

## Reorganization at PG&E in judge's hands

Federal Judge Dennis Montali could clear the way for Pacific Gas & Electric's reorganization plan—or deal it a fatal blow—when he rules on a critical issue in the company's bankruptcy case: can a federal judge pre-empt state laws that require state regulation of certain assets that PG&E wants to transfer to new, federally-regulated companies.

PG&E says federal bankruptcy laws give Montali the authority to approve the company's plan of reorganization (POR). That plan would transfer PG&E's generating, electric transmission and gas transmission assets to new companies.

Historically, those assets have been regulated by the California Public Utilities Commission. Not surprisingly, the CPUC will oppose the POR in hearings slated for Montali's court on Jan. 25.

If Montali rules that federal authority can pre-empt state regulation, the company's POR will have cleared a major hurdle. If Montali declines to interfere with the CPUC's regulatory authority, it would deal a serious blow to the company's plan to re-organize itself in the wake of last April's bankruptcy filing.

Local 1245 has taken no position on Pacific Gas and Electric's Plan of Reorganization.

## Slow-going for SMUD contract talks

Union negotiators continued meeting with managers for the Sacramento Municipal Utility District in December in an effort to hammer out a new labor agreement for Local 1245 members.

Negotiations to date have centered on workplace issues as the union examined and responded to a large number of management proposals. As the holidays approached, negotiators still had not begun to tackle monetary issues.

The union and District did reach agreement in December on one issue: to extend the current agreement beyond its Dec. 31 expiration date so that bargaining could continue.

Negotiators have been meeting since September, and the slow progress reflects the unusually large number of changes management has proposed to the Memorandum of Understanding, as labor agreements are called in the public sector.

Serving on the union's negotiating team are: Gary Stoffer, Material Han-



UNION NEGOTIATORS AT SMUD

Local 1245 negotiators at the Sacramento Municipal Utility District are, from left: Brian Knox, Gary Stoffer, Grant Ritchie, Don Kreuter, Ike Williams, Jim Loy, and Business Rep. Wayne Greer.

dlar; Don Kreuter, Lineman Foreman; Brian Knox, Electrician; Ike Williams, Utility Crew Foreman; and

Jim Loy, Control Room Operator, along with Local 1245 Business Rep. Wayne Greer.

## Enron reveals deregulation's utter failure

By Eric Wolfe

The collapse of Enron provides clear evidence that America's great experiment with electric deregulation has failed—and failed utterly.

On Dec. 2, the \$50 billion electric trader became the largest company in history to file for Chapter 11 protection from creditors. Policymakers quickly rushed to examine the wreckage.

The California Public Utilities

Commission on Dec. 11 launched an investigation into whether Enron's bankruptcy would affect electricity and natural gas supplies for Enron's customers in the state. At least three committees of the US House of Representatives are investigating Enron, including inquiries into controversial partnerships that transferred debt off of Enron's balance sheet and inflated the company's earnings.

In the end, these investigations may help uncover instances of indi-

vidual wrong-doing. But the larger lesson of Enron's collapse has to do with institutions, not individuals. Deregulation zealots—including power generators, large consumers, government “reformers” and academic “experts”—argued that the free market was the appropriate way to allocate electric resources, and that regulatory institutions stifled innovation and wasted taxpayer dollars.

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Advisory Council  
Concord, CA

## MARCH 4

Deadline for Entries for  
Al Sandoval Competitive  
Scholarship

## APRIL 1

Deadline for Applications for  
Local 1245 Trade & Vocational  
School Grant

## APPOINTMENTS

CONFERENCES AND  
CONVENTIONS

IBEW-NECA Employee Benefits  
Conference  
Perry Zimmerman  
Art Murray

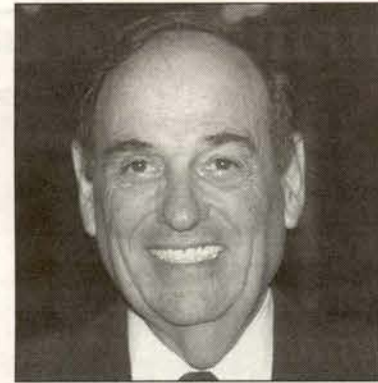
IBEW Western Region Government  
Employees Collective Bargaining  
Conference  
Dennis Seyfer  
Sam Giero

Electrical Workers Minority Caucus  
Dorothy Fortier  
Lula Washington  
John Mendoza  
Norma Ricker  
Donna Ambeau  
Jerry Takeuchi

CALIFORNIA/NEVADA JOINT  
APPRENTICE TRAINING  
COMMITTEE  
Jeff Johnstone

## New Years resolution: safety on the job

By Perry Zimmerman, Business Manager



As I look ahead, 2002 promises to be quite a busy year for Local 1245, its staff, and its members.

At PG&E, we will be closely watching the company's effort to restructure after bankruptcy, and working our way through a series of negotiations. These negotiations will involve not only the bankruptcy but other important issues as well, such as the high cost of living in the greater Bay Area.

At SMUD, we will be finishing negotiations on all the terms of a new agreement, and throughout our public sector properties we will be press-

### Work Safe!

ing for agency shop agreements and pension improvements in line with the new legislation signed by Governor Davis last summer.

In the tree trimming industry, we will be working on new agreements with all the contractors, and working hard to make the industry 100% union in our jurisdiction.

In the California legislature and in

front of the California Public Utilities Commission we will be monitoring the ongoing struggles over deregulation and municipalization, and fighting to protect our members' interests. We will also be keeping an eye on the situation in the various local communities that are considering municipalization, again with an eye to our members' interests.

I hope that we do well in all of these fields, but if I had to make just one New Year's resolution, it would be to resolve that our members work as safely as possible.

The last month has been a difficult one for us. A young member at SMUD fell to his death from a pole while restoring service to customers, and members at PG&E suffered serious injuries from a backing accident, a shooting, and a dog attack.

I think that one of the reasons that we were able to communicate so well with the people of San Francisco during the recent election was that we are the face of the companies that we work for. The public knows that our members work in close proximity to danger all the time. Heights, high voltages, sharp tools, bad weather, late night storms, high-pressure gas and steam, radioactive material, large equipment—the list of the dangers that our members encounter every day, and often in combination, goes on and on. Our members quietly accept these dangers to serve the public.

I know that some accidents cannot be avoided, but many can. It is my deepest hope that our members work safely and that at the end of 2002 we will have had far fewer accidents to report than we have this year.



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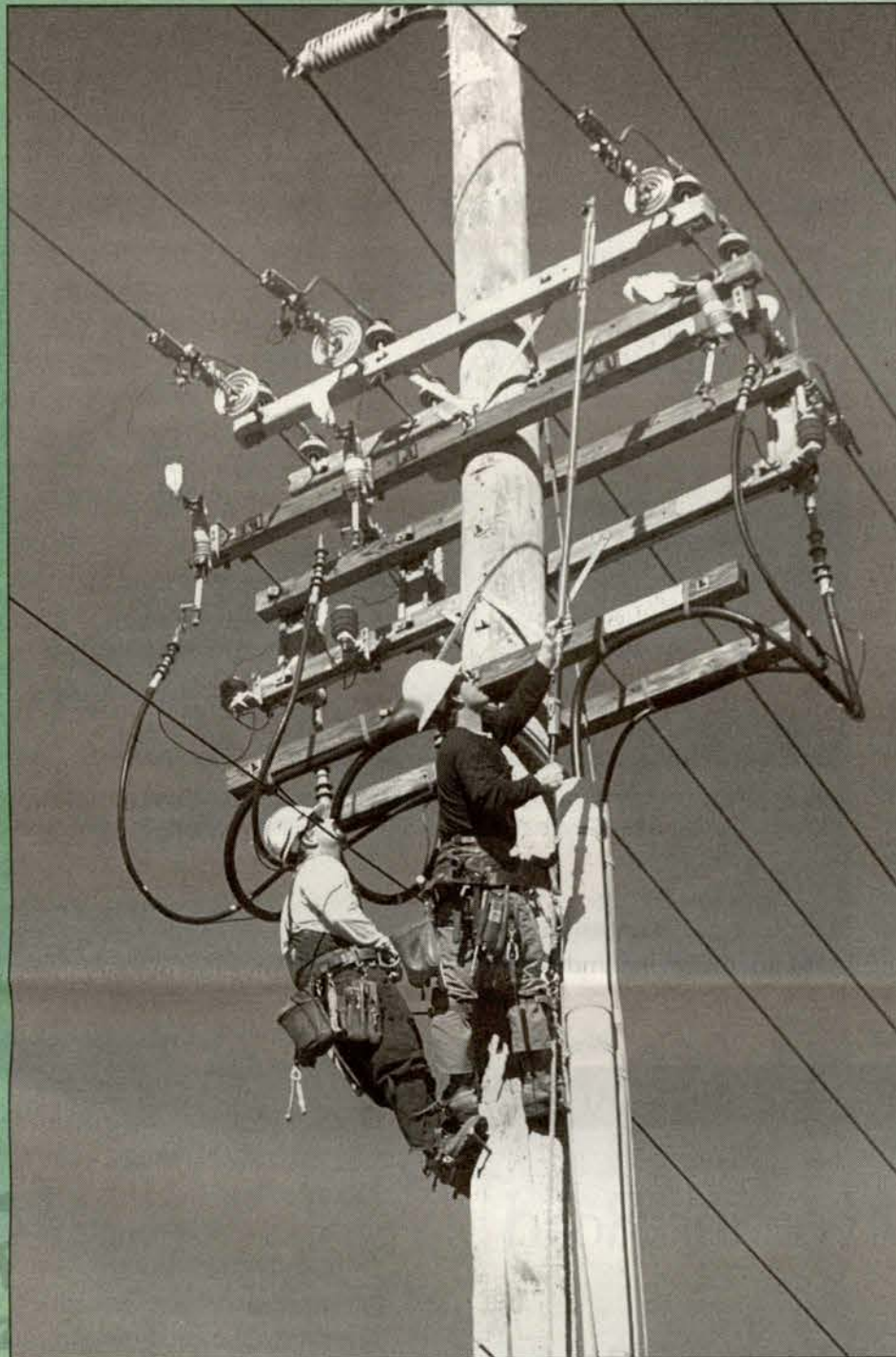
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Dean Deleersnyder and Shawn Lyons working at the intersection of Laguna and Bruceville in Sacramento a few days after a storm blew through the area causing extensive damage to electric infrastructure.

## SMUD crews say 'thanks for the help'

When a winter storm blew through Sacramento in late November toppling 126 power poles, Local 1245 linemen at the Sacramento Municipal Utility District had a major emergency on their hands.

Fortunately, they didn't have to face it entirely on their own. Local 1245 linemen from other public agencies responded to SMUD's call for assistance to help restore power to the state's capital city.

Providing assistance were line crews from the City of Santa Clara, City of Roseville, the Western Area Power Administration, and Modesto Irrigation District. IBEW crews from the contractor PAR Electric also came to Sacramento's aid, as did crews from another union representing electrical workers at the City of Palo Alto.

"We didn't get a chance to thank them" before the crews left, said Line Foreman John Moe, who noted that visiting crews sometimes aren't given the appreciation they deserve. "We wanted them to know we really appreciated them being here."



John Moe, Steve Jensen, Dean Deleersnyder, and Shawn Lyons.

**S**ACRAMENTO  
**M**UNICIPAL **U**TILITY  
**D**ISTRICT





## Fast track, organizing, and torching city hall

### Fast track squeaks by

A flurry of last-minute political deals and promises pushed the Bush administration's Fast Track trade scheme to a one-vote win in the House of Representatives Dec. 6.

"Today we saw the House leadership hit a historic low in bowing to their billion-dollar corporate backers. The Republican leaders and the Bush administration capped a year of punishment for working families with one last disgraceful vote before the end of the legislative session," AFL-CIO President John Sweeney said.

"They began the year by rolling back hard-won worker protections. They continued their attacks with a shameful 'worker relief' package that not only fails to provide relief to unemployed workers or stimulate our sputtering economy but shamefully lavishes tax rebates on profitable corporations.

"Now they have elected to end the year with a flawed trade measure that will cost more working Americans their jobs," said Sweeney.

Working families flooded Capitol Hill offices with phone calls, e-mails and faxes urging defeat of Fast Track, but business lobbyists and the Republican leadership managed to capture the one extra vote needed to pass.

The 215-214 vote means the legislation moves to the Senate.

Some 80,000 people marched through Brussels, Belgium Dec. 13, demanding the European Union give labor unions a larger role in shaping social policy and do more to cut unemployment. The march came on the eve of a two-day summit of EU leaders. "This is an appeal for a more social Europe, we are not against Europe," said Waltraud Etz, spokeswoman at the European Trade Union Confederation, which organized the march. "We want more jobs and better-quality jobs as the economic situation isn't great," she said. The group, which represents 60 million European workers from 25 countries, demands quality public services, more workers rights, improved safety conditions at the workplace and an EU commitment to tone down "today's unbridled globalization."



This photograph, part of a series of photos by Local 1245 Lineman Lewis Giles, shows Lineman Dan Goyne at work for PG&E within sight of the Oakland-San Francisco Bay Bridge.

► **30% for Organizing:** The AFL-CIO, meeting in convention in Las Vegas, Nev., called on interna-

tional unions to commit at least 30% of their resources to organizing. "We need to leverage everything else we do to support growth," AFL-CIO President John J. Sweeney said.

► **30% for Workers:** Thousands of workers at Hyundai Motor Co. in Korea struck Dec. 14, to demand that management deliver on an agreement to give the union a 30% share in net profits, with another 30% going to shareholders and 40% to finance investments. The company expects to reap an all-time record net profit worth 1.2 trillion won (940 million dollars) this year, Yahoo Singapore reported.

► **Torching City Hall:** As political leaders of Argentina met to try to prevent the country's financial collapse, thousands of desperate workers took to the streets in Buenos Aires and other major cities Dec. 14. In Neuquen, a city 640 miles southwest of the capital, hundreds of state workers clashed with riot police amid flying rocks and tear gas. In Pergamino, protesters torched the city hall and police responded with tear gas. A run on banks Nov. 30 forced the government to partially freeze Argentines' bank accounts. The jobless rate is 18%, a near record.

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## McDowell remembered for community service

By Lynn Allen

**B**rother Ronald E. McDowell, 61, died Nov. 6 at his workplace in Elko, Nev.

Ronnie was a lifetime resident of Reno. He worked for the last 15 years for Sierra Pacific Power Co. as a senior draftsman.

Ron previously retired from the US Air Force after 35 years of service. He was a highly decorated Viet Nam veteran. And he was a member of IBEW Local 1245.

Ronnie was head coach of Great Basin College Judo Club. He taught Judo at the University of Nevada Reno for several years. Ronnie was recently inducted into the Martial Arts Hall of Fame and was one of the

highest-ranking Judo instructors in the nation. He is listed as a Martial Arts Pioneer.

He served at one time as President of the Nevada Jaycees and many years ago President John F. Kennedy selected Ronnie as one of the nation's top 100 young men.

Ronnie also received the Nevada Distinguished Service Medal from Nevada Gov. Bob Miller, and a meritorious service medal from Adjutant General Clark.

Ronnie was a lifetime member of the Reno Rodeo Association, and a founding member of the Marquis Car Club in Reno. Ronnie was one of the members responsible for starting Hot August Nights, the festival

celebrating our state's past.

Ronnie was also a paramedic and first responder at Sierra Pacific Power Co., as well as a member of Reno Search and Rescue. He was a lifetime member of Delta Sigma Pi.

And the list of his contributions to the community could go on and on.

Ronnie was a soft-spoken man, leaving many people unaware of his many accomplishments. He was always first to volunteer and help his fellow man. His patriotism for our nation was second to no one. Ronnie touched many lives and left many friends. He will be missed.

Lynn Allen is a member of Local 1245 at Sierra Pacific Power.

## Reno, Nevada



Kathryn Suiter, a 13-year union member.



Judy Mason, a 20-year union member.



Michelle Ramsey, a 6-month union member.

**Sierra Pacific Power  
Customer Service**

## Unit schedule ... on the web

### On PG&E's PageOne:

Local 1245 members with access to a computer at PG&E can go to PageOne, select HR, select Industrial Relations, and scroll down to Union Boards. Click on the IBEW logo.

**Internet location:**  
[www.ibew1245.com](http://www.ibew1245.com)

All Local 1245 members can find a list of current unit meetings on Local 1245's web page on the Internet. Go to [www.ibew1245.com](http://www.ibew1245.com), then click on "IBEW Local 1245 - Organization," then select Unit Meeting Schedule.

## Unit changes

Unit 3511, Auburn, now meets at RoundTable Pizza.

Phil Carter  
Business Rep.

Unit 3513, Grass Valley, has a new unit chair: J. Maslou.

Phil Carter  
Business Rep.

*The following information corrects some dates published in last month's Utility Reporter:*

Unit 1122, Merced Irrigation District, will hold its May 2002 meeting on May 7.

Unit 2518, Modesto Irrigation District, will hold its May 2002 meeting on May 1.

Unit 1126, Turlock Irrigation District, will hold its May meeting on May 2.

Sam Glero  
Business Rep.



## Enron's collapse proves need for regulation

When Enron was flying high, the company wanted to become the default provider for California customers. Local 1245 and the Coalition of California Utility Employees led the resistance to Enron's scheme. If that scheme had succeeded millions of Californians today would be scrambling to find power.

Or imagine what would have happened if Enron had succeeded in its goal of taking over billing and metering for California's utility customers. Again, Local 1245 and CUE resisted, often the lone voice. Such a move would have shredded PG&E's clerical and metering workforce and then left the industry in chaos when Enron went belly-up.

### ► From Page 1

A few voices—including Local 1245—protested that the obligation to provide electricity was far too important and complex to be left to unregulated markets and traded like pork bellies, and that regulators play an indispensable role in assuring safe and reliable service. But the smell of money was in the air, and the free market crowd had a champion to lead them into battle.

The champion was Enron. The field of battle was California.

Now that field of battle is strewn with carcasses.

### The Victims

The victims include two shattered California utilities—PG&E and Southern California Edison.

The victims include California ratepayers who, one way or another, must reimburse the state treasury for the billions spent to buy power during the Great Gouge of late 2000 and early 2001.

The victims include those injured or harmed economically during a string of blackouts last spring.

The victims include retirees and workers nearing retirement who saw the value of their utility stock plummet.

The victims also will include Enron's own employees whose retirement was invested in Enron stock, but the victims are not likely to include Enron chief Kenneth Lay and other top executives who rewarded themselves extravagantly for their brilliant management.

The list of victims could have been even longer. When Enron was flying high, the company wanted to become the default provider for customers who failed to choose a provider in California's "marketplace." Local 1245 and the Coalition of California Utility Employees led the resistance to Enron's scheme. If that scheme had succeeded millions of Californians today would be scrambling to find power.

Or imagine what would have happened if Enron had succeeded in its goal of taking over billing and metering for California's utility customers. Again, Local 1245 and CUE resisted, often the lone voice. Such a move would have shredded PG&E's clerical and metering workforce and then left the industry in chaos when Enron went belly-up.

### History Ignored

Policymakers who took the time to examine the history of electric regulation (few apparently bothered) would have discovered that rate-gouging, service interruptions, and stockholder swindles were rampant in the electric industry in the early 1900s. The Public Utilities Holding Company Act of 1935 was designed to put an end to the casino mentality that ruled the electric industry, and to put utility companies under the authority of state regulators charged with making sure that there is power in sufficient quantity and with sufficient reliability to serve the needs of the people.

That same year, incidentally, Congress passed the National Labor Relations Act, which made it possible for unions to organize utilities and improve the skill levels of those who are ultimately responsible for delivering power safely and reliably.

### History Re-Enacted

California was the first to be burned by electric deregulation. And when our legislators took action to put out the fire, it's not surprising that they looked to regulation as the solution.

At the height of the electricity crisis the legislature passed and Gov. Davis signed a bill to create a California Power Authority—a government institution responsible for making sure there is power in sufficient quantity to serve the needs of the people.

Two other regulatory bodies proved their value during the recent electric crisis: the California Public Utilities Commission, among other actions, ordered a stop to utility layoffs that could have threatened service. And the Federal Energy Regulatory Commission, after a long delay, ordered a cap on wholesale prices to limit rampant price gouging.

### Silver Lining

If Californians wish to look for a silver lining to our state's deregulation disaster, let's start here:

Be grateful for our democratic institutions—they listened to us when we spoke out against Enron's most extreme proposals, and pulled California's bacon out of the fire during the crisis. Without these institutions, things could have been much worse. Continuing to be active participants in our democratic institutions in the coming years will be critically important to the task of restoring our battered energy sector to health.

And be grateful for the thousands of skilled union utility workers who endured downsizings and public hostility during the crisis and continued delivering our utility service with remarkable reliability and safety.

Without their skills and dedication, we'd all learn what a crisis really is.

**Q: What can you get with 10 shares of Enron stock?**

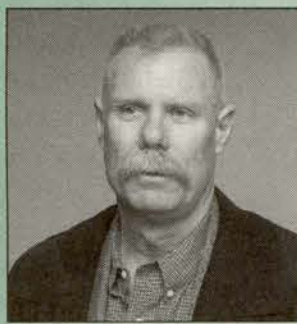
**A: A hot dog at Enron Field.**



**ADVISORY COUNCIL  
ROHNERT PARK, CA.  
NOVEMBER 3-4, 2001**



Assistant Business Manager Jim McCauley, who resigned as Vice President last summer, reports on the union's effort to defeat two ballot measures to municipalize San Francisco's electric system.



Dennis Seyfer serves as Assistant Business Manager overseeing representation in the public sector.



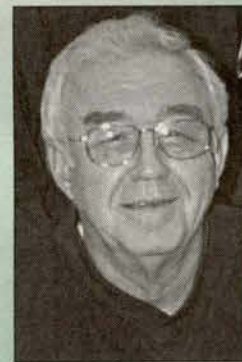
Roger Stalcup gives his last Advisory Council report as an Assistant Business Manager before assuming his new duties as a Senior Business Rep. assigned to PG&E General Construction, an area where Stalcup's experience is unsurpassed.



Chris Habecker now serves as Recording Secretary, replacing Ed Mallory.



Dave Scott now serves as Southern Area Executive Board member, replacing Chris Habecker.



Ed Mallory now serves as President, replacing Howard Stiefer.



Business Manager Perry Zimmerman updates Advisory Council members meeting in Rohnert Park in November.

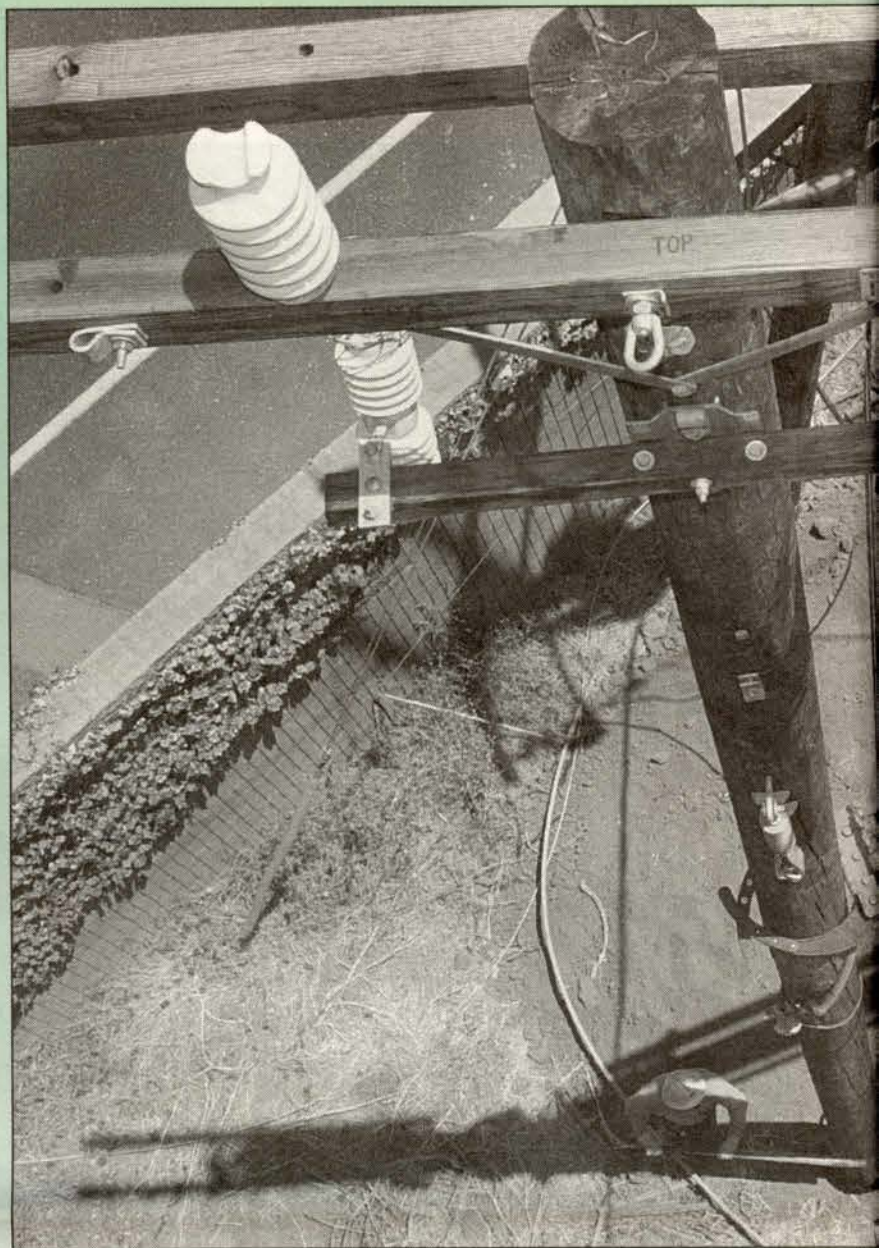


Out-going President Howard Stiefer swears in Peggy Daniels as the newest member of the Advisory Council, representing PG&E East Bay and Materials. Stiefer, who served as President for 21 years, subsequently resigned to accept a position as Assistant Business Manager.

**In the Local 1245  
Spotlight**



# GOING UP



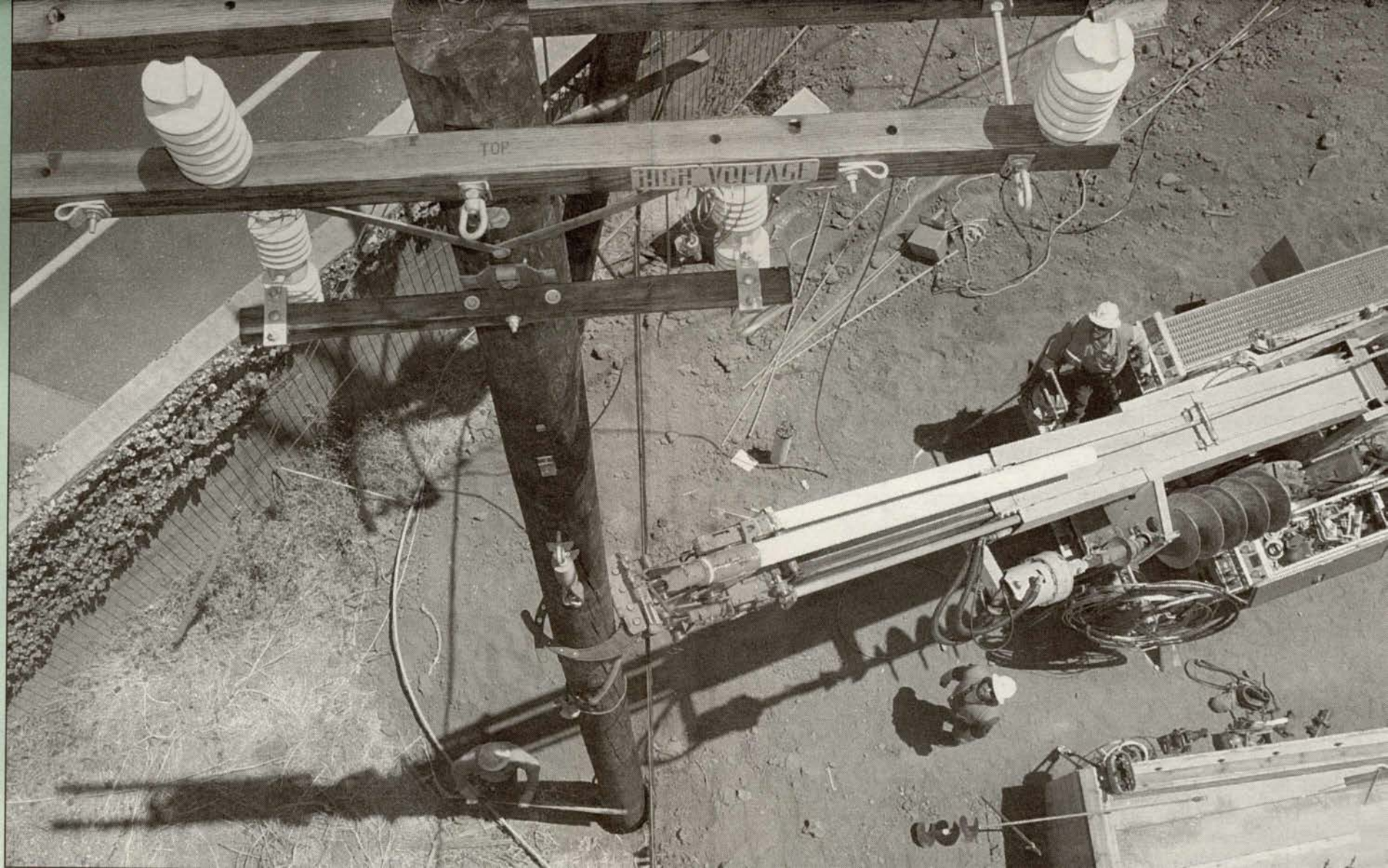
## ... and trying to keep up

Silicon Valley may have taken a hit, but there is still growth in the California economy. And wherever new businesses and residences spring up, there is a need for electric power.

The trouble is, all the economic growth of recent years has badly inflated the cost of living in San Jose and the surrounding communities, especially the cost of housing. That has made it more and more difficult to attract and retain qualified employees to perform the utility service that a growing economy requires.

Trying to keep up with the demand is this PG&E crew, photographed last summer running a service to a new condominium on Rainbow Drive in Cupertino. The crew consists of: Kurt Wiborn, Bret Hembree, Aaron Guzman, Fred Jones and Frank O'Classen.

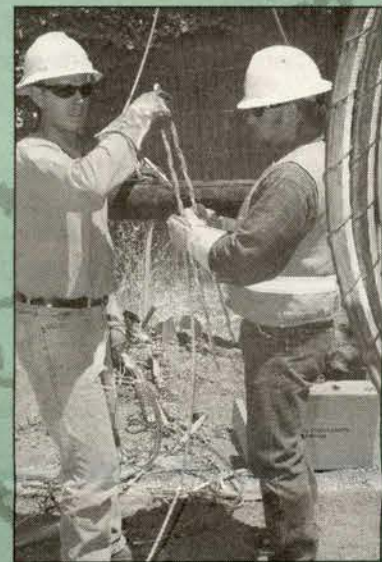








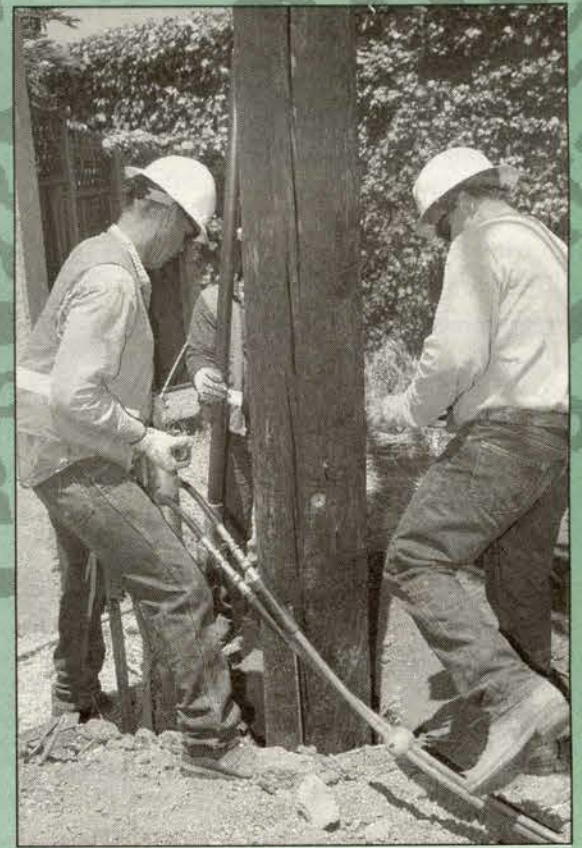
Kurt Wiborn



Bret Hembree (left) and Aaron Guzman



Bret Hembree and Aaron Guzman



Fred Jones (left) and Frank O'Classen



# Assignments for PG&E labor-management committees

Local 1245 and PG&E have reached agreement on restructuring labor-management committees, following the union's cancellation of Letter Agreement 94-53, which had provided the framework for many labor-management committees since 1995.

Ad hoc labor-management committees are being established to deal with a large number of contractual issues. These include committees for:

- Building Services Training Program
- Call Quality Monitoring
- Clerical Evaluation
- Clerical Line-of-Progression
- Clerical Overtime
- Contract Rewrite
- Displacement Activity
- Drug testing
- Exhibit XVI - Contracting
- Meter Reader
- Fleet
- Gas Service Representative
- Hiring Hall
- Premium Standardization
- Switching
- Rubber Glove/Barehanding
- Working Foreman/Lead Committee

Systemwide Title 8 Labor-Management Committees will be utilized to deal with the following issue areas:

- Benefits
- Health and Safety
- Joint Apprenticeship and Training
- United Healthcare

Additional committees are being established under the provisions of Letter Agreement 94-49 to deal with the following issue areas:

- Call Center Communications
- Call Center Scheduling
- ICCS Readiness Team (CorDaptix)
- Peer Assistance Program
- SSR and SR Training
- System Operator Training Program
- Video Display Terminal



**Dorothy Fortier**

**Ad Hoc/Contractual Committees**

Call Quality Monitoring  
Clerical Evaluation  
Clerical Line of Progression  
Clerical Overtime  
Meter Reader

**Title 8 Committees**

Benefits  
United Healthcare  
Working Foreman/Lead Committee (with Jim McCauley)

**94-49 Committees**

Call Center Scheduling  
ICCS Readiness Team  
SSR & SR Training  
Video Display Terminal



**Tom Dalzell**

**Ad Hoc/Contractual Committees**

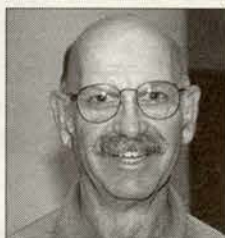
Drug Testing



**Art Murray**

**Ad Hoc/Contractual Committees**

Hiring Hall



**Bob Martin**

**Ad Hoc/Contractual Committees**

Premium Standardization



**Jim McCauley**

**Ad Hoc/Contractual Committees**

Building Services Training Program  
Gas Service Representative  
Working Foreman/Lead Committee (with Dorothy Fortier)

**Title 8 Committees**

Health and Safety  
Joint Apprenticeship Training



**Bob Choate**

**Ad Hoc/Contractual Committees**

Contract Rewrite (with Frank Saxsenmeier & Wayne Greer)



**Frank Saxsenmeier**

**Ad Hoc/Contractual Committees**

Fleet  
Contract Rewrite (with Bob Choate & Wayne Greer)



**Ken Ball**

**Ad Hoc/Contractual Committees**

Displacement Activity



**Howard Stiefer**

**Ad Hoc/Contractual Committees**

Switching  
Rubber Glove/Barehanding

**94-49 Committees**

System Operator Training Program



**Roger Stalcup**

**Ad Hoc/Contractual Committees**

Exhibit XVI-Contracting

**94-49 Committees**

Peer Assistance Program



**Wayne Greer**

**Ad Hoc/Contractual Committees**

Contract Rewrite (with Bob Choate & Frank Saxsenmeier)



**Deb Mazzanti / Arlene Edwards**

**94-49 Committee**

Call Center Communications





## Dogs attack meter reader

**A** PG&E meter reader from Customer Services in Vacaville sustained a severely fractured left wrist while attempting to fend off two large dogs.

The December attack occurred as the meter reader approached a residential meter. She heard two dogs barking in the garage and noticed the side gate adjacent to the meter location was open. She observed a "doggie door" which led into the garage. Before she could react to the open gate and not knowing if the

doggie door was locked, she was attacked by two large dogs who sprang from within the garage. Using her meter reading device to defend herself, she backed toward the street. Twisting and turning while yelling at the dogs she lost her balance and fell backward landing on her extended left arm.

A neighbor arrived and was successful in restraining the dogs. The meter reader called for help and was taken to a health facility for treatment. She was released the next day.

## Job stress poses health threat

**J**ob stress is defined by the National Institute for Occupational Safety and Health as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker.

Job stress can lead to poor health and even injury.

The concept of job stress is often confused with challenge, but these concepts are not the same, according to NIOSH. Challenge energizes us psychologically and physically, and it motivates us to learn new skills and master our jobs. When a challenge is met, we feel relaxed and satisfied.

The importance of challenge in our work lives is probably what people are referring to when they say "a little bit of stress is good for you."

Short-lived or infrequent episodes of stress pose little risk. But when stressful situations go unresolved, the body is kept in a constant state of activation, which increases the rate of wear and tear to bodily systems.

Ultimately, fatigue or damage re-

sults, and the ability of the body to repair and defend itself can become seriously compromised. As a result, the risk of injury or disease escalates.

In the past 20 years, many studies have looked at the relationship between job stress and a variety of ailments. Mood and sleep disturbances, upset stomach and headache, and disturbed relationships with family and friends are examples of stress-related problems that are quick to develop and are commonly seen in these studies.

These early signs of job stress are usually easy to recognize. But the effects of job stress on chronic diseases are more difficult to see because chronic diseases take a long time to develop and can be influenced by factors other than stress.

Nonetheless, evidence is rapidly accumulating to suggest that stress plays an important role in several types of chronic health problems—especially cardiovascular disease, musculoskeletal disorders, and psychological disorders.

By the Local 1245  
Safety Committee



## Recognize signs of diabetes

**T**he thirst you are feeling can't be satisfied. You're drinking and urinating more and more. You're going to bed early because you've been feeling tired lately, but you still can't seem to get enough rest.

The tingling feeling in your hands and feet is starting to annoy you, but you want to relate it to the kind of work you are doing. The everyday cuts and scratches seem to take longer to heal and your vision is slightly blurry, especially looking at points of light.

The only good thing that has happened is you are losing weight without even trying. (On the other hand, you might be noticing a steady gain in weight.)

The symptoms described above affect one in 16 people. The disease is diabetes.

Uncontrolled, this disease causes the sugar level in the blood to increase, starving the body of energy and slowly destroying the circulatory system and nerves. There is no known cure for diabetes, and once you have it you have it for life.

The diabetic is the only person who can control this disease, as it requires attention to diet, exercise and medication. Under control, diabetes can be managed, and the diabetic can live a reasonably normal life.

The key to this disease is early detection and treatment. See your doctor if you are experiencing the symptoms described above. The test is simple.

A good source of information on diabetes is the national publication "Diabetes Interview." For a free copy, call 1-800-488-8468. Check out their website at: [diabetesinterview.com](http://diabetesinterview.com)



"Let's put it this way...there are too many links in your food chain."

One-fourth of employees view their jobs as the number one stressor in their lives.

-Northwestern National Life

Three-fourths of employees believe the worker has more on-the-job stress than a generation ago.

-Princeton Survey Research Associates

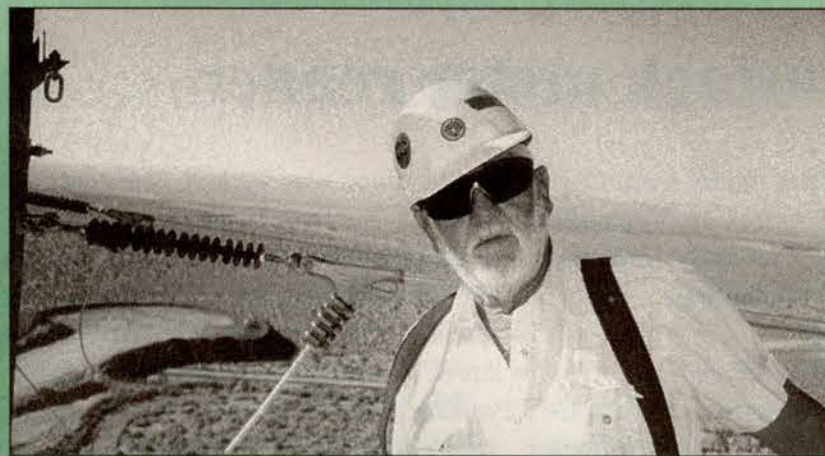
Problems at work are more strongly associated with health complaints than are any other life stressor—more so than even financial problems or family problems.

-St. Paul Fire and Marine Insurance Co.

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.



# Been around



Bernie Mulcahy, working the 20-Mule Team Borax Mine, Boron, Cal. in April 2000.

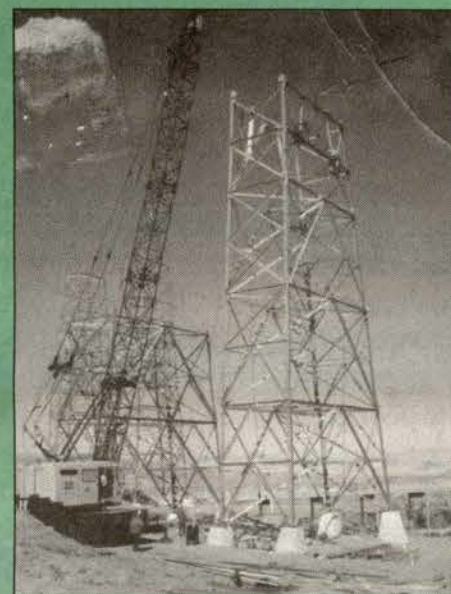
**I**s there somewhere Bernie Mulcahy hasn't worked? Of course there is. The place just hasn't been discovered yet.

When he joined Local 1245 in Redwood City, he was a grunt for the late Mert Walters, one of the early founders of the union. That ought to tell you something about how long Bernie's been around.

In the intervening 51 years he has worked in Florida, Illinois, Missouri, Kansas, Alaska, British Columbia, Arizona, New Mexico, Montana, Oregon, Washington and Idaho. But don't think he was giving eastern states the cold shoulder—he's also worked in Pennsylvania, Virginia, the District of Columbia, Michigan, Massachusetts and other places he won't even mention, like Louisiana.

Mulcahy's been working Outside Construction since 1953, when he left PG&E for a contract job with Local 9 in Chicago. In 1954-55 he worked "The Big Cutover" in Kansas City, where about 2,000 linemen from all over the country switched the city over from 4 kv to 12 kv. And ever since then he's been going to wherever the jobs are.

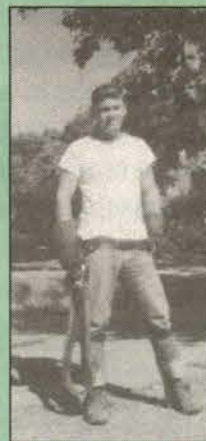
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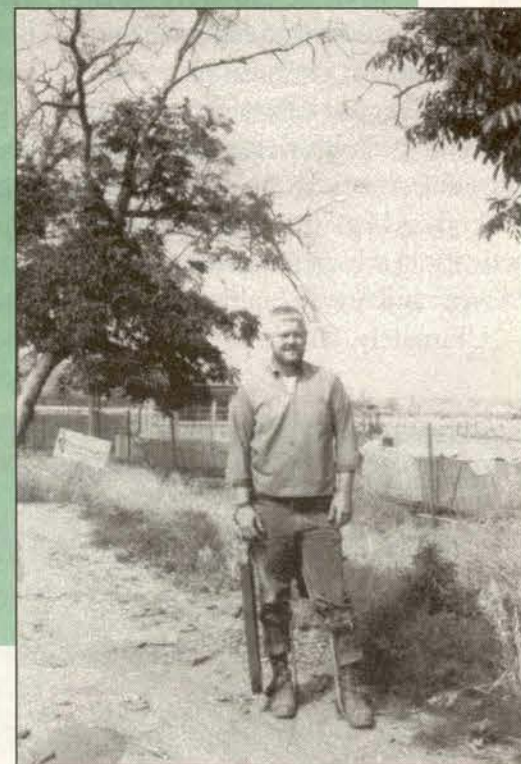
Glen Canyon Dam, 1963.

Louisiana, date unknown.

Kansas City, 1955.



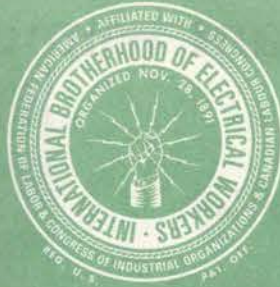
Detroit, 1955.







Hole-digging in Arctic permafrost.



"Before OSHA," Bernie says, "it was a lot more fun." OK, everybody clear now on why Safety Committees were created?



Mojave Desert, 1970s.



Santa Barbara, 1959.



"The Rig and I." Bernie's early days at PG&E, 1949.

► From Page 12

He's very clear on the difference the union has made in his life: "The difference between \$40 an hour and \$10 an hour."

Mulcahy found his way to line work after an early career "smashing baggage" for United Airlines. "One rainy night the boss wanted me to go out in the rain and I said, 'Get stuffed, I'm history.'" A fellow employee at United had once worked for PG&E, so Mulcahy thought he'd give the utility a try.

He remembers going down to 245 Market. "They asked me, 'What do you want-gas, electric?' and I said, 'Electric!'"

Originally he signed up in the CIO union—the Utility Workers—who were organizing PG&E workers in the Bay Area. He was part of the great cross-over engineered by Ron Weakley, where most of the Utility Workers activists in the Bay Area switched allegiance to the IBEW. He became a member of Local 1245 in 1950.

Of course, a lot of guys switched over to Local 1245 back then. You won't find many of them still working in the trade. But Mulcahy has a habit of sticking with a good thing. Fifty-one years with Local 1245 is one of them. Forty-one years with his wife, Gisela, is another.

Why is he still working at age 76?

"It's still fun—the right jobs are," he said in an interview a few months back. At that time he'd been off the job for about two months and confessed he was "getting really antsy" to get back to work.

Still, Mulcahy has found time to develop other interests. Like model building. And astronomy.

Mulcahy likes the stars. He first looked through a telescope when he was in the Navy. "Out in the middle of the g--damn ocean you didn't have a lot to look at," he notes, so he took a look at the night sky. He can't remember if he saw any stars, but he has a vague recollection that alcohol was part of the evening's entertainment, too.

Now he has two telescopes and enjoys watching the night sky with other members of the High Desert Astronomical Society. Those telescopes reveal an immense universe, and Mulcahy is waiting for some journeyman alien to head this way.

"We can't be the only dummies in this whole bloody universe. There's billions of stars out there. There's got to be somebody else," he says.

"And I'm gonna stick around until they prove it."





## Pregnant women working closer to due date

**P**regnant women are working closer to their due dates, and more of them are returning to paid work after maternity leave, a new census report shows.

The study of new census data found that by 1991-95, 52% of mothers with newborns returned to work within six months after the birth, and 60% returned after a year. In the early 1960s, only 14% of mothers with newborns had returned to work within six months and 17% after a year.

Women who worked until later in their pregnancies were more likely to return swiftly to their jobs, the study found.

The lead author of the report, Kristin Smith, said the report shows that women today are less likely to let their work schedules be interrupted by the birth of their first child.

Women today benefit from federal anti-discrimination laws that protect pregnant women, laws that weren't on the books in the early 1960s. Those laws may account for some of the increase in women's participation in the labor force after the birth of a child.

But it's also possible that economic necessity has driven increasing numbers of women back to the workforce after giving birth. Many studies have shown workers' wages stagnating from the mid-1970s to the mid-1990s, and that income from two parents has been needed for families to maintain their standard of living. The economic slowdown in 2001 has probably increased the number of women who will need to return to work after giving birth.

The study of maternity leave and employment patterns over 30 years—

compared in five-year intervals—also shows a significant increase in the percentage of women working part-time after the birth of their first children. Twelve percent returned for part-time work in the period between 1991 and 1995, up from 5% during 1961-65, the study found.



"I'm putting you on flex time so you can have your baby and still do a full 40 hours."

### WOMEN WORKERS' HISTORY

#### Ludlow Massacre

Rocky Mountain miners went on strike against the Rockefeller-owned Colorado Fuel & Iron Co. in the fall of 1913. They were fighting long hours and hazardous conditions that killed hundreds of men each year. They and their wives were tired of being forced to live in company towns and of being paid in company scrip. Miners' families lived in tents as the strike continued through the winter of 1913-1914. Despite great hardships, they were prepared to strike until they won.

No one could have been prepared for the dreadful deed of Easter 1914. According to Labor's Untold Story: "That night, company-employed gunmen and members of the National Guard drenched the strikers' tents with oil. They ignited them after the miners and their families were asleep. When the miners, their wives and children ran from the burning tents, they were machine-gunned." Two women, 13 children and five men died in the massacre.



John Sloane, "Class War in Colorado," *The Masses*, June 1914.

Outraged by the murder of their loved ones, armed miners battled Rockefeller's thugs, seized mines and set fire to company property. Ten days later, federal troops entered Ludlow and restored "order" by throwing Mother Jones into jail for nine weeks. The National Guard commander hated and feared the 83-year-old miners' organizer. Mother Jones, he said, "seems to have, in an exceptional degree, the faculty of stirring up and inciting the more ignorant and criminally disposed to deeds of violence and crime." No one placed John D. Rockefeller in prison, although it was he who was responsible for the terrible violence of Ludlow.

## New legal rights for working women in Britain

**W**orking women in England will have new legal rights to help them find out whether male colleagues earn more than they do, according to The Observer, a London-based publication.

Patricia Hewitt, the Trade and Industry Secretary, wants to reduce the secrecy around salary issues at some companies, policies that allow employers to get away with underpaying women.

She also promised to take action

to stop women in highly paid careers from dropping out when they have children and taking menial posts that fit around family life. She called for an end to the excessive "long hours" culture in British offices.

Denise Kingsmill, the Government's adviser on equal pay, will also seek to "name and shame" firms failing to act on equal pay when she unveils the findings of a review on closing the pay gap. She wants companies to be forced to publish their strategies on women employees' pay and prospects in their annual reports, embarrassing unenlightened employers into action.

Kingsmill will also recommend voluntary moves employers could take to show they are serious, such as making senior managers' bonuses dependent on ensuring equal pay for staff or encouraging flexible working conditions for mothers.

In some companies, disclosing salaries to peers is banned, leaving women unaware that they are underpaid. Kingsmill believes that women should be able to force disclosure from their bosses of how much a named male colleague earns. However, the British government fears this would breach men's right to privacy. Instead a forthcoming employment bill will give female staff statutory rights to ask employers if equivalent men in the firm are paid more than them, without the exact amount being disclosed.

Employers refusing to answer could be taken to tribunal, with their refusal counting against them in the ruling.

Unions worry that Kingsmill has focused too much on high-paid corporate women, while a substantial part of the pay gap involves women in low-paying occupations.

### Pop Quiz

What do bullet-proof vests, fire escapes, windshield wipers, and laser printers all have in common?

Answer: All invented by women.



## Bush plan would cut Social Security benefits

President George W. Bush's plan to privatize Social Security took a step forward Dec. 11 when his hand-picked Social Security privatization commission issued its final report outlining three ways to privatize the nation's retirement system that would require benefit cuts for most future retirees.

An analysis of the commission's draft proposals by the Center on Budget and Policy Priorities and The Century Foundation notes that "all three plans would reduce traditional Social Security benefits," and "none of the three plans appears to restore long-term balance to Social Security."

The commission's plans call for siphoning money from workers' Social Security payroll taxes to pay for privatized accounts—as much as \$1 trillion over the next decade and almost \$3 trillion over the next 20 years, according to the analyses.

The Center/TCF study said funds to finance the contributions to the private accounts "must come from one of two sources, funds diverted from the Social Security Trust Fund or funds transferred from the general revenue."

Using money from the Social Security Trust Fund would accelerate the fund's exhaustion date from 2038 to 2024, according to the joint report. It also notes that tapping general revenues—especially with the recession and Bush's millionaire tax cut darkening the nation's economic outlook—would result in substantial deficits outside of Social Security.

"One of the most dramatic changes proposed by the commission in order to pay for privatization involves a shift to price indexing as way for benefit computations. While this change may be technically impenetrable to the average worker it will have a huge impact on benefits: reductions of about 24% for workers retiring in 2040 (age 28 today) and as high as 43% for workers retiring in 2070. It will also reduce disability and survivors benefits, which are calculated using the same formula," according to an Institute for

**"The commission says it wants to 'improve work incentives,' by permanently cutting benefits to those who retire before age 65. This kind of penalty is a big hit against people who work a lifetime in physically demanding jobs and therefore retire in their early 60s, as well as workers who cannot find work after they have lost a job at the end of their careers or who have a shorter life expectancy."**

*AFL-CIO President John Sweeney*

America's Future study.

Today, according to the institute, nearly 67% of workers retire early. The commission uses a back-door method to raise the retirement age before workers can collect full benefits.

"The commission hides its benefit cuts behind technical changes in the benefits formula," said AFL-CIO President John Sweeney. "The commission says it wants to 'improve work incentives,' by permanently cutting benefits to those who retire

before age 65. This kind of penalty is a big hit against people who work a lifetime in physically demanding jobs and therefore retire in their early 60s, as well as workers who cannot find work after they have lost a job at the end of their careers or who have a shorter life expectancy," Sweeney said.

Sweeney warned that the plan "will bankrupt our nation's most effective family protection program and jeopardize the future of the federal budget."



## 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.



IBEW Local 1245 Archives



In Times Gone By

## Avon Power Plant

Working at PG&E's Avon Power Plant in the East Bay in the early 1960s are Bill Laney (left) and Steve Pakes.



**Local 1245  
Trade and Vocational School Grant**

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

- The grants will be as follows:  
\$500 per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
- In order to be a candidate in this contest, you must be a daughter or son, natural, legally adopted or a legal ward of a member of Local Union 1245. You must be a high school student who has graduated or is graduating in 2002. A copy of your diploma or a letter from your high school stating that you will graduate in 2002 must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
- Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
- The grant will be made only to a candidate who intends to enroll full time in any industrial, technical or trade school, other than correspondence schools, which are accredited by the national Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.
- Applications must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered mail or certified mail only, and be **postmarked no later than the first Monday of April each year (April 1, 2002)**.
- Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
- Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
- Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.

**Application for the Local 1245 Trade & Vocational School  
Grant for Members' Children Enrolling in Technical,  
Industrial, or Trade Schools**

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

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

**Candidate Information**

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

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

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

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

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

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

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

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

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

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

**Statement of Member/Parent**

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

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

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, \_\_\_\_\_, is my \_\_\_\_\_, and that the Candidate will graduate from high school during the term ending \_\_\_\_\_, 2002.

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

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

This is to certify that the above named Candidate is currently enrolled as a student at \_\_\_\_\_ and has or will be graduating in \_\_\_\_\_, 2002.

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

**Local 1245  
Al Sandoval Memorial Competitive Scholarship**

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

- The grant will be as follows:  
\$500 per year, up to four (4) years, as long as a "C" (2.0) average is maintained, and a parent maintains membership in good standing in Local Union 1245.
  - In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 2002. A copy of your diploma or a letter from your high school stating that you will graduate in 2002 must be attached to your scholarship application.
  - The scholarship grant will be made only to that candidate who intends to enroll full time in any college certified by their State Department of Education and accredited by the local accrediting association.
  - Application may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
  - Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
  - All applications shall be accompanied by a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
  - Essays should be submitted on 8-1/2" by 11" paper, on one side, preferably typed and double spaced, with applicant's written signature at the conclusion of the essay.
  - Applications and essays must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered or certified mail only, and be **postmarked no later than the first Monday in March of each year (March 4, 2002)**.
  - Each year the scholarship shall be presented at the Advisory Council meeting in May; the judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the scholarship award.
  - A suitable trophy or plaque shall be purchased by the Local Union, at a cost not to exceed \$75, to be presented to the scholarship recipient.
- The topic for the 2002 Al Sandoval Memorial Competitive Scholarship Essay is: "How has American labor historically benefited the brothers and sisters who have gone to war?"**

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

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

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

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

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

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

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

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

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

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

**Statement of Member/Parent**

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

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

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, \_\_\_\_\_, is my \_\_\_\_\_, and that the Candidate will graduate from high school during the term ending \_\_\_\_\_, 2002.

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

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

This is to certify that the above named Candidate is currently enrolled as a student at \_\_\_\_\_ and has or will be graduating in \_\_\_\_\_, 2002.

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