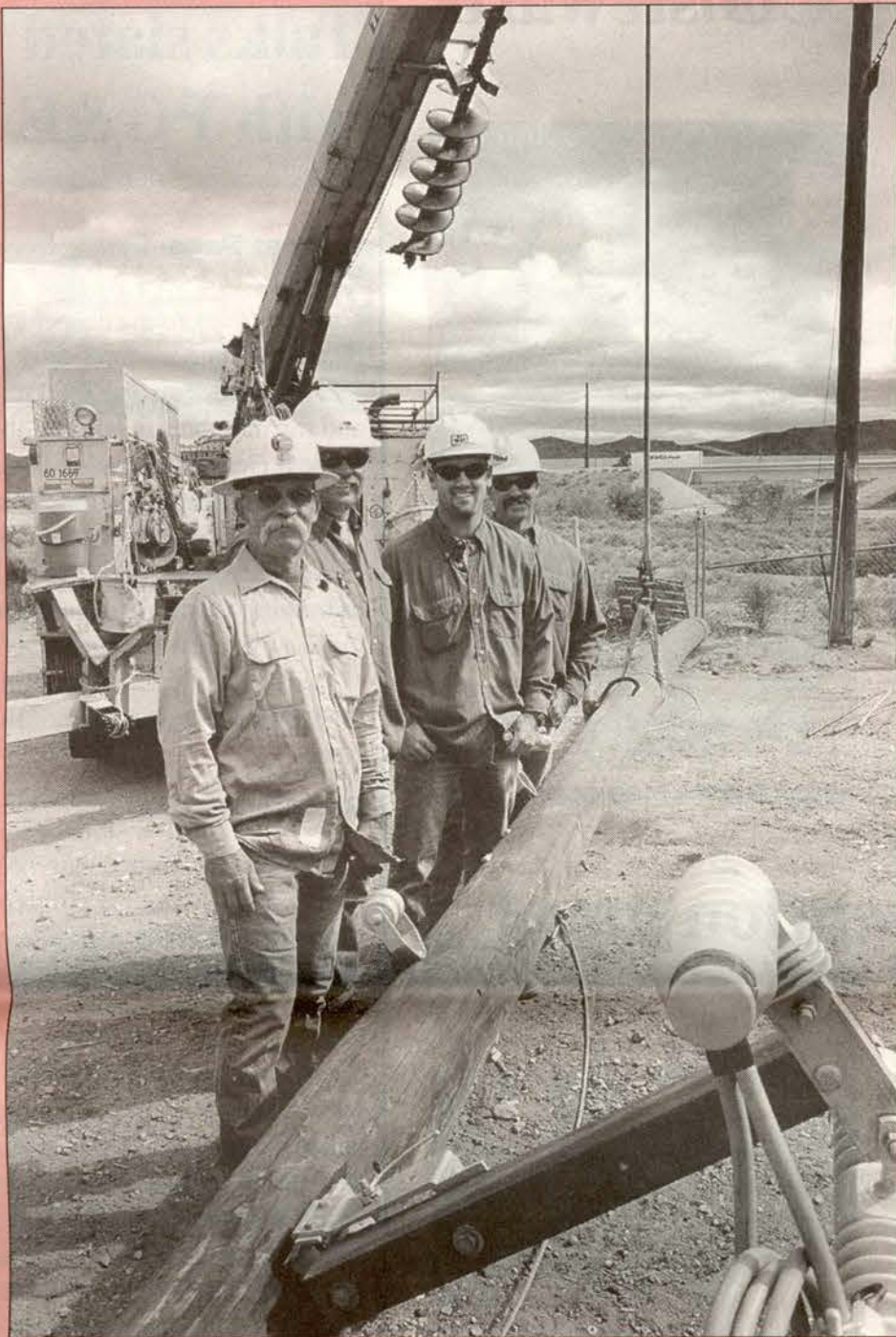
Another committee has been established to examine problems associated with the high cost of living the Bay Area, including employee retention at Bay Area locations. This committee conducted its first meeting on Nov. 19. Another meeting is planned before the end of the year to discuss a joint analysis of the cost of living throughout the PG&E system, the effects on recruiting and retention, and possible solutions.

Representing the membership on Bay Area issues are Bob Bruce, Maryann Dennehy, Cliff Jackson, Nelson Primeaux III, and Linda Gazzoli. Representing the membership on the Pension Committee are Terry Andreucci, Stu Neblitt and Gaylon Woods. Senior Assistant Business Manager Tom Dalzell will lead both committees.

Business Manager Perry Zimmerman and his staff will be involved in the talks on PG&E's Plan of Reorganization. Leading the talks in the specific areas will be:

- Howard Stiefer—Electric Transmission
- Sam Tamimi—Gas Transmission
- Bob Choate—Generation



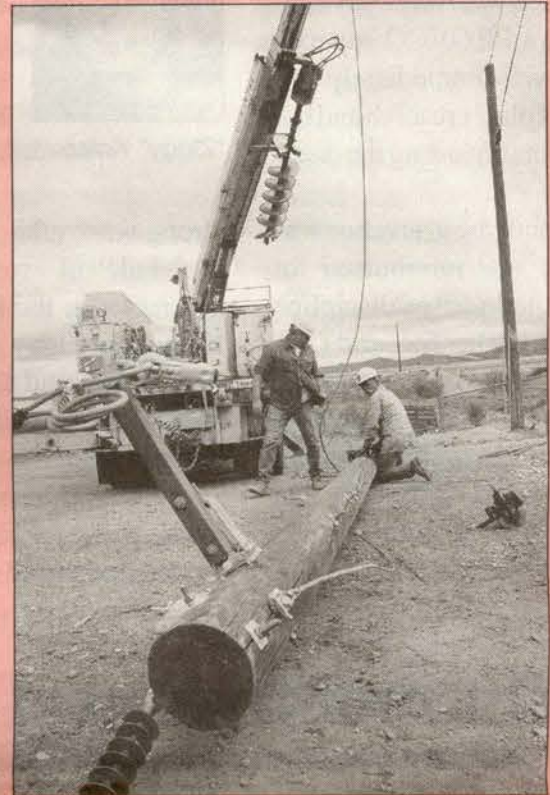


From left: Joe Donahoe, Steve Curl, Jim Hill and Mike Gill.

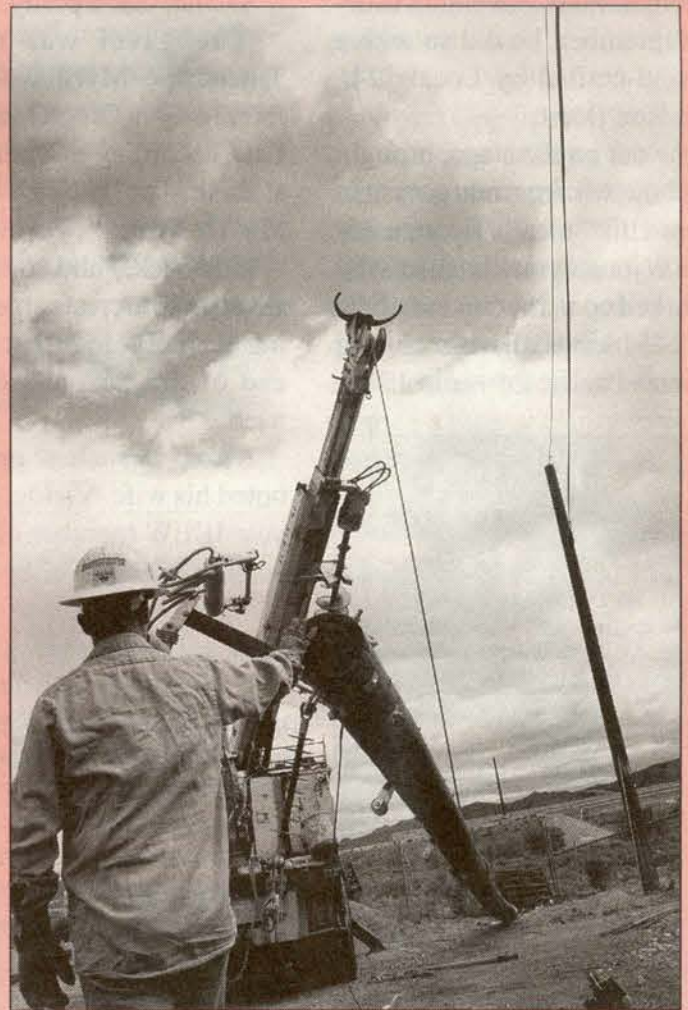
## Making it look simple

This electric crew for Sierra Pacific Power in Reno, Nev. makes it look simple, but it takes years of experience to put up a power pole and get it just right. The truck has to be properly located for a safe lift. The pole has to be appropriately framed. Possible obstructions have to be taken into account. Once the pole is set in the hole it has to be plumbed and loose dirt has to be tamped down. It's the sort of job that's performed expertly day-in and day-out by union linemen at Sierra Pacific. The crew featured here set this pole on Golden Valley Road and Old Virginia in Reno last July. The crew consisted of Steve Curl, Jim Hill Jr., apprentice, Mike Gill and Joe Donahoe, a contract lineman from Harker and Harker.

## Sierra Pacific Power IBEW ♦ Local 1245



Finding the balance point.



Beginning the pole set.





Easing it up.



Landing the pole in the grabbers.



Almost there.

Photos by Eric Wolfe



Plumbing the pole.



Tamping down.





Season's Greetings



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Senior Business Representative



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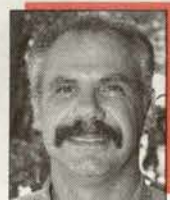
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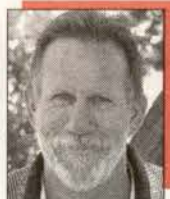
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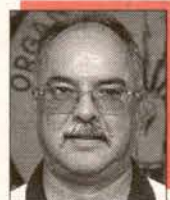
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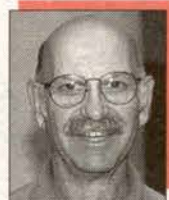
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# Season's Greetings

from  
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**Local 1245**



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Anna Bayless-Martinez

Kathy Tindall

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Art Murray  
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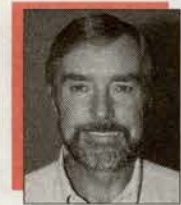
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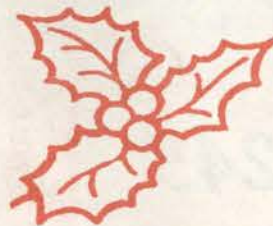
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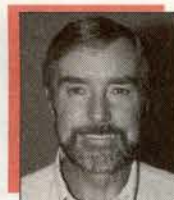
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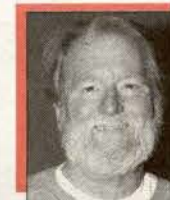
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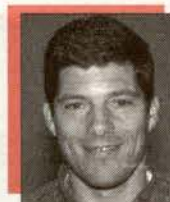
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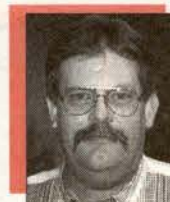
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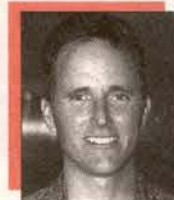
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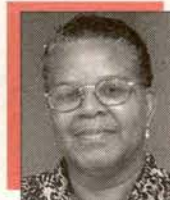
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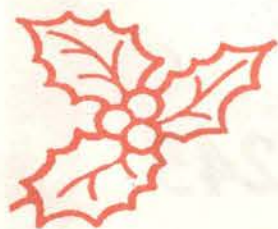
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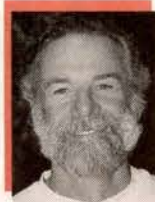




# Happy Holidays!



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Pacific Gas  
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JIM FINDLEY  
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City of Healdsburg



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Transit District



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



LINDA JURADO  
Clerical at Large PG&E  
(except GO clerical)



RON MOON  
San Joaquin PG&E,  
CAPCO,  
Chow. Water District



DAVE MORRISON  
Citizens  
Communications



STUART NEBLETT  
Shasta PG&E, Redding,  
Lassen MUD, Shasta  
Dam Area PUD, Bella  
Vista Water District



DAN PARMENTER  
Sacramento PG&E,  
Calibration & Testing



JEFF PEDERSEN  
Outside Construction



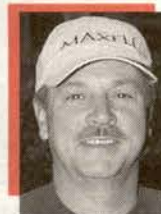
BOB QUINN  
San Francisco & PG&E  
General Office



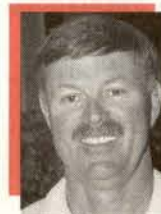
LARRY RODRIGUEZ  
AC Transit, East Bay  
Municipalities



MIKE STOUT  
Irrigation Districts



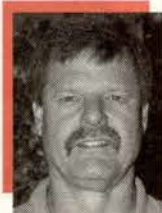
MARK TAYLOR  
Coast Valleys



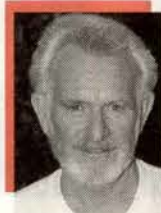
LEE THOMAS JR.  
Humboldt PG&E



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



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



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



MARY WISE  
San Francisco  
General Office Clerical

## Local 1245 Advisory Council





## Health plans drop half-million beneficiaries

**M**ore than 536,000 Medicare beneficiaries nationwide have been dropped by their health plans for 2002.

Most others still enrolled in the Medicare+Choice (M+C) program face steeper premiums and/or reduced benefits next year, according to the American Association of Retired Persons. Many thousands will lose their prescription drug coverage.

The number of beneficiaries hit by this year's round of M+C plans pulling out of Medicare or reducing service areas is not as high as last year, when nearly a million people were affected.

M+C programs can offer more benefits than traditional fee-for-service Medicare. This year the CMS had given the health plans (mainly HMOs) more time to decide whether they would stay in Medicare and had cut a lot of red tape to keep them from leaving, according to Thomas Scully, head of the Centers for Medicare and Medicaid Services (CMS), which runs Medicare.

The plans say their payments from Medicare have not kept pace

with rising costs, particularly for prescription drugs and hospital care.

"With health care inflation running at 12% and Medicare reimbursement capped at an increase of 2%, you have a mathematical formula that does not work," Karen Ignagni, president of the American Association of Health Plans, told AARP.

Of the 536,000 M+C enrollees who will lose their present plan's coverage after Dec. 31, more than 92,000 will have no other Medicare HMO in their area to fall back on.

All of them will still receive health care from traditional Medicare, but this gives no coverage for prescription drugs—one of the main reasons, surveys show, why some beneficiaries choose a managed care option.

The other 444,000 beneficiaries have at least one other HMO in their area. This may give them remaining choices as long as those local HMOs accept new enrollees.

### New Rules for All M+C Enrollees

Persons enrolled in a Medicare+Choice plan can currently switch plans on a monthly basis.

In 2002, however, they will be allowed to change plans only once between Jan. 1 and June 30. From July 1 through Dec. 31, their choice will be "locked in" and they will not be able to switch plans again in those last six months.

In 2003, the rules will change again. Enrollees will be able to change plans once between Jan. 1 and March 31. After that, they cannot switch plans in the nine months from April 1 to Dec. 31.

### Top court to look at discrimination

The Supreme Court on Dec. 3 agreed to decide whether the federal law banning age discrimination can be more broadly interpreted. At issue in the case out of Florida is whether a company decision that hurts workers over 40 much harder than those under that age violates the law.



### Make a Date...

The Local 1245 Retiree Club invites you to join us for companionship, discussion and projects. Current meeting locations are:

**East Bay Chapter:** meets 2nd Thursday each month, 10 a.m., at Local 1245 headquarters, 3063 Citrus Circle, Walnut Creek, CA.

**San Jose Chapter:** meets 1st Thursday each month, 10 a.m., at Local 332, 1870 Stone Ave., San Jose.

### 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.

Pete Altamirano, 35 years  
Lemoore, CA

Brian Clary, 27 years  
Santa Rosa, CA

Robert Engstrom Jr., 39 years  
Avenal, CA

Jean Gibson, 6 years  
San Jose, CA

Nora Huey, 23 years  
San Francisco, CA

Isabelle Ruby Martinez, 16 years  
Grover Beach, CA

Joe Watkins, 27 years  
Eureka, CA

Dennis Wiedenmeyer, 32 years  
Gualala, CA

Linda Cy Wong, 24 years  
San Francisco, CA

Esteban Ybarra, 43 years  
Cameron Park, Ca.



Photo courtesy Franklin Butler, 1991



In Times Gone By

### DITCH TENDER

Ice cycles and snow framed this photograph of Ditch Tender Franklin Butler working at Camp 2, Sipdon House ice spillway, on the El Dorado Canal in Placerville. The date was 1947.





# What to do if you are sexually harassed

## WOMEN WORKERS' HISTORY

### Deaf, Dumb & Blind?

Helen Keller (1880-1968) is best known for her personal triumph over the handicaps of blindness and deafness. But she also deserves recognition as a lifelong ally of working women. Keller championed labor's cause despite the criticism of the wealthy, who sometimes would have preferred that she remained deaf, dumb and blind.

At age 17 months, Keller's sight and hearing were destroyed by an undiagnosed illness. At age seven, her family hired Anne Sullivan, a noted teacher of the blind. With Sullivan's help, Keller was able to enter Radcliffe College in 1900. After graduation she campaigned to clean up poor working conditions leading to accidents that cause blindness among workers.

Helen Keller joined the Socialist Party, and defended the Industrial Workers of the World (IWW), the one organization trying to organize all workers regardless of skill, craft, sex, race or national origins. In 1913, she came to the aid of poor immigrant women taking part in an IWW strike in Little Falls, N.Y., a major center for knit goods and underwear.



Declaring to the strikers that "their cause was her cause," Keller said: "It cannot be unreasonable to demand the protection of women and little children and an honest wage for all who give their time and energy to industrial occupations."

**W**orkers must never be silent in the face of sexual harassment. Confront the issue as promptly and firmly as possible, with a healthy assertiveness based on an understanding of your rights.

Only *you* can take action to exercise your rights. If you feel that you can't address the problem alone, ask your union or employer for help.

Below are suggestions about how to assert your rights if you are being sexually harassed at work. This checklist can inform and empower you with options that you can exercise in any order appropriate for your situation.

Everyone's tolerance level is different. The particular facts of each situation will determine whether unlawful conduct has occurred. Each incident of sexual harassment is unique, and each incident is one too many.

### For Violent Harassment

If the harassment involves rape or assault, immediately contact the law enforcement agency and your employer. Inform your union representative.

### For Other Forms of Harassment

#### 1. Object!

Tell the harasser to stop. If the harassment continues, inform your employer. Object in writing and keep a copy for your records. Inform your Local 1245 Shop Steward or Business Representative.

#### 2. Document the Harassment

Harassers are typically repeaters, so document events if the harassment continues. Note dates, times, places, what was said or done, and names of witnesses. Keep these notes at home; they can be useful if you decide to take further action. Also keep your performance evaluations;

they could help you if the harasser questions your job performance.

#### 3. Talk to Co-Workers and Your Union Representative

Victims need support while confronting the indignity of sexual harassment. Women experience physical and psychological side effects including depression, headaches, ulcers, nausea and sleeplessness. Take care of yourself and get support from your friends and the union. Talk frankly with your Local 1245 Business Representative; you may learn that others in your bargaining unit are experiencing the same problems.

#### 4. Learn Your Rights and Research Your Options

Obtain copies of all relevant documents: your union contract, the employee handbook, and the employer's written policy and complaint procedure. Your employer should have a written policy against sexual harassment and a procedure for filing a complaint. Remember, it is the *employer's obligation under the law* to maintain a workplace free of sexual harassment.

#### 5. Exercise Your Rights; File a Complaint with Your Employer

You have valuable rights under

your collective bargaining agreement and under federal and state laws. If you file a complaint, any proposed settlement or resolution should not affect you in a negative way. You should not have to change work locations, shifts or crews to avoid the harasser. The solution should be in *your* best interest and comply fully with the terms of the collective bargaining agreement. If the sexual harassment continues, exercise your rights at a higher level.

#### 6. File a Grievance

After consulting with your Local 1245 Business Representative and reviewing the collective bargaining agreement, request that a grievance be filed, if applicable.

#### 7. File EEOC charges.

You may file charges in person, by phone or by mail. Contact the nearest field office of the US Equal Employment Opportunity Commission or your state or local fair employment practice agency. Time limitations apply, so don't delay. You don't need a lawyer to file a charge, but you may want to talk to an attorney experienced in such cases. Contact the state bar association or the women's bar association in your area for a referral.

## Union conference on domestic violence

"Domestic Violence at the Workplace" is the subject of a conference sponsored by UC Berkeley's Labor Occupational Health Program on Saturday, Feb. 9, 2002. A multi-union task force is helping plan the conference.

Unions recognize that domestic violence is a workplace issue. One out of three women in the US is a victim of physical or sexual abuse by an intimate partner. Domestic violence knows no boundaries—it creates a ripple effect that spills over onto the job. Partners commit more than 13,000 acts of violence against women in US workplaces each year.

Conference topics include recognizing and responding to domestic violence, legal and policy issues, and model workplace policies and union contract language. The \$35 registration includes lunch.

For more information, contact Elaine El-Askari at (510) 642-5507.



## SMUD apprentice dies in fall

James Lewis, apprentice lineman with the Sacramento Municipal Utility District, died Nov. 27 in a fall from a pole.

Lewis, 28, fell during a crossover while working extensive overtime to help make repairs in the wake of stormy weather, according to a report in the Sacramento Bee. The fatality stunned area residents whose service Lewis was helping restore.

"Not all heroes wear the uniform of a policeman or a firefighter," resident David Hillsman told the Bee. Hillsman said he had been getting ready to take soup and hot cocoa to the crews when Lewis fell.

Lewis served in the California National Guard. Lewis's mother,

Georgeanne Lewis, said becoming a lineman was the fulfillment of a dream to serve others. "It made him feel like he was just really doing something for the community," she told the Bee.

Lewis's wife, Mari, is pregnant. A memorial fund has been established for the family. Contributions can be made to:

Family of James Lewis  
c/o Maricruz Lewis  
Account #19963S8  
Capital Power Federal Credit Union  
6341 Folsom Blvd.  
Sacramento, CA 95819

Local 1245 extends its condolences to the family, friends and co-workers of Brother James Lewis.

## PG&E Gas Service Rep wounded

A PG&E Gas Service Representative was shot by an angry customer while responding to a service call in San Lorenzo Nov. 25.

The employee had slowed down in his service truck near the location of the service call when he heard popping sounds and felt intense pain in his left arm. Realizing he was under attack, the employee drove the service truck a few blocks where he found assistance from citizens.

The Alameda County Sheriff's department is conducting a criminal investigation and has a suspect in custody. According to a report in the Oakland Tribune the suspect told his wife: "I'm tired of being messed with."

The employee suffered a severe injury to his arm and is undergoing medical treatment.

Local 1245 condemns this outrageous assault on our member.

## U.S. job deaths decline in 2000

The number of California workers killed on the job in the year 2000 was the lowest since 1992, the California Department of Industrial Relations' Division of Labor Statistics and Research reported.

The preliminary figures for 2000, the latest numbers available, show 553 deaths attributed to work-related accidents. The total had been 644 in 1992.

Among the fatalities by event or exposure during 2000 were:

■ Transportation accidents—such

as collisions between vehicles, worker struck by vehicle or mobile equipment—230, about 42% of the total.

■ Assaults and violent acts—112, or about 20%.

■ Falls—71, nearly 13%.

■ Contact with objects and equipment—69, or about 12%.

■ Exposure to harmful substances or environments—60, or nearly 11%.

■ Fires and explosions—9, about 1.6%.

By the Local 1245  
Safety Committee



## Inspect your truck every shift

Electrical workers carry most of their equipment and supplies on some type of truck.

Each day at the start of your shift, you should give your truck a close inspection even if you drive the same one every day. Tires can go flat, lights can burn out, windows can crack. Foreign objects can lodge in the tires. Oil leaks can occur. The list goes on.

Before leaving the yard be sure

everything is as it should be on your vehicle. If pulling a trailer, double check all the hitches and connections. Do not overload your vehicle.

The Highway Patrol can give a thorough inspection any time they want, and they write up every little thing. The driver is responsible.

For peace of mind, be sure everything is in top shape before leaving the yard.

## Act fast – save lives

In any line of work, first aid and CPR qualifications should be a way of life.

Most of us feel we could do a pretty good job at first aid and CPR. But one of the biggest factors in saving lives is quick response time and fast activation of the Emergency

Medical System (EMS), if needed.

Any delay in getting the injured party advanced medical attention greatly increases the chance of further injury or death.

It's a good idea to not only practice the physical aspect of first aid, but to also practice activating EMS.



"Could you pinpoint the 'Cause of Accident' a little more clearly than, 'The whole world's against me'?"

Current members of the Local 1245 Safety Committee: Stoney Burk, Alameda Power & Telecommunications; Keith Hopp, Pacific Gas & Electric; Ralph Muraca, City of Santa Clara; Al White, Pacific Gas & Electric; David Vipond, Citizens Communications; Rich Lane, Turlock Irrigation District; and Asst. Business Manager Art Murray.





# IBEW Local 1245

## Unit Meeting Schedule: January - June 2002

CITY	UNIT #	LOCATION	UNIT CHAIR	DAY	TIME	Jan	Feb	Mar	Apr	May	Jun
Alturas (Citizens)	4013	The Brass Rail, Hwy 395	M. Nelson	Wednesday	5:30pm	9	13	13	10	15	12
Angels Camp	2512	Mike's Pizza, Hwy 49/Murphy Grade Rd.	G. Day	Thursday	4:00pm	3	7	7	4	2	6
Antioch	2317	Aladino's Pizza, 1324 Sunset Dr.	D. Tucker	Wednesday	5:00pm	9	13	13	10	8	12
Auberry	1129	Daddy Joe's, Auberry Rd.	D. Cannon	Tuesday	5:45pm	8	12	12	9	14	11
Auburn	3511	Moose Lodge, Sacramento & High	T. Andreucci	Tuesday	5:00pm	8	12	12	9	14	11
Bakersfield	1112	Labor Hall, 200 W. Jeffery St.	D. Scott	Wednesday	6:00pm	9	13	13	10	8	12
Buellton	1221	Antonio's Pizza 280 E. Highway 246	T. Mathews	Monday	4:00pm	7	4	4	8	13	10
Burlingame/Penninsula	1512	TWU Local 505, 1521 Rollins Rd., Burlingame	B. Quinn	Wednesday	5:30pm	9	13	13	10	8	12
Burney	3213	Sam's Pizza, Hwy 299, Johnson Park	W. Rodriguez	Tuesday	6:00pm	1	5	5	2	7	4
Burney (Citizens)	4015	Sam's Pizza, 38077 Hwy 299 East	D. Trowbridge	Tuesday	6:00pm	1	5	5	2	7	4
Carson City, NV	3312	Stewart Street Fire Station	S. Cherry	Tuesday	5:30pm	8	X	12	X	14	X
Chilcoot	3514	Wooden Rose Café, Hwy 70	H. Myers	Wednesday	6:00pm	9	13	13	10	8	12
Coalinga	1121	PG&E Yard on Jayne	R. Eakin	Wednesday	4:00pm	2	x	6	x	1	x
Cobb/East Geysers	3713	Starview Lodge, Gifford Springs Rd.	N. Tkachenko	Thursday	5:30pm	3	7	7	4	2	6
Concord/Walnut Creek	2316	Roundtable Pizza, 2960 Treat Boulevard	B. Bolen	Thursday	5:00pm	10	14	14	11	9	13
Elk Grove (Citizens)	4014	Laguna Town Hall, 3020 Renwick, Elk Grove	R. Alexander	Thursday	6:30pm	17	21	21	18	23	20
Elko, NV	3318	Stockman's Casino, Elko	T. Norlen	Thursday	5:30pm	17	22	21	18	23	20
Ely, NV/Mt. Wheeler	3315	Ely Fire Dept, Meeting Hall	M. Venturino	Tuesday	4:30pm	15	x	19	x	21	x
Eureka	3111	Labor Temple, 9th & E. St.	C. Wood	Tuesday	6:00pm	15	12	12	9	14	11
Fort Bragg/Pt. Arena	3717	Fort Bragg Service Center, Fort Bragg	G. Fernandez	Thursday	5:00pm	24	21	21	18	23	20
Fresno	1111	Cedar Lanes, Cedar & Shields	C. Habecker	Tuesday	5:30pm	8	5	5	2	7	4
Fresno/Asplundh	4712	Bobby Salazar's Restaurant, 2839 N. Blackstone Ave.	S. Casteneda	Thursday	4:00pm	3	7	7	4	2	6
Grass Valley	3513	Swiss House, 535 Mill St.	T. Gilbert	Wednesday	6:00pm	9	13	13	10	15	12
Hayward/Fremont/Livermore	2314	Bronco Billy's Pizza, 3940 Smith St., Union City	I. Araquistain	Wednesday	5:30pm	16	20	20	17	15	19
Hinkley	1311	PSEA Rec. Room, Hinkley Station	P. Earl	Wednesday	5:30pm	x	6	x	3	x	5
Hollister	1219	Straw Hat Pizza, 191 A San Felipe, Hollister	J. Vermilyer	Wednesday	5:00pm	2	6	6	3	1	5
Jackson	2513	Mountain Mike's Pizza, 525 S. Hwy 49	B. Boitano	Tuesday	4:00pm	8	5	5	2	7	4
Kettleman	1314	PSEA Rec. Room, Kettleman Station	S. Jameson	Tuesday	5:30pm	15	x	19	x	14	x
King City	1213	Round Table Pizza, 500 B Canal St., King City	To Be Named	Wednesday	3:45pm	22	20	20	17	15	19
Lakeport	3715	Senior Center, 527 Konocli Ave.	B. Dawson	Tuesday	7:00pm	8	5	5	2	7	4
Lemoore	1128	Fleet Reserve, 788 D. St.	M. Ormonde	Thursday	5:30pm	10	14	14	11	9	13
Lodi, City of	2516	Round Table Pizza, Kettelman Lane, Lodi	R. Willett	Thursday	4:30pm	10	14	14	11	9	13
Marysville	3611	Stassi's, Fourth Ward, 7th Street	M. Anderson	Wednesday	5:00pm	2	6	6	3	1	5
Merced	1123	Branding Iron, 640 W. 16th St.	P. Galan	Wednesday	5:30pm	2	6	6	3	1	5
Merced ID	1122	Branding Iron, 640 W. 16th St., Merced	J. Ellett	Tuesday	5:00pm	8	5	5	2	1	4
Modesto	2515	Days Inn, 1312 McHenry Blvd.	F. Malcria	Wednesday	5:30pm	9	13	13	10	8	12
Modesto/Modesto Irr. Dist.	2518	Pizza Pub, Kansas Avenue @ Emerald, Modesto	R. Wright	Wednesday	4:30pm	2	6	6	3	2	5
Morro Bay	1222	Round Table Pizza, 1050 Los Osos Valley Rd.	R. Tapia	Thursday	4:00pm	17	14	14	11	16	18
Napa	3716	Round Table Pizza, 3331 Solano Ave. Napa	J. Kent	Thursday	6:00pm	10	7	7	4	9	6
North Lake Tahoe/Kings Beach	3320	Carpenter's Hall, Kings Beach (Deer Street)	B. Wermuth	Wednesday	5:30pm	22	20	20	17	15	19
Novato/Marin County	3711	Round Table Pizza, S. Novato Blvd.	I. Snyder	Wednesday	5:30pm	9	13	13	10	8	12
Oakland Physical	2311	Francesco's, Hegenberger & Pardee	B. Simmons	Tuesday	4:30pm	8	5	5	2	7	4
Oakland/City of	2211	Francesco's, Hegenberger & Pardee	L. Rodriguez	Thursday	4:00pm	17	21	21	18	16	20
Orcutt/Santa Maria	1216	Giavanni's Pizza, Santa Maria	M. Landeros	Tuesday	4:00pm	8	5	5	2	7	4
Paradise	3417	Red Lion Pizza, 7186 Skyway, Paradise	R. Bentler	Tuesday	5:30pm	8	12	12	9	14	11
Placerville	3813	Spanky's Pizza, 197 Placerville Dr.	H. Garcia	Tuesday	4:00pm	1	5	5	2	7	4
Placerville/Asplundh	4714	Spanky's Pizza, 197 Placerville Dr.	J. Atkinson	Tuesday	4:00pm	8	12	12	9	14	11
Pollock Pines/Fresh Pond	3912	50 Grand Club	G. Stoffer	Wednesday	6:00pm	2	6	6	3	1	5



# Unit Meeting Schedule: January - June 2002



CITY	UNIT #	LOCATION	UNIT CHAIR	DAY	TIME	Jan	Feb	Mar	Apr	May	Jun
Portland, OR/PG&E GTNW	3026	PG&E GTNW Office	S. Corey	Wednesday	5:30pm	16	20	20	17	15	19
Red Bluff	3214	Crystal Restaurant, 343 S. Main Street, Red Bluff	S. Burton	Thursday	5:30pm	3	7	7	4	9	6
Redding	3212	Round Table Pizza, 2808 McMurry Dr., Anderson	A. Streetman	Wednesday	5:15pm	2	6	6	3	8	5
Redding, City of	3217	Labor Council, 900 Locust St.	To Be Named	Wednesday	5:30pm	2	6	6	3	8	5
Redding/Davey Tree	4419	Round Table Pizza, 900 Dana Drive	G. Suarez	Wednesday	5:00pm	16	20	20	17	15	19
Redmond, OR	3024	PG&E GT Headquarters	P. Hathaway	Thursday	5:30pm	17	21	21	18	16	20
Redwood City/Asplundh Tree	4711	Mountain Mike's Pizza, 120 El Camino Real	C. Oseguera	Wednesday	4:00pm	16	20	20	17	22	19
Reno, NV	3311	IBEW LU 401, 2713 E. 4th St.	W. Patterson	Wednesday	7:00pm	2	6	6	3	8	5
Richmond	2318	La Strada Rest., 2215 Church Lane, San Pablo	C. Jackson	Wednesday	4:30pm	2	6	6	3	1	5
Richmond/E. Bay Clerical	2301	La Strada Rest., 2215 Church Lane, San Pablo	D. Ambeau	Wednesday	6:00pm	2	6	6	3	1	5
Riverside/Outside Line So.	4912	1074 La Cadena Drive #5	J. Johnstone	Saturday	10:00am	19	16	16	20	18	15
Roseville, City of	3512	Fast Freddie's Pizza, 130 Main St.	T. Bakkie	Tuesday	4:15pm	1	5	5	2	7	4
Sacramento	3811	Florin Odd Fellows, 8360 Florin Rd., Sacramento	L. Mennel	Wednesday	5:00pm	2	6	6	3	1	5
Sacramento Clerical	3801	Sacto Central Labor Council, 2840 El Centro	S. Smith	Thursday	5:30pm	17	21	21	18	16	20
Sacto. Muni Utility District	3911	Sacramento Central Labor Council, El Centro & I-80	G. Ritchie	Wednesday	5:00pm	9	13	13	10	8	12
Sacto. Regional Transit	3011	The Old Tavern, 1510 20th St., Sacramento	C. Bibbs	Wednesday	4:45pm	16	20	20	17	15	19
Sacto./Outside Line No.	4911	IBEW LU 340 Hall, 2840 El Centro	L. Thomson	Saturday	10:00am	12	9	9	13	11	8
Salinas	1211	Mountain Mike's Pizza, 315 E. Alisal St., Salinas	S. Lazano	Tuesday	5:45pm	15	5	5	2	7	4
San Francisco	2412	Ship Clerks Union Local 34 Hall, 4 Berry St.	J. Petrovich	Wednesday	4:30pm	2	6	6	3	1	5
San Jose	1511	Straw Hat Pizza, 1535 Meridian Ave., San Jose	F. DeAguinada	Wednesday	5:15pm	9	13	13	10	8	12
San Jose/Asplundh	4713	Jack's Pizza, 1468 South 1st St.	S. Munoz	Thursday	4:00pm	10	14	14	11	9	13
San Luis Obis./Pismo Beach	1215	Round Table Pizza, 1055 Olive St.	T. Castanon	Thursday	4:00pm	10	7	7	4	9	6
San Luis Obispo/DCPP	1220	Margie's Diner, 1575 Calle Joaquin	L. Moon	Wednesday	5:30pm	9	6	6	3	8	5
Santa Clara, City of	1411	Vesuvios Resturant, 3044 El Camino	R. Muraca	Thursday	4:00pm	10	14	14	11	9	13
Santa Cruz	1513	VFW Post #7263, 2259 7th Ave., Santa Cruz	A. Freitas	Tuesday	6:00pm	8	12	12	9	14	11
Santa Rosa	3712	Round Table, Steele & Cleaveland	L. Stubblefield	Tuesday	7:00pm	*8	5	5	2	7	4
Selma	1120	Sal's Mexican Restaurant, 2163 Park St.	P. Sandoval	Thursday	4:30pm	17	21	21	18	16	20
Shasta - USBR	3218	Keswick Dam Rd., Keswick	G. Huber	Wednesday	5:15pm	9	13	13	10	8	12
Sonora	2517	The Peppery, 13494 Mono Way	B. Owens	Tuesday	4:00pm	15	12	12	9	14	11
South Lake Tahoe	3314	Moose Lodge	P. Stahl	Thursday	5:00pm	3	7	7	4	2	5
Spankel, WA/Rosalia	3027	Harvester Restaurant, Spankel, WA	P. Brown	Thursday	5:00pm	10	14	14	11	9	13
Spokane, WA	3025	PG&E GT Headquarters	G. Withrow	Thursday	5:00pm	17	21	21	18	16	20
Stockton	2511	Ed Stewart Amer. Legion Post #803, 3110 N. West Ln.	C. De La Torre	Thursday	6:30pm	10	14	14	11	9	13
Susanville (Citizens)	4012	Grande Café, 730 Main St.	J. Lovercheck	Thursday	5:30pm	10	14	14	11	16	13
Templeton	1217	The Pizza Place 105 Main St.	G. Burk	Tuesday	4:00pm	15	12	12	9	14	11
Tiger Creek/Pine Grove	2519	Pine Grove Pizza, 19724 St. Hwy 88, Pine Grove	R. Davis	Tuesday	6:00pm	16	19	19	16	21	18
Topock	1313	PSEA Rec. Room, Topock Station	G. Shettco	Thursday	4:45pm	x	7	x	4	x	6
Turlock	1126	Sidelines Bar & Grill, 2321 West Main St., Turlock	R. Lane	Thursday	5:00pm	3	7	7	4	7	6
Ukiah	3714	The Wright Stuff Pizzadome	To Be Named	Wednesday	5:00pm	9	6	6	3	8	5
Vacaville	3812	Pietro's #2 679 Merchant St.	B. Yaws	Wednesday	5:00pm	9	13	13	10	8	12
Walla Walla/PG&E GTNW	3023	PG&E GT NW Office	M. Prior	Thursday	5:00pm	10	14	14	11	9	13
Wells R.E.C.	3319	Silver Sage Senior Citizens Center, 1st St., Wells NV	C. Swett	Wednesday	4:30pm	16	x	20	x	22	x
Winnemucca	3317	47 E. Winnemucca Boulevard	S. Morris	Wednesday	7:00pm	x	21	x	17	x	19
Woodland	3814	American Legion Hall, 523 Brush Street	B. Wallace	Thursday	5:00pm	10	14	14	11	9	13
Yerrington	3313	Pacific Avenue Firehouse	L. Soukup	Tuesday	5:00pm	8	X	12	X	14	X

*All Local 1245 unit meetings are open to all Local 1245 members, regardless of employer.*



# Union volunteers wash away MUD

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For example, candidates running for the position of director on the Municipal Utility District board allowed their supporters to post campaign materials in a way that covered up crucial high voltage switch numbers on many poles, potentially creating dangerous delays during emergency switching operations. Prop. F & I supporters also defaced union-sponsored billboards that featured a Local 1245 lineman on a pole. These over-zealous campaigners apparently believed the public would trust the word of law-breaking graffiti artists over that of experienced union workers on critical public policy issues like power supply.

## Costs and Supply

But the two issues that broke the back of the F & I campaign were costs and supply.

Proponents of F & I promised that a municipal utility would bring lower rates. But they were never able to make the numbers add up. To many voters, and especially to Local 1245 members, these empty promises of lower rates were echoes of the 1990s, when hawkers of deregulation promised the same thing—with disastrous results.

Local 1245 went to great lengths to explain to the public that San Francisco—like much of California—faces genuine problems of electric supply. Taking over the city's

distribution system does nothing to address this important issue. In fact, buying PG&E's distribution system would have tied up resources the city needs to tackle supply problems.

## Three Fronts

The Local 1245 campaign operated on three fronts:

1. Communicate our message to voters via the media, including radio talk shows, public billboards, and editorial endorsements.

2. Enlist support for our position from key unions in an effort to undermine the claim by the San Francisco Labor Council that labor supported F and I, and win endorsements from neighborhood political groups.

3. Reach voters at their homes with our message.

The union campaign was successful on all three fronts.

Every major newspaper in San Mateo and San Francisco came out against F and I. The fanatically anti-PG&E Bay Guardian was the only newspaper to endorse the propositions. The San Francisco Weekly printed one article favorable to Prop. F, but blasted Measure I with an article entitled "Dead MUD Walking."

Local 1245 members appeared on numerous radio talk shows and spoke to dozens of community groups, including unions. In the end, Local 1245's position won support from ESC (the other union at PG&E),

two locals of the Communications Workers, IBEW Local 6, the Police union and the Firefighters union, and the San Francisco Building Trades Council, which represents 32 construction unions.

And on every weekend leading up to the election platoons of union members distributed Local 1245 doorhangers to targeted voters. In some cases Local 1245 members turned down prearranged weekend overtime in order to participate in neighborhood leafletting. On election day, Local 1245 organized a large get-out-the-vote drive that targeted voters known to be favorable to our position.

With such narrow margins of victory, there can be no question that Local 1245 members were directly responsible for bringing down F and



Claudia Rios, meter reader and Business Rep. Hunter Stern ready for Saturday leafletting.

I. The municipalization debate continues in San Francisco and elsewhere in California. But after the F and I campaign it's clear that Local 1245 has established itself as a major player who cannot and will not be excluded from the debate.



Participating in the union's door-to-door campaign in San Francisco were (from left) Peter O'Driscoll, Eamon O'Driscoll, Ray Lee, Larry Magee and Jerry Takeuchi. Our apologies to Ray Lee for leaving him off the list of volunteers published in last month's Utility Reporter.



Gathering to leaflet in San Francisco are, from left: Business Rep. Bernard Smallwood, Assistant Business Manager Jim McCauley, Business Rep. Hunter Stern, Aurelia Dancel, Dolores Harrington, Norma Vella, Cindy Jew-Szeto, Bob Quinn and Aristotle Quinn.



Meeting in the Sunset District for leafletting on "F" and "I" are, from left: Bill Robotka, Gerry Steemers, Russ Fairbanks, Glenn Durant, James Horton, Bob Quinn, Jennifer Galindo, Hunter Stern, Jerry Takeucci, Larry Magee (obscured), Gary Aasland, Mike Cresci.

Photos: Landis Martilla