

Utility Reporter

IBEW LOCAL 1245 • AFL - CIO

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Unity Is Strength



SMUD pact voted down

Local 1245 members rejected an agreement negotiated with the Sacramento Municipal Utility District, a move that will send negotiators back to the table for another try.

The union called a special meeting for all members to discuss members' reasons for rejecting the contract offer. The meeting was slated for Tuesday, July 9, at Dantes, beginning at 7:00 pm.

"We'll let the members tell us what they don't like about the agreement," said Local 1245 Business Rep. Wayne Greer.



Local 1245 member Scott Hylton asks a question about the proposed agreement with the Sacramento Municipal Utility District at the June unit meeting.

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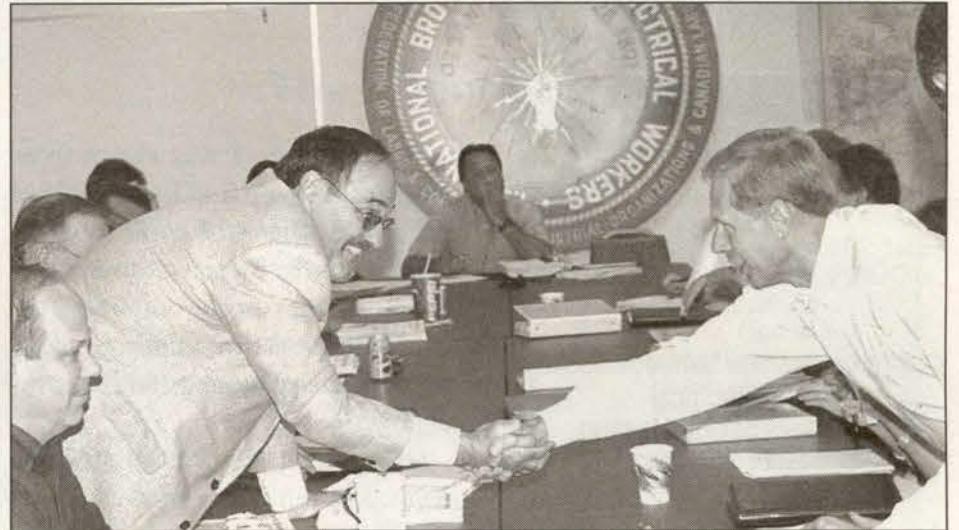
Local 1245, PG&E exchange proposals

With the union vowing that the membership will continue to be involved in every stage of the bargaining process, Local 1245 exchanged proposals with Pacific Gas & Electric Co. on July 2 for a new labor agreement.

The parties took nearly two hours just to briefly outline the main features of their respective packages. The negotiations will cover all major areas of the existing labor agreements: Physical, Clerical, Benefits and Medical/Vision/Dental.

Local 1245 plans to post the company and union packages on the IBEW website on PG&E's Page One as soon as the data is made available electronically. Members with access to a PG&E computer can log on to the IBEW website at www.hr/ibew. The packages will also be published in the August issue of the Utility Reporter.

Business Manager Perry Zimmerman emphasized that the



Business Manager Perry Zimmerman and PG&E's Director of Industrial Relations Steve Rayburn shake hands following the exchange of proposals on July 2.

union intends to negotiate an agreement that the members will ratify. He said the union plans to continue its consultations with rank and file members from throughout the PG&E system as the negotiations progress.

On June 17 the union's entire bargaining committee sat down with

a cross-section of the union's membership to discuss the union's bargaining priorities. Those priorities flowed directly from more than 700 proposals put forward by members at unit meetings last spring, and from hundreds of letters and messages sent to the business manager by members and retirees. (See report on Page 9-12.)

The parties plan to begin negotiations later this summer on Benefits and General Construction issues, with full-scale general bargaining to commence on Sept. 3. Assistant Business Manager Bob Choate said the union wants to finish bargaining by mid-October in order to give the membership time to evaluate and vote on the contract prior to the holiday season.

To stay current on the progress of negotiations, members should visit the Local 1245 website, check worksite bulletin boards, attend their unit meetings and, of course, read the Utility Reporter.

Creditors voting on PG&E plan

Balloting began last month on competing plans to reorganize Pacific Gas & Electric Co.

The ballots—sent to all 74,000 of PG&E's creditors the week of June 17—are due back Aug. 17.

PG&E's plan of reorganization, endorsed by Local 1245 as the best available option, would end state control of most of PG&E's rates by transferring many assets to new companies not regulated by the state, and using the property to secure loans to repay creditors. The competing plan,

by the California Public Utilities Commission, would maintain state regulation and cover the debt with cash on hand, loans, a new stock issue and a freeze on dividends.

Creditors can vote for either plan—or both. If voting for both, they can state a preference. The balloting will provide Judge Dennis Montali the creditors' views, but Montali himself must decide how to bring the utility out of bankruptcy. Legal challenges are a near certainty, no matter what Montali decides.

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AUGUST 24
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Oakland, CA

SEPTEMBER 7
Service Awards
Bakersfield, CA

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CONFERENCES, COUNCILS & CONVENTIONS

California-Nevada States Association Of Electrical Workers Spring Meeting
Richard Dunkin
Jeff Johnstone
Vern Brown

Industry Meeting/LMCC With The 8th and 9th Districts, the Western Region Office, NECA and Western Line Constructors Chapter, NECA
Perry Zimmerman
Tom Dalzell
Richard Dunkin
Jeff Johnstone
Vern Brown

21st Annual Western Regional Summer Institute for Union Women
Glynis Davey
Adrienne Franks
Chris Habecker
Lynn Moon-Brown
Sheila Lawton

APRI 33rd National Education Conference
Al Fortier

IBEW 9th District Progress Meeting
Ed Mallory
Perry Zimmerman
Chris Habecker
Mike Davis
Anna Bayless-Martinez
John Mendoza
David Scott
Ed Dwyer
Phil Carter
Jeff O'Donnell
Mark Taylor
Sam Tamimi
Jim Findley

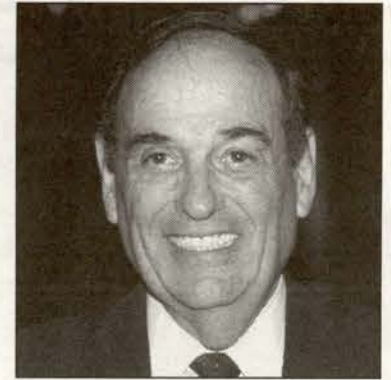
Nevada State AFL-CIO COPE Endorsement Conference
Ed Mallory
Lynn Allen
Randy Osborn
Santiago Salazar
Robert Vieira

IBEW Western Outside Task Force
Howard Stiefer

YOUR UNION

Making changes to serve members

By Perry Zimmerman, Business Manager



One year ago I was sworn in as Business Manager of Local 1245. I came into office with some ideas for change, and by listening to our members and by giving the union staff the chance to speak their minds, we came up with many more good ideas for change.

Over this year, I have had the chance to put many of these ideas into action.

At PG&E, we assigned three Business Representatives to serve our General Construction members under the tutelage and supervision of Roger Stalcup. Roger knows as much about General Construction and Title 300 of the contract as anyone alive, and with three representatives dedicated to the interests of General Construction we have made a real difference.

We split up the Sacramento as-

signment, assigning Arlene Edwards, a committed, enthusiastic, and talented representative, to serve clerical members at the Stockton Credit Center, the Sacramento Call Center, and the West Sacramento Billing and Payment Processing Center.

We assigned a second Fact Finder, Frank Saxsenmeier, to work with Ken Ball and Sam Tamimi in the upper steps of the grievance procedure. This has all but eliminated the backlog of grievances that existed a year ago and has made the entire process move more quickly. With Sam, Ken, and Frank, we have tremendous experience and knowledge involved in the grievance procedure.

Instead of having PG&E representatives serve our tree trimming members, we assigned Junior Ornelas to work with Ray Thomas serving the tree members. With Junior and Ray,

members in line clearance have never enjoyed better representation.

These changes have freed up the PG&E reps to focus on Title 200 and clerical members to an extent that was never before possible, and with a mandate from my office that interaction with our members is the single most important part of their job.

We have brought new blood into our public sector representation. Lynne Morel and Sam Glero have joined Dennis Seyfer, Jack Osburn, and Wayne Greer in representing the public sector. As a group they are doing a better job than we ever have before with the public sector.

At Sierra Pacific, for the first time ever we have two representatives who come from the ranks at Sierra. Having Randy Osborne and Santiago Salazar in the field having come from the field has substantially beefed up our presence at Sierra.

In Outside Construction, we have a larger and better group of dispatchers and representatives, delivering better service than ever before.

Perhaps most importantly, we have begun a proactive and methodical search for the future leaders of Local 1245. Our demographics are like those of most of our employers, with many representatives rapidly approaching retirement. Through our "The Future is Now" program, we are actively reaching out to potential representatives to take the reins.

In my first column a year ago, I wrote: "If my administration is known for any one thing, it will be known as an administration when the members mattered the most." I think that in this first year I have kept my promise. As we have dealt with external threats such as municipalization efforts in San Francisco and the



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www.IBEW1245.com

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More on the plight of PG&E retirees

End the med cap

To the Editor:

As a retired PG&E employee and a former member of Local 1245 who served on four major negotiating committees during the 1970s and 1980s, I say it's time to face some hard facts. The cap on PG&E's costs for medical coverage for all retirees, past and future, is a lethal legacy.

I was a member of the union's 1977 health and benefit committee which, for the first time, succeeded in negotiating with PG&E the establishment of a minimum pension for already retired employees. Even though it was important to have established a minimum monthly pension of \$200 (some long-time members had pensions of only \$40), much more important was that by granting the union's proposal, PG&E had bargained for the first time with Local 1245 regarding retired bargaining unit employees.

From that time forward, Local

1245 became responsible and obligated to maintain and if possible to improve the quality of life for certain of PG&E's retired employees. Over the years several pension adjustments were negotiated. Then came the negotiated cap on medical coverage costs.

The cap not only applied to employees retiring after the 2001 effective date but included long-time retired employees whose pensions had already been eroded by years of inflation and rising dental and prescription costs. For our retired members, who have no vote in a contract ratification, this was a devastating blow. At today's ever-rising cost of medical premiums it won't be long before those costs will consume all pension payments not only of already retired members but of those who would retire in the future.

Fortunately, Local 1245 Business Manager Perry Zimmerman has initiated a call to arms over this issue and he is in the forefront seeking a

remedy. But what can be done to assist him?

All retired members can write letters to the union stating the damage done to their lives by this cap and their fears for the future. Retired members should join and attend meetings of the Retirees Club (currently in Walnut Creek and in San Jose). If there is not a Retirees Club in your area, then contact the union for guidance in setting up your own club.

The members of this year's bargaining committees must be made aware of their responsibility to protect, defend and to improve the quality of life for retired members as well as for active members. And lastly, the members of Local 1245 who work for PG&E must make themselves aware of the entire contents of any contract they seek to ratify.

Gary Abrahamson,
East Bay Chapter
Retirees Club



Speak Out!

Got something to share with your fellow union members? Send letters (with name, Social Security Number and phone number) to:

**Utility Reporter Letters
IBEW 1245
PO Box 4790
Walnut Creek, CA
94596**

Note: We can't print personal attacks or letters dealing with union politics. Opinions expressed on this page are those of the individual authors and do not necessarily reflect the views of IBEW Local 1245.

Making changes

► From Page 2

East Bay, PG&E's bankruptcy, and Sierra's serious financial woes, we have done so with the guidance and support of our members.

I fully realize that our success is measured not simply by our visibility in the field. This year has us bargaining at PG&E, SMUD, Sierra, all the tree trimming contractors, and many other properties—more than 80% of our members. We will be judged in part on the results of these negotiations.

But as you judge us, you will know more about why we did what we did than you ever did before. You will have seen us more than you ever saw us before. And you will know that we have listened to you more than we ever have before.

You matter the most.

We want to see your old worksite photos!

If you have photos of yourself or other Local 1245 members on the job during the 1940s, 1950s, 1960s, 1970s, or 1980s, please consider loaning them to the Local 1245 Photo Archives.

Many of you responded generously to a similar request in 1991, and those photos helped launch the Local 1245 Photo Archives. But we suspect many more photographic treasures are out there in people's scrapbooks and bottom drawers.

All photos will be treated with care and returned to you after we have copied them for the Local 1245 Photo Archives.

Here's what you do:

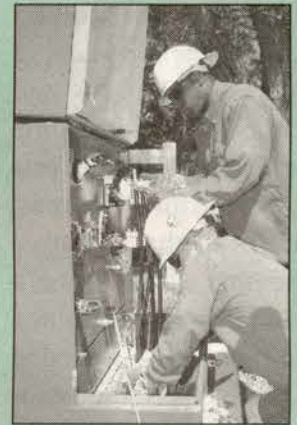
1. Select your best photos.
2. Attach to each photo a piece of paper identifying the workers, their classification, and their work location, to the extent known. If there's a story that goes with the photo, tell it!
3. Name the photographer, if known.
4. Do NOT write on the back of your photos as this may damage them.
5. Be sure to include your name and address so that we can return your photos.
6. Pack your photos well and mail to:

**Local 1245 Photo Archives
P.O. Box 4790
Walnut Creek, CA 94596**

**Sierra
Pacific
Power**



Linemen Reggie Slayton (left) and Steve Bancroft remove the old transformer.



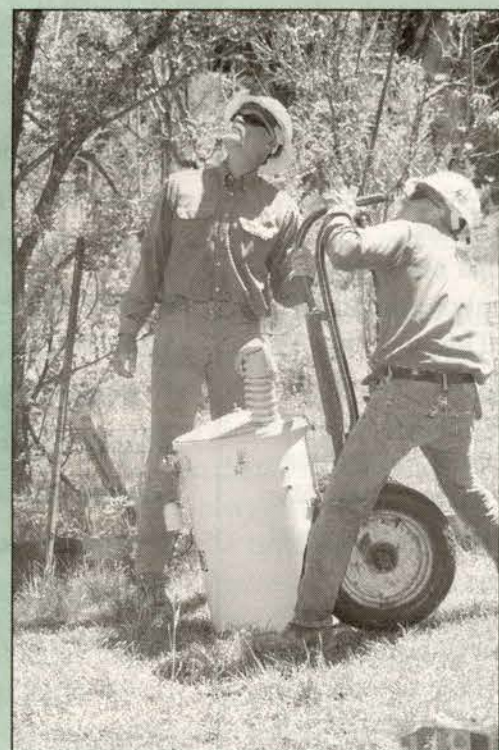
Transformer Change-out

Photos by Eric Wolfe

Neighborhoods grow. And these days, Nevada neighborhoods seem to be growing faster than most. Last month in Reno, when a new house on Juniper Hill Road required the installation of a larger transformer, Sierra Pacific Power linemen made sure the changeout was performed safely and with minimal disruption to service. The crew consisted of Tom Lewis, Reggie Slayton, Steve Bancroft and Marc Christensen.



Apprentice Lineman Marc Christensen reaches for the old transformer as it is lowered to the ground.



Upgraded Foreman Tom Lewis (left) and Apprentice Lineman Marc Christensen.



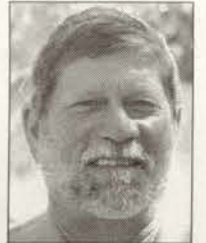
PUBLIC WORKS BULL ROOM

Gathered in the Bull Room at the City of Redding's Public Works Department are Dwayne Norman, foreman; Robert Unger, Leadman; Alex Bostick, Waste Water Maintenance; Steve Hollingsworth, Waste Water Maintenance; Willie Enyart, Waste Water Leadman; Bud Dean, Waste Water Leadman; and Tim Bambino, Waste Water.

Wages hiked at City of Willits

Members of Local 1245 at the City of Willits ratified a new one-year agreement that provides a 2% general wage increase effective July 1.

Bargaining will resume in November, according to Business Rep. Rich Cowart, when the union will continue working toward other bargaining priorities, including:



Cowart

- 2.7% at 55 years of age or 3% at 60 years.
- Post-retirement medical.
- Converting longevity pay into deferred compensation.

Bargaining for the union, along with Cowart, were Joe Mondo and J.C. England.

Members ratify pact with Port of Oakland

Members of Local 1245 ratified a new agreement with the Port of Oakland that raises wages and provides several benefit improvements, Business Rep. Lynne Morel reported.

Under the new Memorandum of Understanding employees will receive a 5% general wage increase retroactive to Sept. 1, 2001, and an additional 1% retroactive to March 1, 2002. Wages will go up another 4% on Sept. 1.

Benefits under the Public Em-

ployee Retirement System will be improved during the term of the MOU if the provisions are also agreed upon by the City of Oakland without further bargaining.

New benefits under the agreement are dental and vision care for retirees.

The pact also provides:

- Increased compensatory time accrual—from 96 to 120 hours.

• Professional development fund for each member raised to \$900 in the first year and \$1,000 in the second year.

• An increase in the safety shoe allotment to \$150 per section 10.A.5 of the agreement, and to \$157.50 in the second year.

Active members of the union's bargaining committee were Dave Cuthbertson, Dave Nemcik, Gary Rutland and John Kaehms, along with Business Rep. Morel.



Morel

Wages, benefits improved at Plumas-Sierra

A one year wage-opener with the Plumas-Sierra Rural Electric Coop turned into the successful negotiation of a new three-year labor agreement.

The agreement, effective July 1, provides 3% wage hikes each year.

The employer agreed to increase its contribution to employee 401k plans by 1% each year, bringing the employer contribution to 6% over the term of the labor agreement.

Significant improvements were also made in prescription drugs, with employees now paying \$10 for generic over-the-counter drugs, \$15 for brand name drugs. Mail-order

maintenance drugs will be available at no cost to the employee, and brand name drugs will cost \$10.

The agreement extends post-retirement medical until the employee is Medicare eligible.

A newly-bargained hearing aide benefit pays 50% of the cost for hearing aides every 10 years for the employee and dependents.

Negotiating for the union, along with Business Rep. Randy Osborn, were Ritchie Retterath, Debbie Murphy, Robert Smith, Bruce Smith, and Linda O'Neill.



Osborn

Unity is Strength

Unit updates

Unit 3712, Santa Rosa, now meets at 6:00 pm. Meeting dates and location remain the same.

Steve Mayfield,
Business Rep.

Unit 4014, Elk Grove, meets at Elk Grove Brewery, 9085 Elk Grove Blvd. in Elk Grove.

Jack Osburn,
Business Rep.

Unit 3021, Sandpoint, was mistakenly listed as Unit 3012 in the June Utility Reporter. The correct unit number is 3021.

Editor

For current unit info, go to:
www.ibew1245.com

**FINANCIAL PLANNING SEMINARS
A LOCAL 1245 MEMBER BENEFIT**

- Outlook for PG&E Common Stock.
- How much do I need to retire?
- Which options should I use in my 401K?
- How does an IRA Rollover work?
- Investment outlook for economy and interests rates.
- What steps to I need to take prior to retirement?
- What happens to my retirement if I go on LTD?
- Do I need a Living Trust?

Free!

**For Local 1245 Members
and Their Guests**

Date	Time	Location	Hotel
Sept. 7, Saturday	9-11 am	Redding	Red Lion Inn
Sept. 7, Saturday	1-3 pm	Chioc	Masonic Lodge
Sept. 10, Tuesday	7-9:30 pm	San Mateo	Marriott
Sept. 12, Thursday	7-9 pm	Monterey	Hyatt
Sept. 14, Saturday	9-11 am	San Luis Obispo	Embassy Suites
Sept. 17, Tuesday	7-9:30 pm	Stockton	Radisson
Sept. 18, Wednesday	7-9:30 pm	Oakland	Holiday Inn
Sept. 21, Saturday	9-11 am	Sacramento	Capital Plaza Halls
Sept. 21, Saturday	9-11 am	San Jose	Hyatt
Sept. 25, Wednesday	7-9:30 pm	Walnut Creek	IBEW Union Hall
Sept. 27, Friday	7-9 pm	Ukiah	Discovery Inn
Sept. 27, Friday	7-9:30 pm	Bakersfield	Four Points Sheraton*
Sept. 28, Saturday	9-11 am	Fresno	Radisson
Sept. 28, Saturday	9-11 am	Santa Rosa	Hilton
Oct. 5, Saturday	9-11 am	Eureka	Red Lion Inn

* This is the new location for the Bakersfield seminar

Invitations will be mailed to Local 1245 members aged 45 and over some time in August. If you plan to attend, please return the reservation card to assist our planning for these events. If you have questions, call Jim McCauley at (925) 933-6060 ext. 210.

**IBEW member
for CalPERS post**

Stephen Stinson, a SMUD energy specialist and 30-year member of the International Brotherhood of Electrical Workers, is seeking election to the California Public Employees Retirement System Board (CalPERS).



Stinson

“It is time to end the practice of using super funds to defer premium payments so the employer’s general funds are increased,” Stinson says. “It’s your money—let’s use it for your benefit.”

Stinson has been endorsed by IBEW Local 1245, IBEW Local 340 and the Sacramento Police Officers Association.

**Outside work
at 10-year peak
in south state**

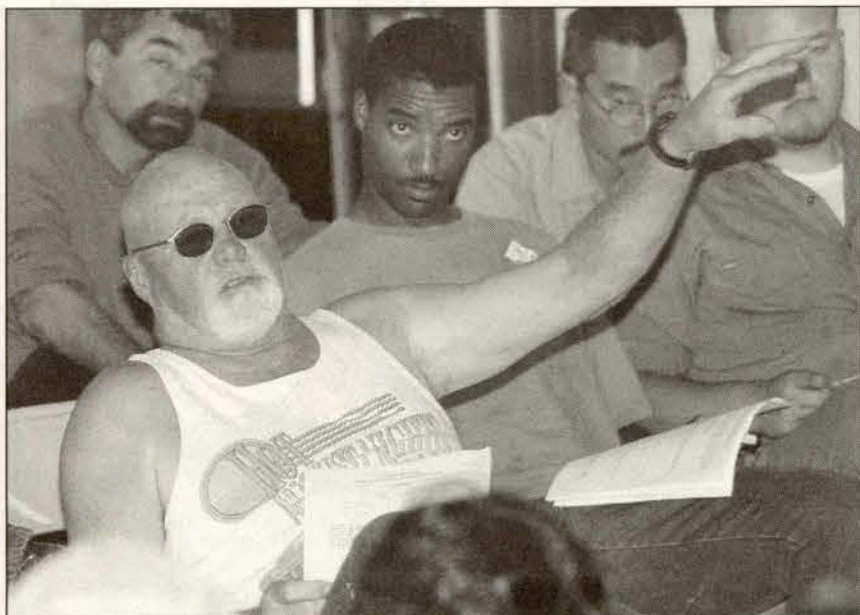
Work in Outside Construction is at a 10-year peak in the southern part of California, Business Rep. Jeff Johnstone reported.

Over 1400 members were at work for 40 contractors as of late May. Following the Jersey Fire in the vicinity of Interstate 15 at Highway 138 about 30 crews were working for contractors restoring power.

“There must have been 75 line trucks in one valley” following the fire, Johnstone reported.

In the northern dispatch area, another 400 members were at work for 21 contractors, Business Rep. Vern Brown reported.

A complete listing of contractors under contract with Local 1245 can be viewed on-line at www.ibew1245.com. Select “Signatory Employers” in the bottom left corner of the screen.



Gordon Gosh raises an issue.

Sorting it out at SMUD

Members at the Sacramento Municipal Utility District unit meeting on June 12 applauded the news that the union bargaining committee had rejected take-aways for tree trimmers. But they had plenty of questions about the agreement, and in balloting on June 26 members narrowly defeated the negotiated package. At a special July 11 general meeting members will have a chance to offer the bargaining committee additional guidance.



Mark Antonelli, tree division.



Members applaud the committee for rejecting tree trimming take-aways.



Art Torres,
Advisory Council Rep.



Grant Ritchie,
Unit Chair

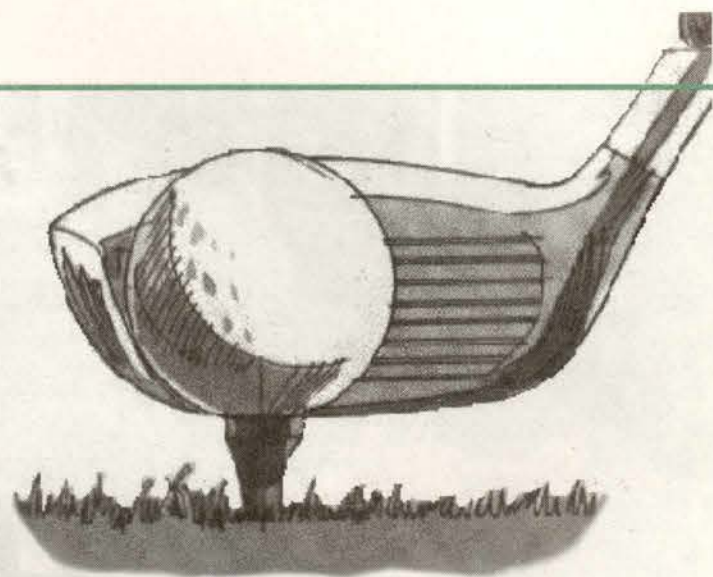


Members examine the proposed Memorandum of Understanding.



Wayne Greer,
Business Rep.

Sixteenth Annual IBEW Local 1245 Golf Tournament



TEXAS BBQ!



Free Refreshments On The Course!

Saturday, Sept. 7

1:30 p.m. Shot Gun Start

San Ramon Royal Vista Golf Course

- *Wine Hole Contest*
- *Closest to the Hole Contest*
- *Long Drive Contest*
- *Beat the Business Manager Contest*



Don't Miss Out – Register Now! Deadline is Aug. 26!

1. Name _____
Address _____

2. Name _____
Address _____

3. Name _____
Address _____

4. Name _____
Address _____

**\$80 Entry Fee, includes:
Cart, Green Fees and BBQ**

**Texas BBQ and Awards
Immediately Following**

**San Ramon Royal Vista
Golf Course**

**9430 Fircrest Lane
San Ramon, CA 94583
(925) 828-6100**

**Checks
Payable to
"IBEW Local 1245"
Mail to:
IBEW 1245
PO Box 4790
Walnut Creek,
CA 94596**

*Four-somes
not necessary!*

**For Further
Information Call:
Jim McCauley
(925) 933-6060 Ext. 210
John Mendoza
(510) 331-6729**

Bargaining committee listens . . .



Members of the Local 1245 Bargaining Committee

L

ocal 1245 members offered encouragement—and some pointed advice—to the union’s Bargaining Committee on June 17 in a face-to-face meeting designed to sharpen the union’s focus and build momentum on the eve of general negotiations with Pacific Gas & Electric.

“The purpose of this meeting is to listen to you,” said Business Manager Perry Zimmerman, who has made member contact a top priority since taking office a year ago.

And, after reviewing the committee’s bargaining plan, members had plenty to say.

They commended the committee’s work in crafting a coherent package from more than 700 proposals put forward by unit meetings in March and April. They expressed agreement that the cap on company contributions to retiree medical premiums had to be vigorously challenged. And they made it clear that members from their respective areas want to see action on issues ranging from pension improvements, to meal allowance, to employee retention, to cost-of-living adjustments for members who have already retired.

To deal with the large number and wide variety of



Olivia Mercado, Stockton Credit & Records Center



Ken Amaral, Sierra Division

Story & Photos by Eric Wolfe

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. . . as members speak their minds

Members speak



Dan Parmenter, Woodland

► From Page 9

issues raised in the unit proposals, bargaining will proceed on three fronts:

- The Benefits Committee, headed by Senior Assistant Business Manager Tom Dalzell, has crafted proposals on the full range of benefit issues, including: Pension, Post-Retirement Medical, Long-Term Disability, Group Life Insurance, and Savings Fund Plan. Assistant Business Manager Dorothy Fortier has led the effort to fashion proposals for Medical, Dental and Vision benefit issues.

- The General Construction Committee, under the guidance of Assistant Business Manager Roger Stalcup, indicated it will look closely at per diem and residence definition, among other issues.

- The General Bargaining Committee, led by Assistant Business Manager Bob Choate, will tackle wages and various other contractual issues. It will also be responsible for fashioning an overall agreement that incorporates the work of the other two committees, and can gain majority support from union members at PG&E.

Choate said the union hoped the Benefits and General Construction Committees would achieve agreement with company negotiators on their respective issues in time for the General Bargaining Committee to wrap up an overall agreement by mid-



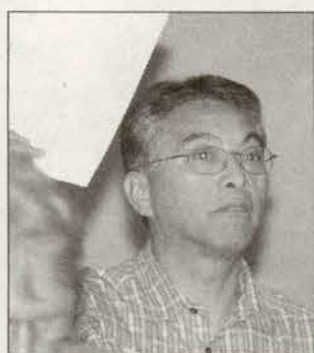
John Delsman, Salinas; Bob Choate; and Business Manager



Bob Quinn, Colma



Members of the General Construction Committee: Russell Blacker, Benicia; Casey Ba...



Frank Agtang, Sacramento



Ron Moon, Bakersfield



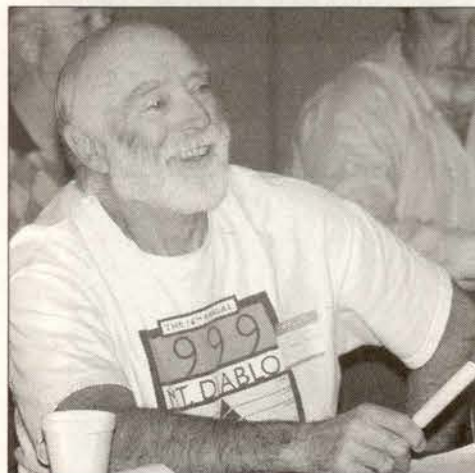
Natalie Christensen, San Jose



Mike Gragg, Santa Rosa



Keith Christianson, Auburn



Leroy Foster, Antioch



Sonny Hollesen, Fresno



Peggy Daniel, Brentwood



Jim Farmer, Davis



John Delsman, Salinas; Assistant Business Manager
Bob Choate; and Business Manager Perry Zimmerman



Members of the General Construction Committee, front row, from left: Larry Darby, San Carlos; Russell Blacker, Benicia; Casey Barker, Salinas; Ronald Malfatti, Davis; Brian Kapaun, San Jose.



Assistant Business Manager
Business Manager Perry Zimmerman

“Get rid of that medical cap. If that cap stays in place, whatever gains we make in retirement are going to be washed away.”

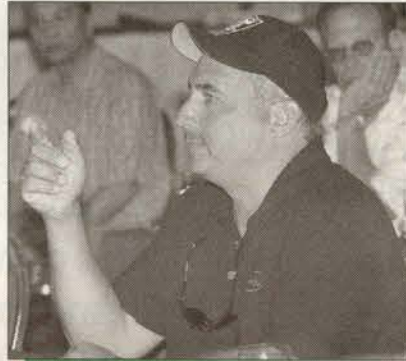
Sal Lasano Jr., Moss Landing



Tom Garcia,
Auberry



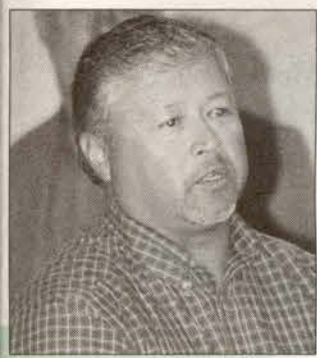
on Committee, front row, from left: Larry Darby, San Carlos
ker, Salinas; Ronald Malfatti, Davis; Brian Kapaun, San Jose.



Al White,
Concord



Dave Cannon,
Auberry



John Mendoza,
Manteca

October. The intent, Choate said, was to have an agreement “that can be ratified.”

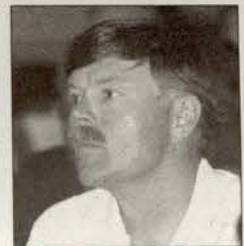
Those attending the June 17 meeting made it clear that members have high expectations for these negotiations. But it was also clear that not everyone expects the same thing.

Retention Incentive

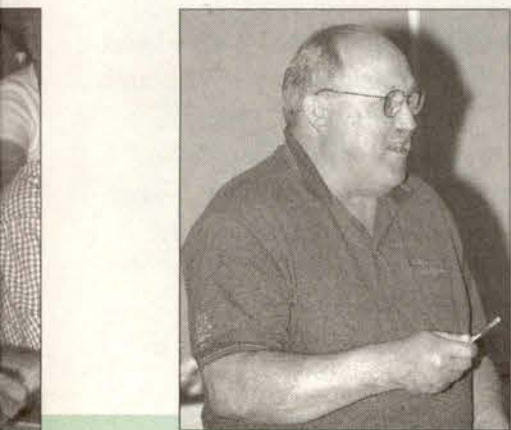
San Francisco Lineman Matt Vucarovich voiced the frustration felt by many at the high cost of living in the Bay Area, and the difficulty of trying to bid out to another area. Natalie Christensen, a Service Representative at the San Jose Call Center, thanked the Committee for considering some kind of retention incentive to help people remain in the Bay Area, where home ownership has become virtually impossible.

“I don’t own my own house. I would like to stay in the Bay Area—thank you for looking at that,” she said.

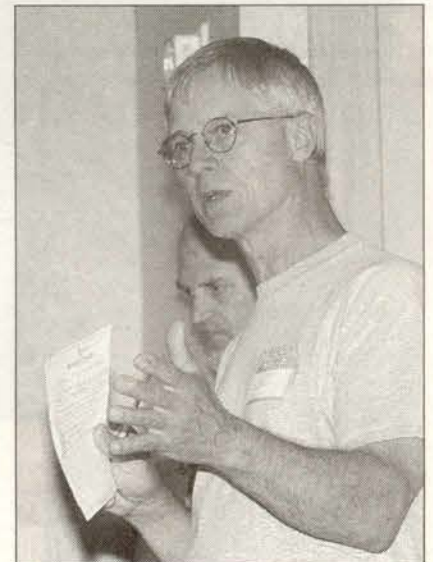
Business Rep. Jim Lynn, who serves on the ad hoc committee dealing with retention issues, pointed out that the company and union both have a stake in making it possible for employees to remain in the Bay Area and other high-cost locations. But how to structure an incentive program—and determining eligibility for it—is likely to be a contentious issue, he warned.



Lee Thomas,
Eureka



Pete Mandon
retired



Lem Stubblefield,
Santa Rosa

Page 12 ▶

Members speak

► From Page 11

Bakersfield Lineman Ron Moon voiced skepticism about retention proposals.

"We already have (contract) language on retention. Why don't we use that?" Moon asked.

Hiring Hall

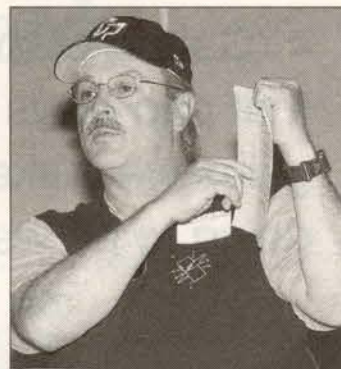
The Hiring Hall was another issue that stirred strong feelings.

John Mendoza, a GC lineman, voiced support for limits on the use of contract and Hiring Hall employees. Mike Hamm, from Table Mountain, minced no words on the subject, saying, "You can take that Hiring Hall and put it where the sun doesn't shine."

Senior Assistant Business Manager Dalzell described the union's recent efforts to curtail use of the Hiring Hall as a quasi-permanent workforce.

"We will give the company a chance to run (the Hiring Hall) as a truly temporary workforce. It was never intended to do what it did, and we are trying to change it," Dalzell said.

Despite differences over some issues, other issues commanded wide agreement. Rick Davis of Tiger Creek commended the committee's pension proposals. Lee Thomas applauded the effort to help current retirees. And many voices were raised against the cap on company contributions to retiree medical premiums.



Mark Taylor, Diablo Canyon



Mike Vucurovich, San Francisco

"You can take that Hiring Hall and put it where the sun doesn't shine."

Mike Hamm, Table Mountain



Mike Hamm, Table Mountain

Ignacio Araquistain, Hayward (below); Dave Scott, Bakersfield (right); Mary Wise, West Sacramento (below right).



"Get rid of that medical cap," said Sal Lasano Jr. of Moss Landing. "If that cap stays in place, whatever gains we make in retirement are going to be washed away."

Hope and Realism

Hope competed with realism throughout the day's discussions. Mike Gragg of Santa Rosa urged the bargaining committee to go into negotiations with high expectations. Antioch Lineman Leroy Foster warned that negotiations could prove difficult because of the "wide range of issues that have to be addressed."

Woodland Lineman Dan Parmenter suggested why PG&E should respond favorably to the union's proposals:

"We've bailed them out of the storms of 1995 and 1996. We've been with them through their bad investments. We've been with them through their (San Francisco) Proposition battles," Parmenter said. "I hope someone can express that to them when they try to whittle you down."

By the end of the day there could be no doubt on one subject: Never before has the union gone to such lengths to solicit the views and the expertise of its members in preparation for bargaining with PG&E.

"We know not everyone is going to agree on everything," said Business Manager Zimmerman. "That's not the point. The point is to make sure that we hear what people have to say."

Zimmerman said he was extremely pleased with the work of the bargaining committee.

"All I'm asking is that they do the very best they can do, which is all anyone can do."

In Memoriam



Missing Big Jeff

It's not the sort of thing you'd normally expect of linemen, but Jeff Moore and Jeff Campodonico did it anyway: they created "Jeff Sandwiches" out of people they liked.

"It didn't matter whether you were a lineman or a lineman's wife or just a friend," recalls Campodonico. It's one of the things they just did for fun.

Moore was "Big Jeff." Campodonico was "Little Jeff." And having fun together was something they had been doing regularly since meeting at PG&E's Placerville yard in 1996.

"From day one we were playing softball together, we hunted together, worked countless stormy nights together," says Campodonico.

But those times came to an end on May 29 when Moore died from injuries sustained in a workplace accident last December.

"This is one of the hardest things I've ever had to go through in life," says Campodonico.

Moore had 23 years of service with Local 1245, during which time he worked in Belmont, San Francisco, Oakland, Concord, Placerville and the Transmission Department out of Sacramento. His father,

Denny, now deceased, also worked for PG&E.

"He was a good lineman, knowledgeable, he had a lot of skill," recalls Campodonico. "He helped me reach journeyman status."

Moore liked camping. He liked to attend NASCAR races. He liked strong coffee.

And by all accounts, everyone liked Jeff Moore.

"I never heard anybody say anything bad about him," says Campodonico.

Local 1245 extends its condolences to Moore's wife, Dawn, their two children, Lauren and Keith, and the many friends and co-workers who will miss "Big Jeff."



"Big Jeff" Moore and "Little Jeff" Campodonico.

By the Local 1245
Safety Committee



Tips for summer safety

Summer is here, we're excited and ready for vacation. To help have a happy vacation and a memorable summer, here are a few thoughts.

◆ A lot of highway construction goes on in the summer. It may be a good idea to map your route and call ahead to see if road construction would hinder your traveling.

◆ Plan your driving to ensure plenty of time to get to your destination. Allow for stops for rest breaks, food stops, fuel stops, and bring along some pillows in case you'd like to stop for a nap.

◆ Bring along extra water to sip to avoid dehydration, and some

snacks may be helpful, too.

◆ Never consume any alcohol or drugs while driving. Be sure to check the label of any prescription medications to see if they may pose a hazard for driving.

◆ A lot of us work long hours and work hard. Fatigue is a bad thing to have when driving, and could cause an accident. So start off your traveling when you are refreshed and alert to make your driving time more enjoyable.

These are just a few ideas to take along on your vacation. Oh yes, and don't forget to work safe so that you'll be able to *take* that vacation.

Stoney Burk

Forklift requirements

Question? What has four wheels, an engine, requires the operator to wear a seat belt and is driven backward as much as forward?

If you answered a forklift, then you also may know that OSHA requires effective March 1, 1999, that all employees who operate lift trucks to receive revised training.

Drivers are now required to have driving authorization every three years with an initial one-time classroom training.

OSHA hopes to prevent 11 deaths and 9,422 injuries per year by instituting the new rules that include a fine of \$7,000 per driver per violation for unsafe operation.

If you have not received your revised training, contact your supervisor.

Richard Lane



Current members of the Local 1245 Safety Committee: Stoney Burk, Alameda Power & Telecomm.; 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; Gil Suarez, Davey Tree; Art Torres, Sacramento Municipal Utility District; and Assistant Business Manager Jim McCauley.



Working mothers put in longer hours

Two in three working mothers—66%—work 40 or more hours every week, compared with 60% of women without children, according to the AFL-CIO's Ask a Working Woman Survey 2002.

The survey, released May 7, shows that 28% of working mothers work nights or weekends and 40% work different schedules than their spouse or partner. Women of color are more likely than white women to work a schedule that is different from their spouse.

Among all women, 63% work more than 40 hours per week.

The survey also shows that working women strongly support a working families legislative agenda that emphasizes affordable health care, equal pay and retirement benefits.

Concern about health care has surged since the last survey in 2000, with 91% of women rating affordable health care an "important" legislative priority, including 69% who say it is "very important," 12 percentage points higher than in 2000.



"It's only one tiny little contraction Ms. Buckley... can't you take next Thursday off instead?"

Working women and men are strongly committed to the goal of equal pay. Some 92% of women say better pay is an important legislative priority, as do 86% of men. Pension benefits and Social Security are on their minds as well, with 90% of women and 92% of men calling the issue important.

The report is based on a telephone survey by Lake Snell Perry & Associates. This is the third in a series of surveys and, for the first time, this survey includes a look at the priorities of working men. The survey was part of a yearlong national effort that included a field survey of 20,000 working women.

Wage gap closing at a snail's pace since 1963

The wage gap has been closing at a very slow rate since the Equal Pay Act was signed in 1963, according to the National Committee on Pay Equity.

In 1963, women who worked

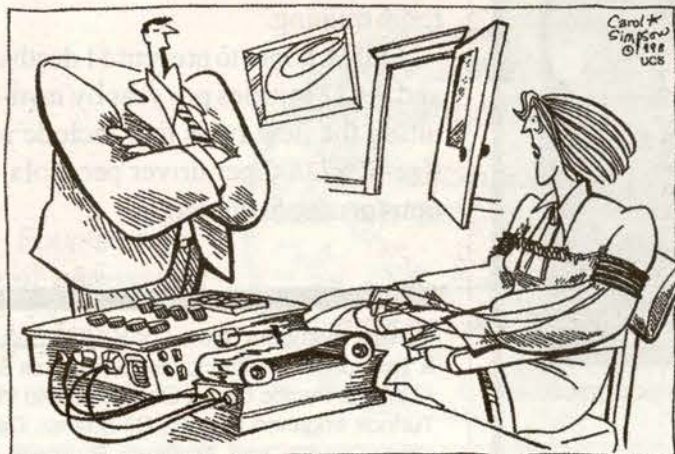
full-time, year-round made 59 cents on average for every dollar earned by men. In 2000, women earned 73 cents to the dollar. That means that the wage gap has narrowed by a little over a third of a penny per year.

Over the past 38 years, the real median earnings for a woman on average have fallen short by a total of \$497,319—nearly half a million dollars. Thus, on an annual basis the average woman earns approximately \$13,087 less than the average man does.

The wage gap narrowed from 64% in 1986 to 73% in 2000, but some of this is due to a decrease in men's real wages rather than an increase in women's real wages.

In fact, since last year, the wage gap has narrowed slightly by one percentage point due to a decline in men's earnings and a leveling off among those of women.

Note: All figures in 2000 Dollars



"You MUST be stealing from the company. You're raising a family on what we pay you."

WOMEN WORKERS' HISTORY

Red Scare

On Dec. 21, 1919, Emma Goldman was placed aboard a creaky old army transport ship bound for Russia. Since her immigration to the U.S. in 1895, she had been a courageous champion of workers' freedom—active in defense of the Homestead and Pullman strikers and in other labor struggles. Now, because of her beliefs, she was being deported, along with 248 others.

Two weeks later, 10,000 American workers in 70 cities, both aliens and citizens, many of them union officials, were hauled from their homes or grabbed from the streets and thrown into prison in raids conducted by Attorney General Palmer and his aide, J. Edgar Hoover.



Company spies aided Hoover's men by pointing out the active trade unionists to be picked up. Many of those seized had been active in strikes and in union affairs.

The New York Times proclaimed on Jan. 2, "200 Reds Taken in Chicago. Wholesale Plot Hatched to Overthrow U.S. Government." The only real plot was the one hatched by big business to weaken the labor movement with the assistance of the US government. Big business regarded the American trade union movement as "an un-American, illegal and infamous conspiracy."* So did Attorney General Palmer. The raids served their purpose—weaken organized labor, keep wages low and postpone the organization of basic industry.

* John Kirby, president of the National Association of Manufacturers, in a 1913 pamphlet quoted in Labor's Untold Story



Business Manager Perry Zimmerman meets with members at Kettleman Compressor Station.

Getting around

Business Manager Visits Bakersfield and Beyond

In case you hadn't noticed, Business Manager Perry Zimmerman gets around. In May, Zimmerman spent a few days getting acquainted with members in the southern part of the union's jurisdiction, as illustrated on this page.

During his first year as Business Manager, Zimmerman has attended 30 unit meetings and visited more than 200 work locations, sharing the latest news with members and listening to their concerns.

"Members need to know what their union is doing," says Zimmerman. "And a business manager needs to know what the members are thinking."

Photos by Mike Grill



Business Manager Zimmerman meets with David Pyle, steward, and Kern Division Electric Meter Techs.



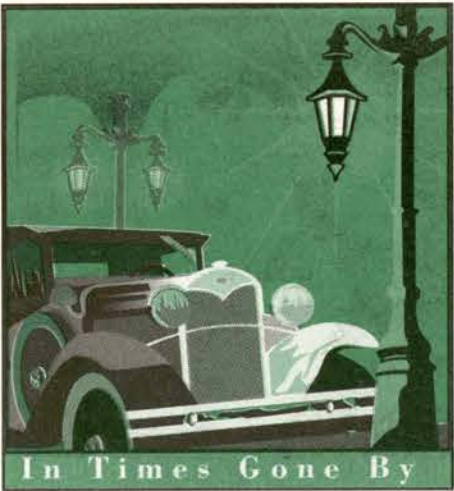
Kern Division Lineman Marshall Williams greets Business Manager Zimmerman.



Business Manager Zimmerman meets in Ridge Crest with Marcey Ortiz (steward), Dennis Butler, and Ringo Moore.



Business Manager Zimmerman and Kern Division Fieldman Ralph Cota.



IBEW 1245 archive photo, courtesy Ken McAuley

Heavy crew, Gas T&D, from left, front row: Ernie Pond, Carl Fritz, Bill Weaver, foreman, and Jim Green. Middle row: Warren Larimore, Otto Kempf, unidentified, and George Scott. Back row: Unidentified, Ken McAuley, John Loades, and Whitey Schultz. Stockton Gas Plant, Stockton, California. 1951.

A legacy of service

Many of them we never knew. Some have moved on. Some have passed away. Some may even live next door.

What they have in common is service: service to their company, service to their union, service to the customers who relied on them every day.

They are the retired members of Local 1245. There are thousands of them. Some have been retired for decades, some retired just last year.

Their legacy of service is with us still.



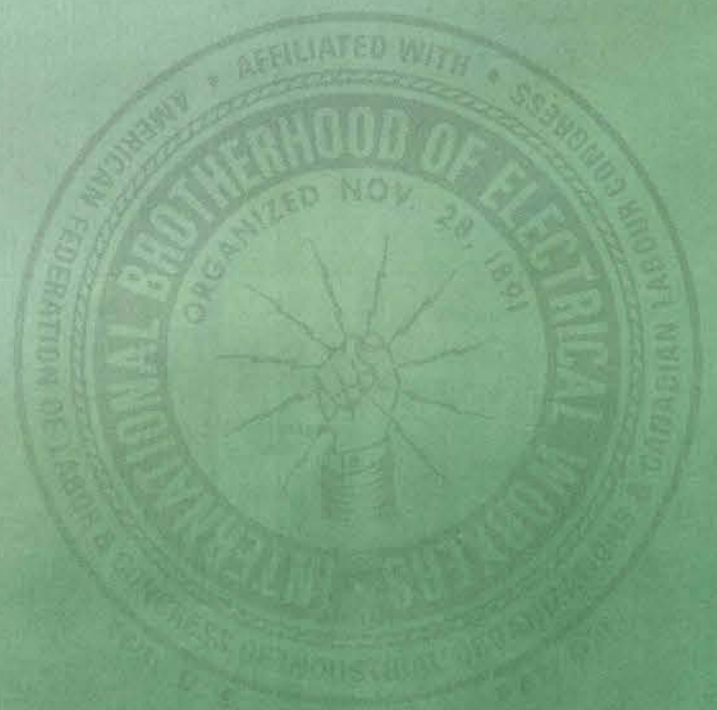
IBEW 1245 archive photo, courtesy Joseph Martin

Working in Belmont, California, in the 1950s are (from left) Bruce Perkins, unidentified, Frank Constane (?), John Bruna, Joseph Martin and Don Wiley.



IBEW 1245 archive photo, courtesy R. F. Tracy

Line crew working on Quito Road in San Jose, California in the 1950s: Bob Tracey, top of pole, Al Fuhrman, bottom of pole, Jess Blake, truck driver, Dewey Davis, line foreman.



Control can slip away in retirement years

By Pete Mandon

If you are 40 years old and life is good you have a tendency to sometimes over spend and get into a financial bind.

No problem. We work a little overtime. Maybe the spouse goes to work. Sometimes we take out a second on the house. We still have buying power. Time will take care of our poor decisions in life.

Then we retire and once again life is good. After you have been retired for a period of time expenses start to mount. Time now is against you for recovering from a poor decision.

Then you discover that things out of your control affect your life. That is when the retirees need to rally together. *Stop the med premiums* we now have to pay.

Here is a message I received from a sister whose husband retired from PG&E:

Bless you for listening. I am a 72 year old wife of a 76 year old retiree from PG&E.

I am now working hard for 20 hours a week as a baker and innkeeper. Do not know how long I can keep this up as it is a three story structure and will

my legs hold out. I am working because we cannot afford medications and food the doctor insists that I get. I have had cancer of the kidney and melanoma. My husband has had prostate cancer. I am on many meds because of my blood pressure, which is probably being stressed by my having to work in a kitchen, baking with ovens on in 107 degree heat.

My husband is on some meds. I guess all us old folks are taking many pills. I worry about what will happen if my husband dies before I do. PG&E will take away my discount when I will need it more than ever. The future is grim. We have made some mistakes I agree but the company has opted out of the insurance premiums for health ins. and that has hurt us badly. Where do we go from here? When I cannot climb the stairs and use the ovens I will then have to give up meds or food. There will be little choice.

D. W.

On June 17 I was invited to attend a meeting with the negotiating committee and some active members from all over our service territory. We still continue to hear from everybody that they support improving benefits for *all* our retirees—present and future ones. I believe that the union has

put together a very dedicated and experienced negotiating committee.

The union and company will exchange proposals in early July.

Keep the faith.

Retirees can e-mail Pete Mandon at pkmandon@aol.com, or write him c/o Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

Oops...our mistake!

Local 1245 recently mailed dues renewal letters to retirees for the fiscal year beginning July 2002. However, we neglected to include the postage-paid envelope referenced in the letter.

We apologize for this oversight and any inconvenience it may have caused.

Please mail your dues payments to: IBEW Local 1245; P.O. Box 4790; Walnut Creek, CA 94598.

You may continue to call the Local IBEW 1245 headquarters with your Retiree Club questions, 925-933-6060 Ext. 240.



Make a Date...

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

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

San Jose Chapter: meets 1st Thursday each month, 10 a.m., at IBEW Local 332, 2125 Canoas Garden, San Jose.

Congratulations!

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

Sharon Blais, 26 years
Healdsburg, CA

Steve Burton, 29 years
Oakland, CA

Roger Cooney, 33 years
Santa Rosa, CA

Gary Demits, 45 years
Fort Bragg, CA

Dennis Diebold, 34 years
Windsor, CA

Percy Greer Jr., 34 years
San Francisco, CA

Helen Klausung, 26 years
Concord, CA

Walter Korus Jr., 40 years
Union City, CA

Michael Lee, 34 years
Coarsegold, CA



SENIORS MEET

Delegates to the state convention of the Congress of California Seniors in April included, from left: Rufus Wesley, Ann Mac, Pearl Caldwell, Jack Hill and Watie Anthney. Hill and Anthney represented IBEW Local 1245 retirees.

Keeping the faith

Orv Owen's extraordinary 50 years of unionism

By Eric Wolfe

When Orville Owen finished his first day of piling green lumber for a mill after World War II, a fellow worker approached him with a question:

"What are you doin' tonight?"

Owen had planned to go home and rest, but instead found himself attending a meeting of the Woodworkers union. After the meeting he was asked to join.

"Well I don't know," said Owen. "What's in it for me?"

It was a rare moment of indecision for Orville Owen, who this year celebrates his 50th anniversary as a member of IBEW Local 1245. Before that night was over, Owen had joined the Woodworkers union. It was the beginning of a long life in the labor movement that took Owen from shop steward at Sierra Pacific Power to Assistant Business Manager of Local 1245.

Owen hired on at Sierra Pacific in 1949, and it didn't take the union long to make use of his outgoing style and concern for others.

"It seemed like I no sooner became a member of the union, I became a shop steward," Owen recalled in a 1991 interview. An appointment to the grievance committee was not long in coming, and the bargaining committee shortly thereafter.

At well over six feet in stature, and with a fierce commitment to the union, Owen was the kind of guy you wanted on your side of the table in negotiations.

It was during this time that he became ac-

quainted with two men who would profoundly influence his life: Ron Weakley and L.L. Mitchell, the two principal founders of IBEW Local 1245.

"I have yet to see anybody that would match Ron Weakley and L.L. Mitchell at the bargaining table. Ron was a philosopher. He was ten years ahead of most people. Mitch was a mechanic and he knew how to negotiate a collective bargaining agreement," Owen recalled in 1991.

Owen admired these union men so deeply he gave their names to his son.

When Sierra offered Owen a management job in the early 1960s, he appealed to Weakley for a



Orv at the bargaining table, 1980.

job with the union, but there were no vacancies on the union staff. So Owen went into management, with the blessing of his co-workers, who knew Owen remained a union man at heart.

In 1963 Weakley offered to hire Owen as an organizer with temporary funds from the International, but couldn't promise the funding would last. Owen took the job and never looked back.

His first assignment was organizing at the Nevada Irrigation District. There was also a serious campaign underway organizing tree trimmers. In early 1964, the union assigned Owen to PG&E in San Jose, where he helped shore up union support in the gas department.

In 1980 Jack McNally hired Owen as an Assistant Business Manager. Among other responsibilities, Owen led negotiations and organizing on behalf of tree trimmers, and supervised a hugely successful two-week strike against Asplundh Tree after that company tried to impose \$2/hour wage cuts.

Although he retired from the union staff in 1992, Owen's commitment to unionism hasn't diminished a whit. He remains a driving force at



Owen attending Advisory Council in mid-1990s as a member of the Retirees Club.

the San Jose Chapter of the Local 1245 Retirees Club and for many years penned a monthly column for retirees in the Utility Reporter, which he always closed with an exhortation to "Keep the faith!"

Last year Owen and his wife, Lois, became charter members of the AFL-CIO's Alliance for Retired Americans, and they remain active in the Congress of California Seniors. Give Owen half a minute and he'll tell you why attempts to privatize Social Security and Medicare are an outrage against working people.

Owen takes the time to stay involved because he never learned to stop caring. It bothers him that the present administration in Washington has "turned its back on the working people."

"We're concerned about our grandchildren and what they're going to have in their lifetime in regards to education and Social Security. If Social Security goes kaput, we're all in deep fat," Owen said in an interview last month.

Owen is rooting hard for retirees in the current contract negotiations with PG&E.

"The best thing that could happen to retirees is to get a COLA on the pension plan. There's a lot of older retirees that have to spend all their money on drugs—you just can't live on what they're receiving," said Owen.

On a national level Owen hasn't given up hope on a prescription drug plan for seniors.

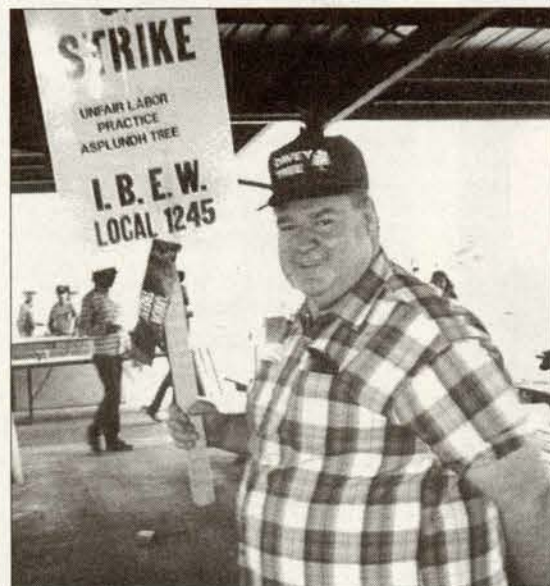
"We have people who are seniors who have to make a choice between paying their bills, having food on the table, or buying their drugs," he noted. This clearly offends Owen's basic sense of justice.

By the time they reach Owen's age, a lot of people figure they've earned a rest. But Owen has a somewhat different view of the world, a perspective developed over a lifetime of engagement.

"It's always a struggle. The struggle goes on, it will always be there," he said. "The workers are going to have a struggle all their lives."

If you want to win at least some of those battles, Owen has a word of advice for you:

"You gotta have a good strong union."



Celebrating victory over Asplundh, 1992.



55/50 Years: Otis Stearns, second from left, accepts 55-Year plaque, and Orville Owen, third from left, receives 50-Year plaque from Business Rep. Bill Brill (left) and Business Manager Perry Zimmerman.



40 Years: Jim Hershman, center, with Business Rep. Lynne Morel and Business Manager Perry Zimmerman.



40 Years: R. E. Johnson, center, with Business Rep. Bill Brill and Business Manager Perry Zimmerman.



35 Years



30 Years



25 Years

**San Jose, Ca.
March 23, 2002**



The Honorees

55 YEARS

Stearns, Otis R.

50 YEARS

Fridley, Vernon A.
Owen, Orville

40 YEARS

Jim Hershman
Johnson, R. E.
Thompson, Michael

35 YEARS

Ardizzone, D. W.
Bondy, Robert E.
Callaghan, Peter
Courter, Frank
Davis, M. J.
Dunlary, Tom D.
Gonzales, John
Irvin, David W.
Isaac, T. E.
Johnson, H. R.
Kann, Bruce M.
Majors, George V.
Ross, Norbert
Sebring, Nancy
Shimoda, Wayne
Vaughn, James W.
Yamishita, G.

30 YEARS

Abbett, Corydon D.
Allaire, Frank

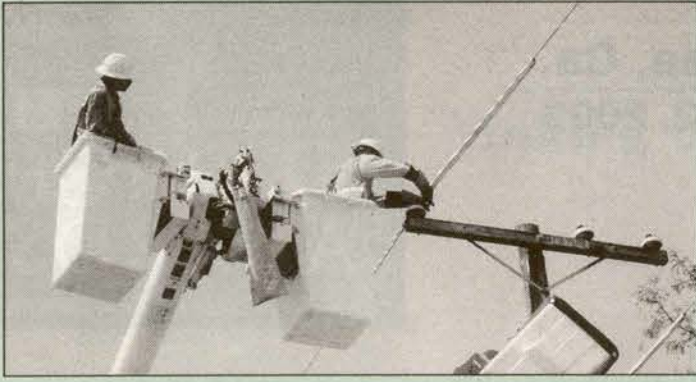
Barnett, Gary D.
Corchero, Thomas
Delgado Robert
Dessauer, Michael
Dominguez, Refugio
Eckhart, Richard
Ellis, Dale
Gomez, Richard R.
Gonzales, Robert J.
Guerrero, Tony S.
Halstead, Gary K.
Helten, Dennis
Herbner, John R.
Hernandez, Manuel
Hibbard, Robert L.
Himan, Nancy
Hopper, Burl A.
Lakeman, Allan R.
Landucci, Rich
Lentz, Ralph R.
Lopez, Debbie
Lopez, Jose J.
Loud, William
Matulich, Gregory M
McLean, Robert M.
Ormerod, Keith
Ortiz, Ramior
Osborn, John R. Jr.
Perez, Frank G.
Phillips, Craig A.
Reinke, Thomas E.
Reyes, Roberto
Reynolds, Ray III
Rich, Rudolph
Riley, Curtis W.
Ruiz, Joe D.
Ryan, Linda L.
Sanchez, Lenard J.

Silacci, Dennis D.
Silver, Milton
Sorg, Richard C.
Storment, Ralph Jr.
Thompson, Dennis G
Trujillo, Carlos E.
Velte, David A.
Walsh, James J.
Wickland, Larry
Welch, John L.
Yamashita, Harry

25 YEARS

Barthelmess, Nancy
Brooks, Eugene R.
Burkle, Robert
Capwell, David B.
Darbyshire, Keith A
David, Lucille
Delmundo, Remegia
Ela, Gary
Feenen, Mary
Gutierrez, Gilbert
Hernandez, Ismael
Hutton, Michael
Janson, Harry R. Jr.
Klitza, Vickcie S.
Marotti, Robert L.
Pentz, Dennis
Perry, Kenneth
Phillips, Jan A.
Robles, Magdalena
Sakoda, Harold
Schaefer, Greg A.
Schroeder, Donald
Wallace, William

Stockton Car-Pole



Lineman Steve Hernandez (right) unties the outside energized conductor from the crossarm on the damaged pole. At left is Hiring Hall Lineman Vick Mahafley. Both men are wearing leather covered rubber gloves.

After a wayward car left a power pole damaged near Davis Road between Stockton and Lodi, a line crew from PG&E's Stockton Division arrived on the scene to take it down and put up a new one. The rubber glove job was performed on March 19 by Electric Crew Foreman Ray Rendon, and Linemen Jeremy Lehne, Vick Mahafley and Steve Hernandez.

Photos by Gary Hughes



At the tailboard in preparation for pole replacement are, from left: Electric Crew Foreman Ray Rendon, and Linemen Jeremy Lehne, Vick Mahafley and Steve Hernandez.



Lineman Steve Hernandez, in the right bucket, removes communications fixtures. Lineman Vick Mahafley observes from left bucket.



Operating the boom on the line truck is Lineman Jeremy Lehne.



Pole grabbers used to lift damaged pole out of the lines. While the pole is being lifted clear, Steve Hernandez (right bucket) uses a hot stick to hold clear the energized center conductor, while Lineman Vick Mahafley observes.