



Eric Wolfe

Transformer Explosion

Story & Photos
 Pages 10-11

Ballots due back May 28

Stewards weigh PG&E offer

Shop stewards weighed Pacific Gas & Electric's new contract offer in a series of conferences around the system last month in preparation for a mail-ballot vote to be counted May 28.

The PG&E offer, negotiated in late March, makes approximately \$100 million worth of improvements over the package that was rejected by Local 1245 members last December.

Business Manager Perry Zimmerman acknowledged that the package fell short of the expectations held by some members, but he called it richer in dollar value than any agreement negotiated with PG&E during the 1990s.

"There's a lot of anger at PG&E—anger over staffing, over not filling jobs, over pension and retirement issues," Zimmerman said at the conference in Pacifica on April 23. "And I understand that anger."

Member frustration has led to talk of waging a strike at PG&E, but Zimmerman cautioned stewards to



Jerry Takeuchi speaks out at conference in Pacifica.

recognize the difference between tough talk and effective action.

"We're coming to the crossroads where we have to make a decision," said Zimmerman.

That crossroads is especially evident when it comes to the issue of pensions.

The Local 1245 Bargaining Committee responded to members' desire for pension improvements by negotiating an increase in the pension formula from the current 1.43% to 1.5% for the first 25 years of service and to 1.6% for years of service above 25. During the second round

Advisory Council
 Discusses Offer
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New agreement increases wages at Duke Energy

Members of Local 1245 at Duke Energy ratified a new agreement that improves wages for powerplant employees at Morro Bay, Moss Landing, and the South Bay Power Plant in Chula Vista.

The agreement, ratified April 29 on a 72-57 vote, increases wages 2.5% the first pay period after ratifi-

cation, 3% on Feb. 2, 2004 and 3.5% on Jan. 31, 2005.

Employees receive a bonus of \$250 upon the signing of the agreement.

Members had rejected an early table agreement by a 21-92 vote on Feb. 21. Negotiations resumed on April 1, and ballots for the new agree-

ment were mailed on April 9.

The ratified agreement provides:

- Double-time pay for two or more extra days within the same workweek
- Expanded start time for shift employees

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Members at PG&E:

**Your Ratification
 Ballot Must Be
 Received At The
 Union P.O. Box By
 10 a.m. On May 28!**

Feature



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Service Awards
Merced, CA

MAY 17

Service Awards
Fresno, CA

MAY 28

Deadline for Returning
PG&E Ratification Ballot

MAY 30

Service Awards
San Francisco, CA

MAY 31

Tree Trimmers
Stewards Conferece
Sacramento, CA

MAY 31

Service Awards
Oakland, CA

JUNE 20

Service Awards
Stockton, CA

APPOINTMENTS

CONFERENCES, COUNCILS & CONVENTIONS

National Safety Council Labor Division Spring Meeting

Art Torres
R. Stoney Burke
Keith Hopp
David Vipond

IBEW 9th District Progress Meeting

Perry Zimmerman
Landis Marttila
Bob Choate
Sam Tamimi
John Mendoza
Dennis Seyfer
Mike Davis
Chris Habecker
Dave Scott

Coalition of Black Trade Unionists

Dorothy Fortier
Bernard Smallwood
Adrienne Franks
Darryl Rice
Ernest Holmes

Western Labor Comm. Assoc.

Eric Wolfe

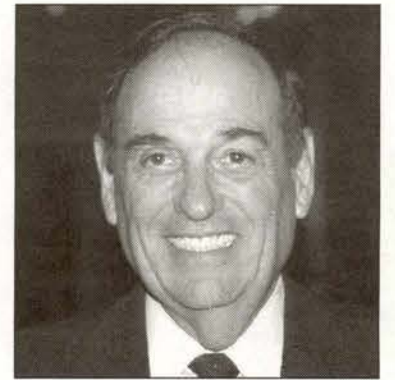
Spring Meeting of California-Nevada States Assoc. of Electrical Workers

Richard Dunkin
Jeff Johnstone
David Crawford

YOUR UNION

Process and results

By Perry Zimmerman, Business Manager



Why do unions exist? Why should a worker join a union?

There are two basic answers to these questions, and recent events within Local 1245 illustrate both.

Answer number one: Unions exist to advance the economic interests of workers. Workers should join a union because union wages, benefits, and working conditions as a rule are far better than those in the non-union sector.

Answer number two: Unions exist to give workers a voice. Workers should join a union because through a union they can exercise control over their own working life to an extent generally not possible without a union.

In other words—unions exist for two reasons, results and process.

If you have followed my thinking

over the years, you know that I place an extremely high value on process. Valuing process, however, cannot negate the need for results.

When members vote in a contract ratification, as they now are doing at PG&E, they are passing judgment on results. In large part, they are passing judgment on the results of our bargaining committee's efforts in negotiations, but other factors enter the decision-making process. The ability of Local 1245 to represent a member's interests in the grievance procedure certainly affects their vote on a contract. The manner in which management treats a worker affects their vote, as does the manner in which management compensates itself.

In the end, the results of bargaining are, of course, the critical factor in a

member's ratification vote. Taking into consideration their own age, family situation, and career path, a member evaluates the pluses and minuses of the contract offer and votes based on their analysis of results.

Results are undeniably important, but I believe that process is even more important, both standing alone and as a guarantee of better results.

Over a two-week period in April, Local 1245 held nine shop steward meetings for PG&E shop stewards to explain the latest contract offer. I personally led five of the sessions and so had the chance to interact with hundreds of our most active and dedicated members. In a level of detail never matched in the past, we explained the contract offer, the negotiations which led to the contract offer, and the consequences of a yes or no vote. The participation and intelligence shown by our shop stewards would amaze an outsider; I know our stewards and so was not surprised, just proud. I know that they will carry the information we gave them, as well as our opinion and their own opinion, back to the membership. Our members, our shop stewards, and the union staff all benefit from this open and informative process.

Another example of process that has impressed me recently has been the correspondence which I have received, mostly by e-mail.

When I took office in 2001, I changed existing Local 1245 policy and made myself available for e-mail. I receive, and answer, dozens of e-mails a week. Over the last two months, the e-mail has taken a decided turn. For one, many members have stopped to take the time to write me thanking me for our hard work



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Grateful union bids fond farewell to Fran

When Fran Richardson first showed up from a temp agency to work for IBEW Local 1245 in 1981 it wasn't supposed to last.

But that's not the way it worked out. No way Local 1245 was going to let this one get away.

Fran quickly took to the role of executive secretary to the Business Manager, handling the many responsibilities with an efficiency and grace that won not just the respect, but also the affection of her co-workers.

"Fran was a very classy personal secretary," said Local 1245 printroom worker Austin Lea II. "She dressed the part, acted the part, was always professional—but she was also



Eric Wolfe

Fran Richardson smiles in surprise at standing ovation from union staff.

a card and a crack-up."

Administrative Assistant Ann Kools said Fran was from the "old school," well-organized and person-

able.

"It was important to be able to work well with people, and she did," Kools said.

Fran first retired in 1994, but her presence was missed, and in 2000 then-Business Manager Jack McNally beseeched her to come back.

When Business Manager Perry Zimmerman became Business Manager in 2001, the first step he took in forming a staff was to contact Fran.

"I called her at 8:01 the next morning," said Zimmerman, "because she knew so much about this union and always handled the job so well."

Fran said she made the decision to retire from Local 1245—for the second time—after her family persuaded her to move to Texas.

During a recent union staff meeting in Walnut Creek, Fran slipped quietly into the meeting room to deliver a message to Zimmerman. It's part of her style to keep things rolling without drawing attention to herself.

But this time it was a set-up. The staff, a gift and a cake were waiting for her.

And judging by the prolonged standing ovation, it was clear that Fran will be missed by the staff she served so long as so well.

'Weakley Hall'

The Local 1245 Executive Board has named the union's new office building in Vacaville, Ca. after former Business Manager Ronald Weakley.

Weakley played the lead role in a decade-long campaign to organize PG&E workers into a single union in the 1940s.

"I don't know why they picked me," Weakley said in a recent interview with the Utility Reporter. "Most people around now will probably say, 'Who the hell was this guy?'"

In reality, Weakley's fingerprints remain all over the union and its structure. When the modern Local 1245 was organized in the early 1950s, Weakley was among those who insisted that the union have an elected rank-and-file policy committee, known today as the Advisory Council. Weakley prevailed despite resistance from the International union.

Weakley presided over the union throughout the 1950s and 1960s, a period of rapid growth in the number of employers organized by Local 1245. It was also a period when many of the principal features of the PG&E contract were established.

Weakley, 87 and now living in Hawaii, called it "a real honor" to have the new union hall named after him. "I really appreciate it."

Three meeting rooms within the new hall will be named in honor of other people who have made outstanding contributions to Local 1245:

- ◆ L. L. Mitchell, union co-founder and Business Manager from 1971-1977, now deceased;
- ◆ Lee Thomas, long-time union activist, president and business representative, also now deceased; and
- ◆ Jack McNally, Business Manager from 1980-2001.

Construction of the new union headquarters is scheduled for completion in June. A dedication ceremony is planned for sometime in late summer or early fall.

YOUR UNION

Process and results

► From Page 2

on their behalf; I do not need to tell you how uplifting these messages are. At the same time, many members have written to express their concern with the current contract offer at PG&E. Almost without exception, these messages are reasoned, balanced, and courteous.

There is the occasional example of cyberventing, but most of the mail from members who oppose the latest contract offer is analytical, informed, and fair. They have listened, they have thought, and they feel free to speak.

I take both of these as a sign that the process is working. If people feel that they have a voice, they don't have to shout. When they speak, they are heard. When they speak, we are informed. When they listen, they are better informed when they decide how to vote.

Standing alone, an open and honest process is a good thing. What's more, a good process produces better results. Whatever the vote count is on May 28, we are a better and stronger union today than we were a year ago.

IBEW 1245 Tree Trimmers Steward Conference

May 31, 2003
9 a.m. to 3 p.m.
IBEW Local 340
2840 El Centro Rd. -
Suite 115
Sacramento, CA

Davey Tree Labor-Management



Ray Thomas

Local 1245 shop stewards from the North Valley Division of Davey Tree, joined by Senior Business Rep. Ray Thomas, discussed safety concerns and equipment needs, among other issues, during an April 15 labor-management meeting with Davey supervisors. From left: Gil Suarez, Virgil Oneal, John Shepherd, Advisory Council member Ron McDowell, and (seated in armchair) Jim Lococo.



Death Valley, oil hostages & exec bonuses

UFW plan to convert tax to health benefits

A sales tax exemption for California produce growers enacted as part of a state budget deal in 2001 and currently worth about \$80 million would be converted into a tax credit for employers who provide health benefits for their farm workers under legislation jointly sponsored by the United Farm Workers and the California Medical Association.

Nearly 10 years after Cesar Chavez's death, more than 100 farm workers led by UFW President Arturo Rodriguez joined physicians and immediate past-CMA President John Whitelaw, M.D. inside the medical association's Sacramento headquarters to announce introduction of the measure, AB 923. The bill would redirect state resources to bolster medical care for some of California poorest workers—most of whom have no health coverage—without raising taxes. It is revenue neutral and requires a simple majority vote.

The Farm Worker Health Insurance Tax Credit is aimed at encouraging growers to provide medical insurance for their farm workers. With today's rising health insurance costs, this bill could mean the difference between agricultural employers continuing to provide insurance and deciding to discontinue coverage.

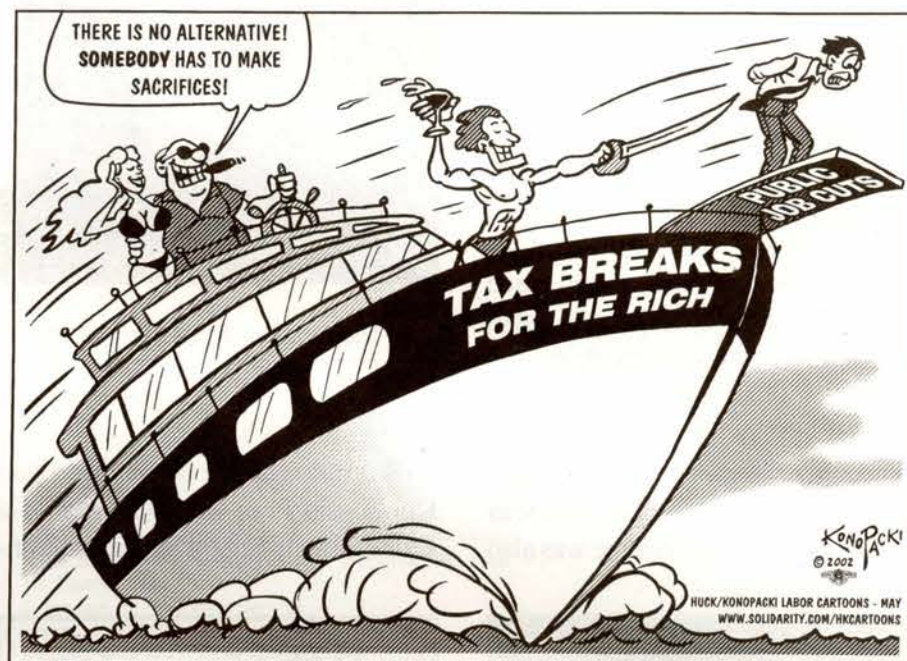
To find out how you can support the farmworkers' legislation, visit the UFW's website at: www.ufw.org

About 10,000 workers at a General Motors production plant near Sao Paulo, Brazil went on strike in late April seeking a 10.4% pay hike to compensate for inflation since their last pay hike in late 2002. The strike is the first major labor action to confront Brazilian President Luiz Inácio Lula da Silva, himself a former autoworker and union leader.

► **Oh, Did I Mention My Bonus?** The chairman and chief executive of American Airlines resigned last month. Unions had agreed to major concessions to keep the company out of bankruptcy, then rebelled when it was disclosed that management had been lavishly rewarded with \$41 million in bankruptcy-proof pensions as well as huge bonuses. Chairman Carty apologized for not telling workers sooner about the executive benefits.

► **New Rules at Pentagon:** Under Pentagon-proposed legislation, defense officials would be able to press forward without Office of Personnel Management's consent in overhauling the way the department's 620,000 civilian employees are hired, paid and promoted so long as the defense secretary deems such changes "essential to the national security," the Washington Post reported. An official with the American Federation of Government Employees, the union that represents 200,000 workers at Defense, said reducing OPM's role would open the door for every subsequent defense secretary to tailor the department's personnel system to his or her political taste.

► **Death Valley:** Speaking to a Silicon Valley rally organized by SEIU Local 1877, the Rev. Jesse Jackson called on high-tech companies to put pressure on their landlords to pay for the janitors' health insurance. "Silicon Valley must not become Death Valley for these work-



ers," the Rev. Jackson said to a crowd of about 200 people gathered at the entrance to Adobe Systems Inc. in downtown San Jose. The workers take home about \$1,400 a month. The average cost of their insurance is scheduled to increase from \$77 to \$145 a month when contracts for 5,000 janitors in the South Bay come due for renegotiation this spring.

► **Austria Strike:** Austria is bracing for its biggest strike in more than 50 years as unions mobilized over a million workers to stop work in protest of government plans to raise the national retirement age to 65, Business Day reported. The National Federation of Austrian Unions (OeGB) said it had urged its 1.4 million members to go to their workplaces on May 6 but to spend the day discussing highly unpopular pension reforms unveiled in late April.

► **Shorter Work Week:** Several thousand workers in eastern Germany staged hourlong walkouts centered on three Volkswagen plants May 5 to press demands for a shorter work week that would put them on a

par with the more affluent West, Associated Press reported. More than 6,000 workers in two states took part in the warning strikes for a 35-hour week, kicking off a campaign scheduled to spread to other parts of the formerly communist east, said officials at IG Metall, Germany's biggest industrial union.

► **US Pays Iraqi Workers:** The US stepped up efforts on May 4 to return Iraqis to work, offering public sector workers across-the-board "emergency" payments of \$20 for a month's work and taking steps to bring order to the oil sector, the Financial Times reported. More than 400,000 people have received the payments, according to US officials. The US dollar will be the main currency of the interim administration.

► **Oil Workers Take Hostages:** Striking Nigerian oil workers upset over the disciplining of five union workers took about 100 foreign workers hostage on several offshore oil installations in mid-April, AP Africa reported. The hostages include 21 Americans.

www.ibew1245.com

Stewards weigh new contract offer from PG&E

► From Page 1

of bargaining the committee successfully negotiated to move the effective date of the increases from Jan. 1, 2005 to Jan. 1, 2004.

Coupled with three consecutive annual wage hikes of 4%, the new pension formula would substantially boost pension payments for members retiring in the next few years. A pension calculator available on the IBEW Local 1245 website (www.ibew1245.com) shows how many members could see their pension benefit increase by 30% or better under the new formula.

Pension Improvements

The Local 1245 Bargaining Committee said it believed the union "had obtained all that there was to be obtained at the bargaining table." In the case of pension improvements, which are enormously valuable to employees but equally costly to the company, the company is adamant that it has gone as far as it will go.

Zimmerman believes the company's intransigence on further pension improvements is related to the pressures PG&E feels from the economic community to resume paying dividends, a key step in restoring its creditworthy status.

The question facing members is whether to put at risk these already-negotiated pension improvements in the hope of achieving something even better.

The Bargaining Committee said it had "seriously considered recommending acceptance of the package to our fellow union members," noting that the "wage increases are better, the pension improvements are implemented a year earlier, the LTD changes are mitigated, and the medical premium copayment percentage is less." But the committee opted to remain neutral because the offer still calls for a 3.75% member copayment on medical premiums.

"This negotiating committee did exactly what they were asked to do—they got the company to go to the

point where they say 'best and final,'" said Zimmerman. "Now it's up to the members to decide what they believe is the most responsible course."

What If ...

It's not entirely clear what would happen if the members vote down the current package. Zimmerman said the union would immediately request a resumption of negotiations. But it's possible the company would drag its feet, much as it did after the December package was rejected.

If there is no agreement in place by Nov. 1 of this year, either side has the option of cancelling the existing labor agreement. Various scenarios

are then possible, including a strike.

A major downside to cancelling the agreement is that the existing wage and benefit structure is no longer legally enforceable. Many of the protections that members have come to expect could disappear overnight, including overtime provisions, bidding and demotion provisions, and a multitude of Letters of Agreement.

The steward meetings were held in Sacramento, Bakersfield, Stockton, Fresno, Concord, San Luis Obispo, Eureka, Pacifica and Chico.

The complete contract package was sent by first-class mail to all Local 1245 members employed by PG&E on April 24 and 25. The

package can also be read or downloaded from the union's websites. From PG&E computers, go to www.whr/ibew. On the internet, go to www.ibew1245.com.

Members who want to discuss the PG&E offer further can contact a steward or their union business representative.

Ballots were mailed out on May 5. To be valid, the completed ballot must be received at the union's post office box by 10 a.m. on May 28.

Local 1245 will follow its standard practice of using an independent firm to tabulate the ballots to assure impartiality. Results will be posted on the union websites as soon as they are available.

Stewards weigh
PG&E contract offer
in Pacifica . . .

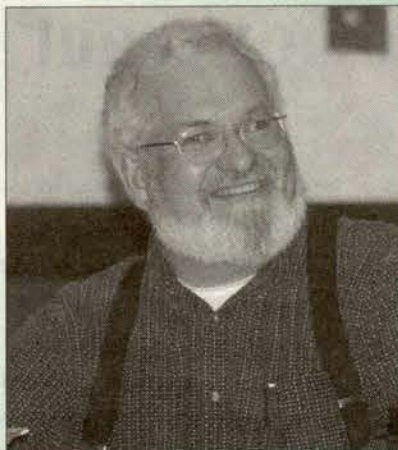


in San Jose . . .

in Concord . . .



PG&E offer weighed at Advisory Council May 3, 2003



"Take the money and run, and see you in five years."

Stu Neblett, Shasta Division



"People really don't like . . . that medical co-pay."

**Grover Day,
Stockton Division**



"If it ever goes (to a strike) it could get ugly."

**Dan Mayo
San Joaquin Division**

A

dvisory Council members continued the debate over the PG&E contract offer during their quarterly meeting in Concord on May 3, just two days before ratification ballots were scheduled to go in the mail.

"Personally, I'm going to vote 'yes,'" said Terry Andreucci, who represents Drum Division on the Advisory Council and served on the Bargaining Committee. "I'm concerned about what happens if it goes down."

Lee Thomas, representing Humboldt Division on the Advisory Council, said it was important for the union to make clear to members that the company could cancel the contract after Nov. 1 if no new agreement had been ratified.

"We don't want to be in a position where members come to us and say, 'Why didn't you tell us the company could cancel the contract?'" said Thomas. "Vote how you want, but be aware of what can happen."

Grover Day expressed appreciation for the amount of information that the union had made available about the PG&E offer, but reported that some members in his area still had reservations.

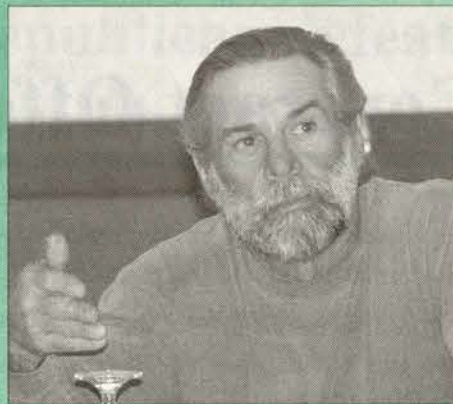
"If there's one issue in my area that people really don't like it's that medical co-pay," said Day, who represents Stockton Division on the Advisory Council.

Stu Neblett, Shasta Division representative and also a member of the Bargaining Committee, pointed out that just the additional wage increases negotiated in the second round of bargaining more than offset what members would pay in medical co-payments. The union bargained wage increases of 3.25%, 3.5% and 3.5% in the first round of bargaining; those numbers were increased to 4-4-4 in the second round.

"I run the numbers, that's why I'm on the committee," said Neblett, who stated his conviction that the union was unlikely to wring much more out of the company in this year's negotiations. "It isn't worth the hassle to vote 'no.' Take the money and run, and see you in five years."

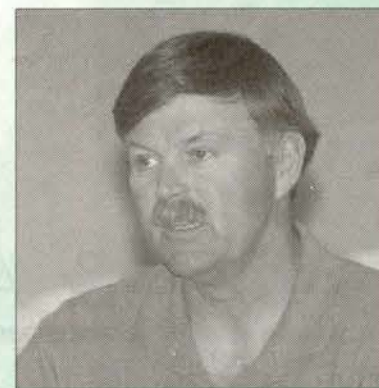
Dan Parmenter used the Council meeting to announce his support for the PG&E contract offer.

"I've had a chance to rethink things and I've changed my mind," said



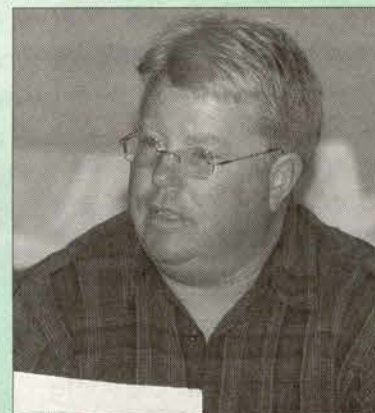
“Vote how you want, but be aware of what can happen.”

Lee Thomas, Humboldt Division



“I’m concerned about what happens if it goes down.”

Terry Andreucci, Drum Division



“A wise man picks his battles and lives to fight another day, and so should we. I do not want to assume the risks (of rejecting the contract); I want to take what we have in our hands right now.”

Bob Quinn, San Francisco Division

Parmenter, who represents Sacramento Division on the Advisory Council. “The union package that came out has been real helpful,” he added, referring to the recent mailing of the full contract offer to the union’s entire membership at PG&E.

Dan Mayo, recently appointed to the San Joaquin Division seat on the Advisory Council, said many members in his area seemed to think they would keep getting better offers if they kept voting “no.”

These members believe “that the company will never cancel the contract and that we will never make it to a strike,” said Mayo. “There are others, though, that are opening their eyes to that possibility. If it ever goes that far ... it could get ugly.”

“We pulled the tiger’s tail once,” said Bob Quinn, San Francisco Division Advisory Council member. “From what I know about cats and dogs, when you come for them the second time, they are usually prepared and waiting for you. We should not underestimate PG&E’s ability to turn around and bite us...”

“A wise man,” Quinn continued, “picks his battles and lives to fight another day, and so should we. I do not want to assume the risks (of rejecting the contract); I want to take what we have in our hands right now.”

Repeating a comment he made at numerous shop steward meetings in April, Business Manager Perry Zimmerman said he was willing to take the union out on strike if that is what the membership truly wanted. But he expressed deep concerns about the consequences of going on strike, and urged members to make their decision based on the overall package.

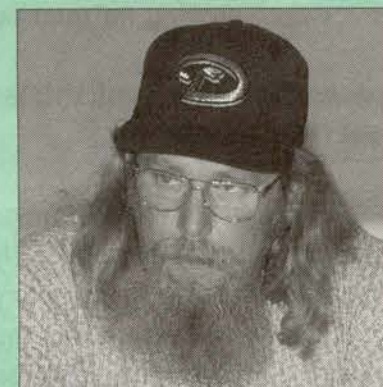
Mayo, the San Joaquin Division representative, urged all members to take the time to vote.

“In my opinion, the opportunity to vote on a contract has the greatest potential of any voting opportunity to directly affect (our) lives, and it would be a crying shame to waste that vote.”

To be valid, completed ratification ballots must be received at the Local 1245 mail box by 10:00 a.m. on May 28. Members who have not received their ballot in the mail by May 12 should contact the union to request that another ballot be sent.

“I’ve had a chance to rethink things and I’ve changed my mind.”

Dan Parmenter, Sacramento Division



Questions & Answers on the PG&E Contract Offer

Editor's Note: On April 24-25 the PG&E contract offer was mailed first-class to Local 1245 members employed by PG&E. Included in that contract mailing were several boxes that explained the nature of some of the significant changes. An electronic version of the contract offer can be found on the IBEW Local 1245 websites on the Internet and on PG&E's Intranet. The contract offer and explanatory boxes are the key documents that union members should read and evaluate when making up their minds how to vote.

The following Questions & Answers have been prepared by Local 1245 to provide some additional background information about the PG&E contract offer. Members who have further questions should attend their unit meetings and/or contact their Local 1245 Business Representative.

What's the difference in value between this contract offer from PG&E and the earlier one that was rejected by members last December?

This offer is worth about \$100 million more than the offer members rejected last fall. The amount is approximate because it's difficult to put an exact dollar value on some of the provisions due to the effects of taxes and accounting. The big ticket items that have increased the overall value of the package are the higher wage increases, the earlier effective date of the pension improvement, and the reduction in employee cost-sharing for medical coverage.

Why does the union think this is the best we can get from PG&E?

Local 1245 knows that PG&E is in good financial condition, despite the bankruptcy. The Bargaining Committee made it clear to company negotiators that we wanted even more improvements. However, the company signaled that this was as far as they would go when they called it their "best and final" offer. It serves no purpose to remain at the table once you have reached this point in bargaining.

If PG&E is financially sound, why wouldn't they offer more at the bargaining table?

One can only guess. The union believes PG&E would benefit in the long run from granting more of the union's bargaining goals. However, PG&E is also dealing with demands from the financial community, the bankruptcy court, and the California Public Utilities Commission. The company has apparently made up its mind how much of the pie it is going to share with employees.

Why did the union agree to send out a package that contains a 3.75% member contribution toward the medical premium?

Members made it very clear that they don't want to pay anything on the medical premium. This fact was forcefully emphasized to the company at the bargaining table. Members also made very clear their desire for higher wages and improved pensions. The union pushed all of these priorities. But in the end, the company was adamant that it wanted employees to share at least some of the pain of rapidly rising medical costs. The company wanted co-payments of 10% or more. The union ultimately bargained that down to 3.75%. The union might have been able to bargain it down to zero, but the company made it clear we would have to sacrifice some other improvement, such as pension, to get zero medical co-pay. In the end, the committee determined that a 3.75% premium co-payment was the least damaging option available. In dollar terms, the 3.75% co-pay translates into a \$33/month payment for a family with the most expensive medical plan. Our gains in wages and pension far outweigh these medical co-payments.

If we agree to this medical premium co-payment, haven't we let the company get a foot in the door?

True, any concession has the potential to be a "foot in the door." But it doesn't always turn out that way. For example, union negotiators in the early 1980s thought the union had a "foot in the door" after bargaining a per diem payment for General Construction employees. But over the next 20 years, sad to say, the union was unable to improve the per diem very much. The reality is that bargaining is always influenced by the

conditions that exist when the two sides sit down at the table. Five years from now, it's possible that PG&E will ask for an even larger co-payment. It is also possible that state or federal legislation—or other economic factors—will put the brakes on employer liability for health care costs and make this issue less important to PG&E five years from now. Of course we'd prefer zero co-payment, but locking in a relatively small co-payment for a long period (five years) is not such a bad strategy in today's economy.

Why is company spending so much money on management bonuses rather than on us?

The union would prefer that the company direct more money toward the people who do the real work—our members. But the union has no legal standing to challenge management bonuses. In one way, management bonuses actually helped us at the bargaining table—they prevented the company from arguing that it couldn't afford to increase compensation for its employees.

Why did the Bargaining Committee agree to a \$900 lump sum for all bargaining unit employees rather than retroactive wages?

Bargaining always involves trade-offs. The cost of the \$900 lump sum is \$10.8 million. The cost of full retroactivity on straight-time wages is \$11.2 million plus several million in overtime. The Bargaining Committee tried to get full retroactivity, but was unwilling to make sacrifices in other areas to force the issue.

Why do we have to wait until January 1, 2004 for the pension increase to take effect?

The company strongly resisted an immediate effective date for the pension increase. Under the first table agreement rejected last December, the pension increase was to take effect January 1, 2005. The union then persuaded the company to agree to an earlier effective date, January 1, 2004, which is about eight months from now.

Why couldn't we get a pension formula of 2% instead of settling for 1.5% and 1.6%?

The Bargaining Committee worked to improve pension benefits in two ways: increasing the formula and increasing wages. Higher wages translate into a higher pension. Increasing the formula from 1.43% to 1.5% and 1.6%, coupled with 4% wage hikes, will produce significantly higher pensions. (You can find a program on the Local 1245 website, www.ibew1245.com, that will calculate your approximately pension based on the new contract package.) The Bargaining Committee obviously would have liked to achieve a 2% formula during these negotiations, but it would have been enormously expensive, which is why the company wouldn't agree to it.

Why did the union bargain improvements for retired employees?

The union cannot in good conscience simply turn its back on the members who built this union in the first place. We do our best to take care of our own because that's the kind of organization we are. Members who are active employees today will be mighty glad that Local 1245 is that kind of union when it's their turn to retire.

What did the retirees gain in this bargaining?

This package accomplishes three important things. First, it helps the retirees who need it the most—members who retired more than 25 years ago. Their pensions, already small to begin with, have been badly eroded by inflation. This package gives these elderly retirees a well-deserved and long overdue hike of 20%. Second, this package provides retirees a \$7,500 medical savings account to supplement their current medical coverage. This may not cover all of their medical costs, but it provides an extremely valuable cushion until the issue can be addressed again in future bargaining. Finally, the current package—unlike the package that was rejected in December—provides for re-openers in the fourth and fifth year of the agreement to bargain for improvements to pensions for current retirees.

How does an employee retain eligibility for company disability benefits under the new package?

Under the terms of this package, disabled employees would now need to meet two definitions of disability: the definition under PG&E's plan for the first 24 months, and then the Social Security disability definition in order for benefits to continue past that. Company LTD benefits can continue for up to 36 months if you

are applying for Social Security benefits and you are using a third-party advocate who represents injured workers applying for Social Security benefits.

Isn't this a takeaway?

It's a mixed bag. The proposed language raises the bar for an employee to continue receiving LTD benefits, as described above. But the contract offer contains much better return-to-work rules than the existing contract. If you recover and are released from long term disability, the new contract—if ratified—says the company must place you in your old job or another job within commuting distance. The new contract would also decrease the waiting period from six to five months, and eliminates the automatic offset for Social Security for the first months of LTD.

Why will so many issues be discussed in these ad hoc committees rather than general negotiations? Doesn't that give the company more control over the process?

We have used ad hoc negotiations in the past to achieve several important gains, including the rubber gloving premium. We are a large bargaining unit with many different constituencies and different interests. We do what we can during general negotiations, but ad hoc interim bargaining gives us additional opportunities to bargain improvements. Neither side necessarily has more "control over the process." It is possible that conditions for discussing certain issues may become more favorable to the union with the passage of time.

What's the point of doing a five-year contract instead of our usual three-year?

If the contract passes and takes effect this June, technically it will be a four-and-a-half-year contract. Some members worry about being "locked in" for such a long period. But the longer-than-normal term has some major advantages. First, PG&E will not have an opportunity to seek increases in the medical co-payment until 2008. Second, in the event PG&E succeeds in spinning off new companies, our members at those companies will be protected for the full term of the agreement. Third, it opens up negotiations for further wage increases in 2006 and 2007 without exposing other parts of the agreement to possibly detrimental changes.

Why did the Bargaining Committee remain neutral on this contract offer rather than recommending "yes" or "no"?

All the members of the Bargaining Committee agreed that the company's latest offer is significantly better than the one rejected last December. The committee seriously considered recommending acceptance of the package, but was not unanimous on this point. Committee members are aware that there is serious opposition to paying any portion of the medical premium. Ultimately the committee decided to let the members be the judge of whether the benefits of the current offer outweigh the risks of turning it down.

What happens if we vote this offer down?

First, the union would try to get the company to return to the table. The company might argue that its circumstances have changed and come to the table offering less money than before. The company could present its "best, last and final" offer, which, if rejected, could trigger mediation. Or the company could simply drag its feet, just as it did in January and February when we were trying to resume negotiations after the December vote. If we go to November 1st of this year without a new agreement, either side then has the option of cancelling the current agreement. Various scenarios are then possible, including a strike. An important fact to bear in mind is that once the agreement is cancelled, by either side, the wage and benefit structure spelled out in the contract is no longer legally enforceable. Overtime provisions go away. Bidding and demotion provisions go away. All Letters of Agreement go away. We might be able to bargain those things back, or we might not.

What happens if fewer people vote this time around?

The significant factor is not the number of votes cast, but the difference between the "yes" and "no" votes. Ratification of the agreement requires a majority of the votes cast. (A majority is 50% plus one.) Remember: all members have to live with the consequences of the ratification vote, so you should take advantage of the opportunity to vote. Ballots were mailed out on May 5. Completed ballots must be received at the designated post office box by 10 a.m., May 28, 2003 in order to be valid.

Be Informed, Then Vote!

When things go wrong

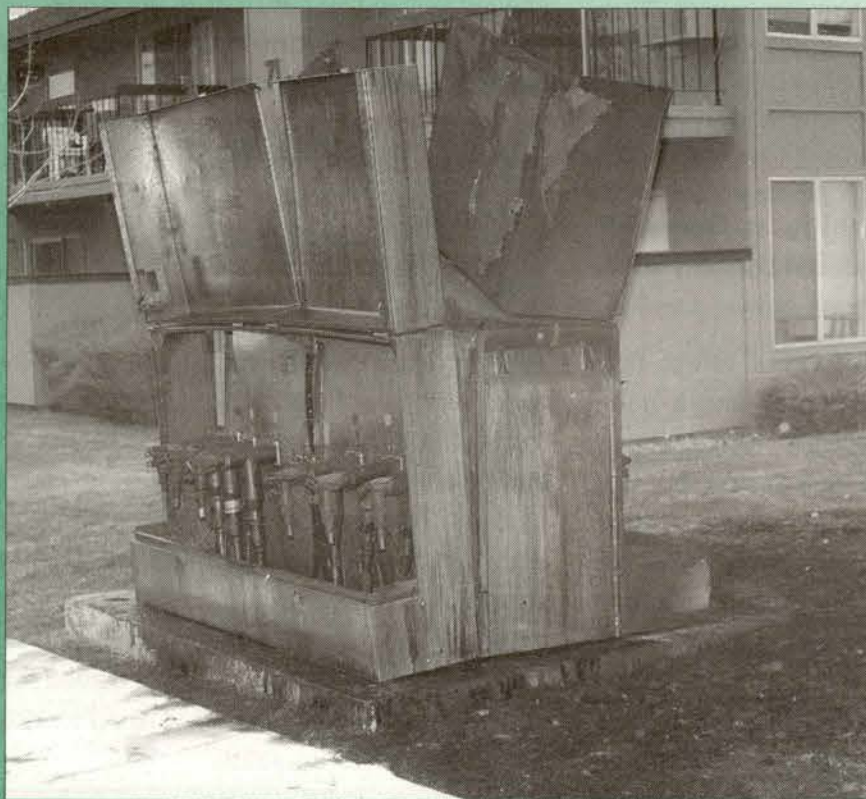
(good thing we're around to set them right)



Will Retzer at the controls as the box is loaded onto a truck.



Sean Cherry, Mike Armstrong, and Steve Curl guide the old cable as it is pulled out of the ground.



When things go badly wrong . . .

Under a low-hanging spring sky gray with the threat of snow, a transformer at the intersection of Neil and Delucchi Streets in Reno did something it wasn't supposed to do.

It blew up.

When the fire department arrived, flames were roaring in the tops of three nearby trees and a river of burning oil was running down the street.

The explosion, now under investigation, was a sobering reminder of hiding when things go wrong in an electrified world.

The hazard won't soon be forgotten by the policeman who was green box transformed itself from machinery to wreckage in one to those who spoke with him, the policeman had been passing by was smoking. He was approaching to investigate further when it

Bolts on the transformer shell were sheared off at the head by neighborhood woke up. The entire neighborhood.

The policeman retreated to his squad car and called for help. fortunate to have skilled union workers who know how to put the

Sierra Pacific Power Troublemakers Javier Garijo and Ron Frugoli after the fire was out. Garijo's first thought:

"I was glad I wasn't on the end of that switch stick."

But with personal thoughts quickly pushed aside, Garijo and contain the problem, putting cones around the transformer and b switch.

They were soon joined on the scene by Foreman Steve Curl, Armstrong, Sean Cherry, Mike Hillyer and Will Retzer. Company personnel were also present in force.

The line crew removed the box, used a truck to drag out the the cable into pieces for disposal. They cleaned off and inspected appeared undamaged.

And without having to actually say it, each person was clearly hadn't been standing next to the transformer when it blew.

"If there had been a T-man in there switching we'd be going Randy Osborn.



Foreman Steve Frugoli and street in an



Using a truck to pull out the old cable.

SIERRA PACIFIC POWER C

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nder a low-hanging spring sky gray with the threat of snow, a transformer at the intersection of Neil and Delucchi Streets in Reno did something it wasn't supposed to do.

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The explosion, now under investigation, was a sobering reminder of the hazards that can come out of hiding when things go wrong in an electrified world.

The hazard won't soon be forgotten by the policeman who was on the scene when the dull green box transformed itself from machinery to wreckage in one ear-splitting instant. According to those who spoke with him, the policeman had been passing by and noticed that the transformer was smoking. He was approaching to investigate further when it blew.

Bolts on the transformer shell were sheared off at the head by the force of the explosion. The neighborhood woke up. The entire neighborhood.

The policeman retreated to his squad car and called for help. When things go wrong, Reno is fortunate to have skilled union workers who know how to put them right again.

Sierra Pacific Power Troublemakers Javier Garijo and Ron Frugoli arrived on the scene shortly after the fire was out. Garijo's first thought:

"I was glad I wasn't on the end of that switch stick."

But with personal thoughts quickly pushed aside, Garijo and Frugoli did what they could to contain the problem, putting cones around the transformer and beginning the task of isolating the switch.

They were soon joined on the scene by Foreman Steve Curl and a crew that included Mike Armstrong, Sean Cherry, Mike Hillyer and Will Retzer. Company safety officials and HazMat personnel were also present in force.

The line crew removed the box, used a truck to drag out the underground cable, then chopped the cable into pieces for disposal. They cleaned off and inspected the feeder cable, which appeared undamaged.

And without having to actually say it, each person was clearly appreciating the fact that he hadn't been standing next to the transformer when it blew.

"If there had been a T-man in there switching we'd be going to a funeral," said Business Rep. Randy Osborn.



Foreman Steve Curl, left, and Troublemakers Ron Frugoli and Javier Garijo work a switch across the street in an effort to restore power.



The ruined transformer is loaded onto a truck to be inspected.



Steve Curl
led out

Story & Photos
By Eric Wolfe

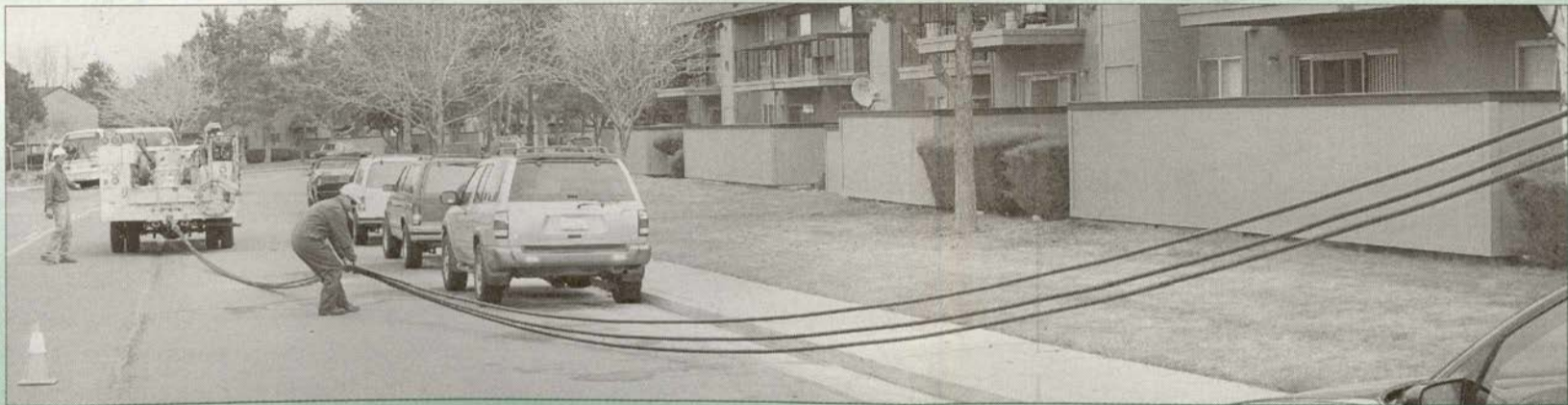


Using a truck to pull out the old cable.



Checking the damage at the scene.
Sean Cherry and Mike Armstrong

SIERRA PACIFIC POWER CO.



Using a truck to pull out the old cable.

SIERRA PACIFIC POWER Co.



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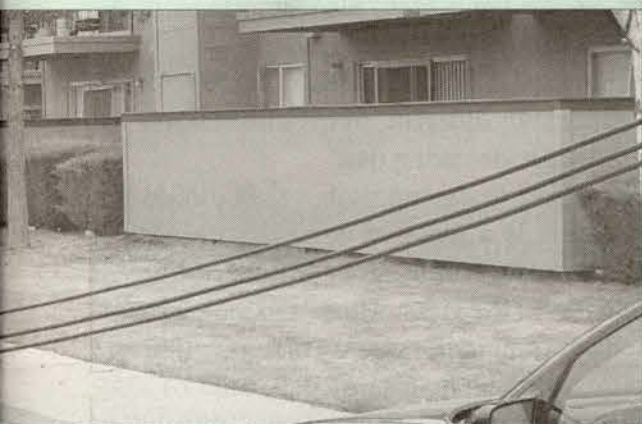
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The ruined transformer is loaded onto a truck to be hauled away and inspected.

Story & Photos
By Eric Wolfe



Checking the damage are Mike Hillyer, Sean Cherry and Mike Armstrong.

Sierra System Ops vote for Local 1245

System Control Operators at Sierra Pacific Power voted in March for union representation by Local 1245.

Representation talks were triggered last October when the union produced signed union authorization cards from all eight Dispatchers.

The company, however, refused to grant "card check" recognition, forcing the employees to go through a representation election under the auspices of the National Labor Relations Board.

The company successfully petitioned to include the five Senior Dispatchers in the prospective bargaining unit, for a total of 13 employees.

If the company's strategy had been to dilute the pro-union vote by expanding the bargaining unit, managers were probably less than satisfied with the results: 11 of the 13 employees voted for representation.

Local 1245 recently sent a letter to the company requesting that bargaining begin. Wages will be a major issue, according to Business Rep. Randy Osborn.

"When these folks left the bargaining unit some years ago, their rate was above the line foreman rate," said Osborn. "Now they're below a lineman's rate."

Serving on the union's bargaining committee will be Dispatcher John East, a former generation employee with bargaining committee experience; Senior Dispatcher Eric Johnson; Dale Huntsman, a member of the union's General Bargaining Committee at Sierra with experience in medical and benefit issues; and Osborn.

Truckee-Donner pact

Local 1245 members ratified a new three-year agreement with Truckee-Donner Public Utility District that provides general wage increases of 3% each year as well as wage equity increases for all classifications, Business Rep. Randy Osborn reported.



Osborn

Among the other improvements:

- Gains in double-time provisions
- Increased meal allowance
- Increased sick-leave buy-back at retirement
- Increased cap on employer payments to retiree medical
- Improved longevity pay
- Gains in long-term temporary upgrades

Negotiating for the union were George Caballero, Mike Connell, Rosana Matlock, and Pat Waite, along with Osborn.

Congress ready to debate deregulation

By Eric Wolfe

“Who are you going to believe—me or your lying eyes?”

That more or less sums up the attitude that pro-market forces are bringing to the debate over electric deregulation now getting underway in Congress.

On the one hand, there is the free-market theory that electric deregulation will reduce power prices, end power shortages and improve service for customers throughout the country. That was what Enron once promised, anyway.

On the other hand are the people who remember that things didn't work out so well for Enron, or for its employees, or for California, which lost some \$70 billion in the deregulation experiment.

Despite what we've seen with our lying eyes, *deregulation diehards* are again asking us to believe that electric markets will reduce prices, end shortages and improve service. They are trying to attach a mandatory deregulation scheme to the energy bill being debated on the floor of the US Senate this month.

The bill has already received a favorable reception from the Senate Energy and Natural Resources Committee, which on April 30 approved a version of the energy bill containing some key provisions favored by free-market fans. Like the

'Deregulation sucks'

Congress may be considering national electric deregulation, but some California state legislators don't want anything to do with it.

SB 888, co-written by Senate President Pro Tem John Burton and supported by Local 1245, would ban retail competition, and allow utilities like PG&E to build new power plants and enter into long-term contracts with generators.

The authors of SB 888 call deregulation “a mistake of epic proportions,” that left a legacy of huge power bills and a bankrupt utility.

To say that deregulation didn't work is “the understatement of the century,” according to state Senator Joe Dunn. Burton put it more bluntly: “Electricity deregulation sucks.”

repeal of the Public Utilities Holding Company Act. That New Deal law, which broke up utility holding companies, was passed by Congress in 1935 in the wake of massive fraud, stock manipulation and price gouging in the electric industry.

Apparently some members of today's Senate believe the potential for fraud and price gouging no longer exists in the energy industry—rather convincing proof that Strom Thurmond isn't the only Senator nodding off in his chair.

Standard Market Design

The deregulation cheerleaders are hoping that Congress will embrace a market scheme promoted by the Federal Energy Regulatory Commission, called “standard market design.” FERC is trying to impose this market plan by regulatory fiat on the entire country, in essence nationalizing the management of the nation's electric supply and putting the whole shebang under FERC's control.

Standard market design is a grand experiment, with all of America—not just California—as the guinea pig.

This scheme attempts to apply a “one size fits all” national electric management policy on a diverse and complex assortment of local and regional electricity systems. Rather than basing the price of power on the cost of producing it, as states have done ever since the 1930s, FERC wants prices based on market factors.

Those who worry that the market isn't up to the job of controlling prices, well, you're supposed to be comforted by the fact that FERC will monitor this market and enforce fair prices.

Of course, if you live in California you might remember that FERC stood by and did nothing while price-gouging generators bled California consumers dry in 2000-2001. By the time FERC finally stepped in and imposed price caps on wholesale power, Pacific Gas & Electric had been driven into bankruptcy and consumers were stuck with a massive amount of debt that will take decades to pay off.

But there you go again, believing your lying eyes.

Public Skepticism

There was a time, back in 1994, when Local 1245 stood virtually alone in opposing electric deregulation, warning that it would lead to boom-and-bust markets in electricity. Today, others have come to share our skepticism.

The Consumer Federation of America has warned that FERC's scheme would lead to “fraud, market manipulation, rising prices, inefficient trans-

Apparently some members of today's Senate believe the potential for fraud and price gouging no longer exists in the energy industry—rather convincing proof that Strom Thurmond isn't the only Senator nodding off in his chair.

action costs and an increase in capital costs.”

Even many conservatives, who normally harbor warm fuzzy feelings about economic markets, are uncomfortable with the dramatic scope of FERC's power grab. Former Rep. Jack Kemp, joined by 20 other prominent conservatives, recently warned that FERC's proposal would “result in the most radical and revolutionary regulatory reorganization of an industry in contemporary history.”

Speaking Out

Local 1245 has continued to speak out against the free market quackery. In comments to FERC, attorneys for Local 1245 and the Coalition of California Utility Employees (CUE) explained why markets are incapable of delivering lower prices for power.

On the one hand, to prevent generators from manipulating prices by exercising “market power,” reserve margins of generating capacity must be increased beyond their historic levels. “Increasing historic reserve margins, of course, substantially increases the price to the public. Not increasing historic reserve margins and enduring market power, as we have seen, also dramatically increases electric prices,” said CUE.

CUE called FERC's standard market design “not significantly different” from California's failed market design, declaring that:

“The effort to extend such a structure to the entire nation is a massive gamble with critical infrastructure for promised benefits that are tiny in comparison to the risks. Those risks include increased opportunity for market manipulation and exploiting loopholes, loss of the value of integrated dispatch control, reduced reliability, boom and bust cycles for both the supply and price of generation and transmission, increased environmental damage, loss of social programs, and loss of the utility workforce culture of service and the workforce that provides that service.”

Republican defeated in attempt to roll back Work Comp hikes

A California Senate committee on April 23 rejected a Republican-sponsored bill that sought to roll back benefit increases granted injured workers last year.

Workers' Compensation—the state-mandated system for providing benefits to workers injured on the job—has experienced sharp increases in costs in recent years, sparking calls for reform.

Unfortunately, some Republican lawmakers have used the system's problems as cover for reducing benefits to workers with legitimate workplace injuries.

Tom Rankin, president of the California Labor Federation, said the sharp increases in insurance premiums were due in part to insurance companies trying to make up for losses suffered in the 1990s when removal of a minimum rate law set off a price war.

The other big cost factor, he said,

was higher medical costs.

Seven bills were recently rejected by legislators on a series of party-line votes, with the committee's three Republicans supporting them and the five Democrats voting no.

The rejected bills included a measure by Sen. Charles Poochigian, R-Fresno, that would roll back workers' benefit increases approved by lawmakers last year.

Poochigian's bill would also overturn several other new laws that Republicans and business leaders have labeled "job killers," including a requirement that most employees receive overtime pay after eight hours of work per day.

Rankin called Poochigian's bill a "family killer bill" that would take money out of the pockets of workers. "And that is money that keeps the economy of California going," Rankin said.

A Message from the California Department of Insurance

An Important Announcement for Employers, Physicians and Insurers Concerning First Aid Treatment for Workers' Compensation Injuries

First aid treatment is included as medical care that all employers must provide for their injured employees. In conjunction with the Department of Industrial Relations, Division of Workers' Compensation, the California Department of Insurance wants to remind all employers, physicians, insurance carriers and self-insurers of the need to comply with Section 6409(a) of the California Labor Code.

Section 6409(a) requires a physician who treats an injured employee to file a DFR ("Doctor's First Report of Injury") with the claims administrator for every work illness or injury, even first aid cases where there is no lost time from work. Although the Labor Code contains "first aid" exceptions for the Employers' Report (Form 5020) and the Employee Claim Form (DWC-1), there is no such exception for the DFR. The insurance carrier (or the employer if the employer is self-insured) must forward these DFR's to the Department of Industrial Relations. There is no "first aid" exception to this statute.

CDI and DIR believe there are improper arrangements in place between some medical providers and employers that allow the employer to dictate how injuries are to be classified by the physicians. In some cases, and at the request of the employers, the physicians send the "Doctors First Report of Injury" (DFR) only to the employers and not to the insurance carriers. This arrangement occurs even though the injuries clearly are beyond first aid. This agreement is often marketed to employers as a way to keep premiums from rising or to lower them. Such marketing practices are both improper and may also contribute to possible criminal violations related to premium fraud and the fraudulent denial of Workers' Compensation benefits to injured workers.

By the Local 1245
Safety Committee



Don't give in to road rage

Everyone has been confronted with an aggressive driver sometime in their life.

The National Safety Council reports that around 1500 people are injured or killed each year from road rage incidents in the United States.

Road rage is often triggered by aggressive driving. Aggressive driving is defined by the Council as lane weaving, running red lights, speeding, tailgating, making obscene hand

gestures, shouting insults and inflicting physical harm.

It's hard to remain calm when you encounter an aggressive driver. But the best policy is simply to get out of the driver's way, and don't create an opportunity for road rage to take over the situation. Remind yourself that there are more important things in life than tangling with dangerous drivers on the road.

David Vipond

Be safe: buckle up!

Most all cars, trucks, and warehousing and construction equipment of today have some type of seat belt or belts attached to the vehicle, designed to protect the operator in the event of unexpected collisions, accidents or roll overs.

Approximately 2000 people lose their lives each year because they neglected to fasten their seat belts. The age range affected most is 25-54, and predominantly males.

At least 90% of the drivers today use seat belts, but a few do not. We

are asking for trouble if we don't buckle up. You cannot control other vehicles on the roadways. Industrial equipment is vulnerable to rollover because of the everyday hazards of this type of work.

We all make mistakes sometimes. You never know when a tire may go because of unseen circumstances. Equipment of all types breaks down occasionally.

For your own sake and the sake of everyone around you, buckle up!

Stoney Burk

Safety Tailboard

Receive an IBEW cup and cap for submitting a safety question selected for publication in the Utility Reporter's Safety Tailboard. Safety Tailboard is an open forum for discussion and learning about safety issues. Submit your question, along with your name and phone number, to:

**Safety Tailboard,
c/o Jim McCauley, IBEW 1245, PO Box 4790, Walnut Creek, CA 94596**

Current members of the Local 1245 Safety Committee: Stoney Burk, Alameda Power & Telecomm.; Keith Hopp, Pacific Gas & Electric; Al White, Pacific Gas & Electric; David Vipond, Citizens Communications; Rich Lane, Turlock Irrigation District; Art Torres, Sacramento Municipal Utility District; Gil Suarez, Davey Tree; and Assistant Business Manager Jim McCauley.



Equal pay? Not in your lifetime, report says

WOMEN WORKERS' HISTORY

Women Courageous

Wages were already low in the cotton textile mills of New Bedford, Mass. in April 1928 when the manufacturers slashed wages by 10%. The 5,000 skilled workers, represented by several unions affiliated with the American Federation of Labor, went on strike to restore the 10%.

The mills also employed some 27,000 unorganized workers, more than half of them women, who were urged to strike by the radical-led Textile Mill Committee. And strike they did, united behind the TMC's demand for a 20% wage increase and equal pay for equal work. Production stopped in 58 mills owned by 27 companies. Headlines in the New Bedford Evening Standard revealed that "Four Out of Five Pickets Women." Veteran organizer Ann Washington Craton, who came to assist the strikers, said: "Women are better at this sort of thing than the men. They are more courageous."



A showdown came on July 9, when the employers tried to open the mills. The owners turned to the law. The strikers held out despite mass arrests and the intervention of armed troops. The strike spread to nearby Fall River. And in September, New Bedford and Fall River strikers attended the founding convention of the National Textile Workers Union.

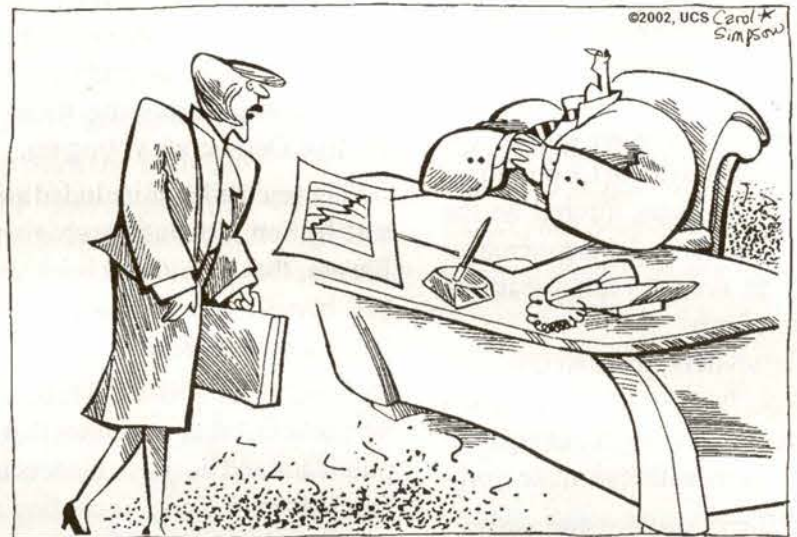
The AFL unions agreed to accept a five percent wage cut. The National Textile Workers Union fought on, but was forced to call off the strike in October with winter coming and the mass arrests of activists and supporters. The courageous women strikers had brought to birth a fighting new union and had helped stop the wage-cut trend.

New AFL-CIO reports show the rate of progress in closing the wage gap between women and men in the last decade has been slow to dismal.

In fact, at the current rate of change, working women nationwide will not have equal pay until after 2050. In other words, forget about your daughters, but maybe your granddaughters or great-granddaughters will achieve pay equity with their male counterparts.

The AFL-CIO released detailed reports for 17 states that show the pace of closing the hourly wage gap slowed in the 1990s after advancing in the 1980s. Lackluster wage growth for men played a role in the narrowing of the hourly wage gap in the 1990s, but progress in closing the wage gap through legislative action and other remedies has slowed considerably.

The Census Bureau says on aver-



"Our female employees are only making 70% of the men's wages...better assign them more overtime."

age, women make only 76 cents for every dollar that men earn. It takes women more than 15 months to earn as much as men earn in 12 months.

The AFL-CIO reports, titled "The Long and Winding Road to Equal Pay," documents a ten-year trend in

the wage gap for the following states: Alabama, Alaska, Arkansas, Colorado, Florida, Georgia, Illinois, Hawaii, Iowa, Kansas, Maine, Minnesota, Missouri, New Hampshire, New Jersey, South Dakota and Texas.

Climate of Corporate Greed

Nationwide, working women are fighting for pay equity in a climate of corporate greed. Companies continue to approve outrageous compensation packages for executives despite complaints of wage discrimination among their own employees.

According to recent surveys, working women believe that enforcement of current federal laws prohibiting wage discrimination is weak and that the laws are limited. And working women strongly favor congressional action to strengthen and enforce equal pay laws.

The Paycheck Fairness Act and the Fair Pay Act would strengthen penalties for equal pay violations and make it easier for women to win wage discrimination cases in certain situations.

So far this year, at least 20 states have introduced equal pay legislation.

Since 1982, several states have taken action to close the wage gap.

EEOC suit targets Dial Soap

Dial Soap's reputation hasn't come up squeaky clean in a lawsuit filed by the US Equal Employment Opportunity Commission.

The government contends dozens of women at Dial's soap plant in Aurora, Ill. faced sexual harassment, from crude comments to groping to pornography, and supervisors did nothing to stop it.

It is the largest federal sexual harassment suit in five years. The trial, scheduled to begin April 28, has been postponed pending settlement talks, according to the Associated Press.

The EEOC won a landmark lawsuit against Mitsubishi Motor Manufacturing of America five years ago. Mitsubishi settled for \$34 million.

The company's North American division paid awards ranging from \$10,000 to \$300,000 to 486 female workers to settle allegations that women on an assembly line were groped and insulted and that managers did nothing to stop it.

The Scottsdale, Ariz.-based Dial Corp. had declined to follow Mitsubishi's lead, saying the charges were unfair and the trial would vindicate the company. But both sides had left the door ajar for a last-minute deal.

Dial said men who caused real problems were warned and in some cases fired. The company said it established a training program to head off such problems as early as 1990, and even got an EEOC award for a job well done.

Discounted drugs versus discounted lives

A store with a cutting edge mission opened in the Bay Area last month with the announced intention of helping consumers, primarily seniors, get prescription drugs from Canada at discounted prices.

Despite charges by the California Board of Pharmacy that such storefront operations are illegal, the new business offers customers without health insurance or drug coverage access to medications at 30 to 80% below US prices.

The American Drug Club Oakland, located in San Leandro despite its name, is designed to serve seniors who may lack access to, or be intimidated by, Internet shopping, where drugs from Canada can also be found.

American Drug Clubs arranges for drugs to be sent to the customer's home and receives an undisclosed cut from one of four participating Canadian pharmacies.

Given the incredibly high cost of medications in the US compared to other countries, and the large numbers of seniors who have no insurance coverage for drug expenses, it's small wonder that American Drug Clubs are taking root around the country.

Average prescription drug costs for Medicare recipients increased from \$674 a year in 1996 to \$1,539 in 2000, according to the Alliance for Retired Americans, and could jump to as much as \$3,751 by 2010.

In February the federal Food and Drug Administration announced it is cracking down on storefronts that try to make money by helping people buy drugs outside FDA regulation.

Seniors, it seems, just can't catch a break from their own government.

Medicare: A 'Dumb System'?

And it doesn't appear that the Congressional debate over Medicare "reform" now getting underway in Congress will bring any relief for seniors who can't afford America's pricey prescriptions.

Tom Scully, the administration's top Medicare official, has disparaged Medicare as "a 1965 insurance

model" and "an unbelievable disaster" and "a dumb system," according to a report in the Los Angeles Times.

The Bush administration is attempting to remake Medicare in the image of private managed-care plans, and doesn't want to spend the money that Democrats say will be required to create a meaningful drug benefit.

Most seniors simply want to add a prescription drug benefit to the existing Medicare structure, which currently pays hospital, doctor, nursing home and other medical bills for more than 40 million senior and disabled Americans.

Senior Death Discount

The Bush administration isn't prepared to help seniors obtain discount drugs, but Bush's top regulatory advisor has begun to discount senior lives.

Bush's regulatory czar, John Gra-

ham, has come up with a formula that values the lives of seniors. The only trouble is, the administration believes seniors' lives should be valued at just 63% when it comes to calculating the cost of new health rules.

Graham's valuations have already helped to shape several Bush administration actions — including a new rule on air pollution from snowmobiles. The dollar value placed on the lives of older Americans over 70 was 37% less than the figure used for younger adults, according to the Los Angeles Times.

Critics call this approach the "Senior Death Discount."

Graham's base of operations is the Harvard Center for Risk Analysis, which has courted donations from a wide array of corporations subject to health regulations, including tobacco giant Philip Morris.



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, CA.

Join Us!

Congratulations to the newly-retired!

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.

Paul Beber, 30 years
Martinez, CA

Val Casimir, 31 years
Redding, CA

Donna Clift, 18 years
Anacortes, WA

Richard Cowart, 30 years
Cloverdale, CA

Hugh Davis Jr., 30 years
Oceano, CA

Claude Douglas, 37 years
Salinas, CA

Stanley Fahnholz, 35 years
Kelseyville, CA

Pearl Fliss, 26 years
Laughlin, NV

Alfred Fuerniss, 30 years
Fremont, CA

Joe Gaeta, 36 years
Fresno, CA

Joseph Gramps, 32 years
Red Bluff, CA

James Hellen, 18 years
Sonoma, CA

Jose Hernandez, 39 years
San Jose, CA

Yvonne Lock, 30 years
Stockton, CA

Norman Mercer, 38 years
Livermore, CA

Michael Miller, 33 years
San martin, CA

William Morgan, 30 years
Grass Valley, CA

Steven Nawahine, 37 years
Ripon, CA

James Pendry, 35 years
Prunedale, CA

Richard Pratt, 30 years
Livingston, TX

Kenneth Resop, 33 years
Oshkosh, WI

Dennis Rhodes, 36 years
Sacramento, CA

Lester Ruth, 39 years
Arnold, CA

Rick Shaeffer, 5 years
Lodi, CA

Tom Silva, 26 years
Pleasanton, CA

Barbara Simms, 19 years
Avila Beach, CA

Ronald Simms, 30 years
Avila Beach, CA

Ronald Talbott, 37 years
Witter Springs, CA

Floyd Thompson, 39 years
Concord, CA

Neal Thomsen, 36 years
Anderson, CA

Members ratify Duke agreement

► From Page 1

- A voluntary flexible schedule
- Language change for meal break for shift workers
- Overtime pay for 12 consecutive hours, as well as 12 hours in a day
- Allowance for holiday pay when shift prior to or following was not worked
- Overtime pay for holidays when shift prior to or following was not worked
- Added language for paid family leave benefit
- Improvement in jury duty language and pay
- Union has designated portion of company bulletin board
- Temporary employees hired permanently having 181 or more days with company will not serve a probationary period
- First year employer-paid premium, no change, 90% employee/80% dependent; second year, 85% employee/75% dependent; third year, 85% employee/70% dependent
- 401k employee saving plan is up from 15% to 40%, company matches 7%
- Adds language for reimbursement for reasonable expense for transfers
- Adds rest period of 8 hours after working 16 or more hours in a 24-hour period
- Provides for longer overtime cancellation notice from 1 hour to 2 hours
- Provides a severance benefit.

The agreement also made improvements in funeral leave, missed meal pay, and company life insurance.

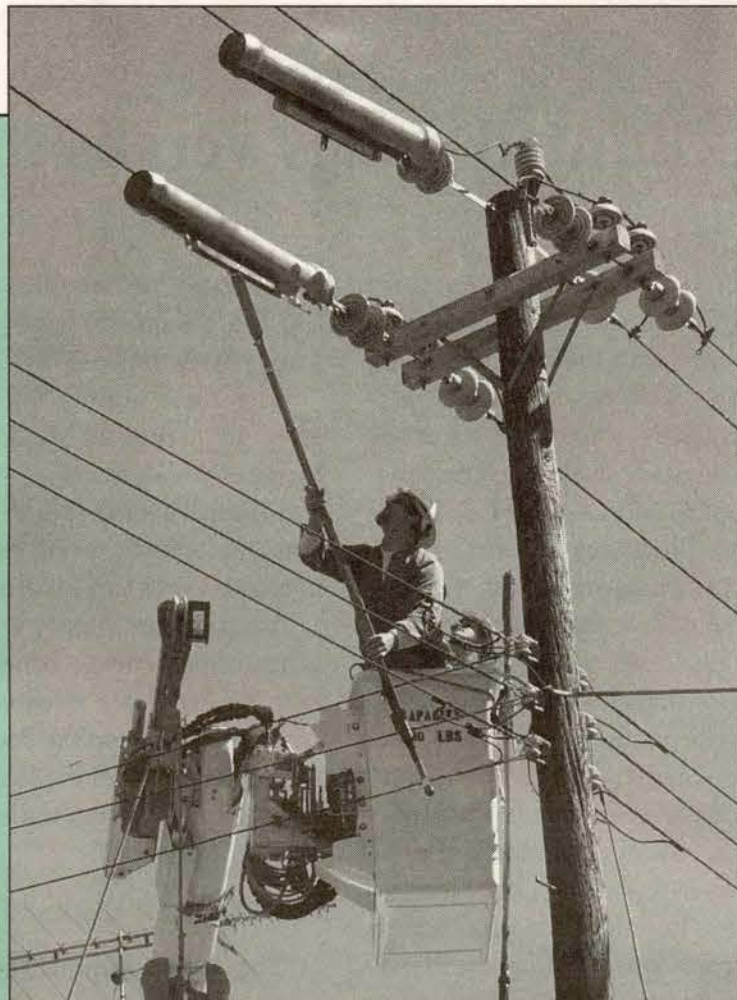
Negotiating for the union were Hazel Bailey and Galen Hecht, South Bay Power Plant; Pedro Arroyo and David Stoneham, Moss Landing; Doug Paslay and Randy Bryant, Morro Bay; along with Business Rep. Dan Lockwood and Senior Business Rep. Frank Saxsenmeier.

Checking Hot Taps

After receiving a report of an arcing hot tap in the alley between 11th and 12th Street and V and W Streets in March, the Sacramento Municipal Utility District dispatched Foreman Tom Mansfield's crew to check it out. Working with Mansfield were Lineman Dean Deleersnyder, Hot Apprentice Chris Andrieu, and Pre-Apprentice Israel Hutchison. For Mansfield, about to retire after 34 years at SMUD, working in traffic will be the thing he misses least: "If I could work in the country all the time I'd be a happy camper."



Assisting on the ground is Israel Hutchison.



Chris Andrieu (left) and Dean Deleersnyder work from the bucket.

Photos: Eric Wolfe



Foreman Tom Mansfield



From left: Chris Andrieu, Israel Hutchison, Tom Mansfield, Dean Deleersnyder.

SACRAMENTO
MUNICIPAL UTILITY
DISTRICT

IBEW LOCAL 1245 FINANCIAL STATEMENT

FOR THE YEAR ENDED DECEMBER 31, 2002

EXHIBIT A
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF FINANCIAL POSITION
ARISING FROM CASH TRANSACTIONS
DECEMBER 31, 2002

ASSETS

Cash Accounts and Stock Fund at cost:		
General Fund:		
Bank of the West - checking accounts	\$ 398,781.96	
Bank of the West - money market	<u>393,657.46</u>	\$ 792,439.42
Cash funds		5,350.00
Investments: (Note 1)		
Wells Fargo - Treasury Plus-money market fund		37,038.51
Collateralized notes (Note 7)		598,366.64
Merrill Lynch Institutional Money Fund		1,627,192.00
Merrill Lynch-CMA Money Fund		166,436.17
-Corporate Bonds		1,267,937.00
-U.S. Government Securities		2,538,399.00
-Mutual Funds		212,896.00
-Common Stocks		185,663.00
Bank of the West-Short term Treasury Portfolio		514,822.84
Franklin Income Fund		<u>1,158,494.52</u>
Total General Fund		9,105,035.10
Checking Account - Political Donation Fund		<u>20,887.75</u>
Total Current Assets		9,125,922.85
200 shares PG&E common stock - at cost		3,388.17
Loans receivable-Francellia memorial		7,000.00
Loan receivables-Energy Workers Center, Inc. (Note 2)		1,924,807.70
Fixed assets, (Note 1):		
Automobiles (51) at cost	1,107,354.60	
Less: allowance for depreciation	<u>561,031.39</u>	546,323.21
Furniture and office equipment - at cost	1,444,919.63	
Less: allowance for depreciation	<u>991,429.23</u>	453,490.40
Total Assets		<u>\$12,060,932.33</u>

LIABILITIES AND NET ASSETS

Liabilities:		
IBEW per capita portion of December receipts to forward	\$ 189,540.23	
Vacation payable	<u>260,074.15</u>	
Current Liabilities		\$ 449,614.38
Net Assets:		
Unrestricted	11,590,430.20	
Political Donation Fund	<u>20,887.75</u>	11,611,317.95
Total Liabilities and Net Assets		<u>\$12,060,932.33</u>

The accompanying Notes are an integral part of these financial statements.

EXHIBIT B
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
For the Year Ended December 31, 2002

POLITICAL DONATION FUND

Cash balance, December 31, 2001	\$ 63,440.25
Receipts:	
Portion of Local Union dues deposited directly to this fund	86,665.00
Miscellaneous voided checks	40.00
Total receipts and balance	<u>150,145.25</u>
Disbursements:	
Refund of dues	155.00
Labor Leader com.	560.00
Jim Willis for Supervisor Dist. #3	100.00
Hunter Stern F & I	193.78
Bob Price Nevada Campaign	1,000.00
Re-elect Moses Mayne Jr for Oakland City Council	250.00
Patty Berg for Assembly	1,000.00
Committee to Elect Marco Firebough	1,000.00
Friends of Jenny Dropeza	1,000.00
Lloyd Levine for Assembly	1,500.00
John Dutra for State Assembly	750.00
Joe Nation for Assembly	1,000.00
Pat Wiggin for Assembly	1,000.00
Wilma Chan for Assembly	1,000.00
Oakland Port Living Wage Committee Yes on Measure I	1,000.00
Jerry Clabian for Assembly District #19	250.00
George Sargent for Lassen Municipal Utility District Board of Directors	250.00
John Coleman EBMUD Board of Directors	500.00
Santa Clara Co. United Democrats Campaign	200.00
Merced-Mariposa CLC-Annual Dinner	280.00
Neighbors for Jean Quan	500.00
San Mateo Co. CLC	500.00
Stephen Stinson-Cal Pers Bd	100.00
Institute Laboral Awards Dinner	800.00
Napa-Solano Building Trades Council	200.00
C.L.C. of Alameda	135.00
Monterey Bay C.L.C.	1,500.00
Contra Costa Labor to Labor	1,500.00
S.F. Department of Elections	1,500.00

INDEPENDENT AUDITOR'S REPORT

March 18, 2003

To the Officers and Members of the
International Brotherhood of Electrical
Workers, Local No. 1245
Walnut Creek, California

We have audited the accompanying statement of Financial Position arising from cash transactions as of December 31, 2002 and the related Statements of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No 1245 for the year and quarter ended December 31, 2002. These financial statements are the responsibility of the union's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 1, these financial statements are prepared on the cash basis of accounting, which is a comprehensive bases of accounting other than generally accepted accounting principles.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash transactions of Local No. 1245 for the year and quarter ended December 31, 2002 and its net assets at December 31, 2002 in accordance with the basis of accounting described in Note 1 to the statement.

DALMAS ACCOUNTANCY CORP.
Certified Public Accountant

► **From Page 17**

EXHIBIT B
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
For the Year Ended December 31, 2002

POLITICAL DONATION FUND

NV State AFL-CIO 2000 Campaign Fund	10,000.00	
Committee to Elect Joe Carter	2,000.00	
Committee to Elect John Hunt	1,000.00	
Committee to Elect John Hawk	1,000.00	
Committee to Elect Debbie Smith	1,000.00	
Committee to Elect Kristen Hansen	1,000.00	
Alameda County Democratic Central Committee 2002 Utility Dinner	750.00	
Marianne Smith Campaign	500.00	
Sacramento Central Labor Council	400.00	
Work for Assembly	1,000.00	
Leland Yee for Assembly	1,750.00	
Loni Hancock for Assembly	1,000.00	
Donna Gerber for Assembly	2,000.00	
Friends for Barbara Matthews	1,000.00	
Rusty Areias for Senate	1,000.00	
Manny Dias for Assembly	2,000.00	
Vince Hall for Assembly	1,500.00	
Dean Florez for Senate	2,000.00	
Mark Cirula-City of Redding Council	250.00	
Cruz Bustamonte	2,500.00	
The Lockyer Committee	3,000.00	
Shelley for Secretary of State	3,000.00	
Westley for Controller	5,000.00	
Friends of Ellen Corbett	1,000.00	
San Francisco Building Trade Council	750.00	
Gavin Newsom-San Francisco Supervisor	500.00	
Wilma Chan for Assembly	1,000.00	
Steve Benjamin	200.00	
Kern-Inyo-Mono Counties CLC-Hall of Fame Banquet	350.00	
Sacramento CLC-SMUD Board Election Mailing	2,600.00	
Arthur Jackson-phone banking	400.00	
Fiona Mal	500.00	
Prop D Expenditures	<u>57,583.72</u>	
Cash balance, December 31, 2002		
Bank of the West checking account	<u>\$ 20,887.75</u>	

The accompanying Notes are an integral part of these financial statements.

EXHIBIT C
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS-UNRESTRICTED NET ASSETS
For the Year Ended December 31, 2002

Cash balance, beginning December 31, 2001	<u>\$10,246,289.55</u>	
Receipts:		
Local Union portion of receipts:		
"A" members' dues	\$ 181,439.48	
"BA" members' dues	7,352,186.08	
Initiation fees	40,051.82	
Reinstatement fees	744.00	
Agency fees	116,164.60	
Working dues	2,385,970.69	
Retirement Club dues	19,785.00	
Hiring hall dues	<u>613,639.40</u>	10,709,981.07
Reimbursements to General Fund:		
Interest and investment income (loss)	(130,746.34)	
Refunds and reimbursements:		
Union Shopper	12,154.25	
Other receipts	9,836.14	
Automobile sales	27,694.54	
Energy Workers Inc. improvement loan payments:		
Principal	61,042.02	
Interest	<u>70,194.54</u>	50,175.15
International portion of receipts:		
"A" members' per capita	353,865.10	
"BA" members' per capita	1,754,982.40	
Initiation fees	40,100.07	
D.B.A.F. fees	668.00	
Reinstatement fees	3,628.00	
Agency fees	33,111.00	
Difference in per capita	<u>2,433.00</u>	<u>2,188,787.57</u>
Total receipts	<u>12,948,943.79</u>	
Total balance and receipts	<u>23,195,233.34</u>	
Disbursements, per Page 11 of Schedule of Disbursements	<u>14,090,198.24</u>	
Cash balance, December 31, 2002, Details in Statement of Financial Position	<u>\$ 9,105,035.10</u>	

The accompanying Notes are an integral part of these financial statements.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1245
SCHEDULE OF CASH DISBURSEMENTS-UNRESTRICTED NET ASSETS
For the Year Ended December 31, 2002

Affiliation fees:		
International Brotherhood of Electrical Workers	\$ 1,802,910.54	
Santa Clara C.L.C.	8,580.00	
Alameda C.L.C.	10,240.00	
Northern Nevada C.L.C.	1,650.00	
Nevada State AFL-CIO	4,200.00	
Nevada State Electrical Association	840.00	
Sacramento C.L.C.	9,600.00	
Contra Costa C.L.C.	9,900.00	
California Federation of Labor	98,700.00	
California State Association of Electrical Workers	33,600.00	
Marin County C.L.C.	2,388.00	
San Joaquin and Calaveras C.L.C.	2,100.00	
Butte-Glenn C.L.C.	1,500.00	
Napa-Solano C.L.C.	1,926.00	
Kern-Inyo-Mono C.L.C.	1,350.00	
Fresno-Madera C.L.C.	4,100.00	
Merced-Mariposa C.L.C.	1,350.00	
Stanislaus-Tuolumne C.L.C.	1,116.00	
Marysville C.L.C.	480.00	
Humboldt-Del Norte C.L.C.	603.00	
Five Counties C.L.C.	852.00	
Monterey County C.L.C.	1,980.00	
Government Coordinating Council	600.00	
San Mateo C.L.C.	3,600.00	
Idaho State AFL-CIO	151.20	
Joint Executive Conference-S.C. Electrical Workers	577.65	
Joint Executive Conference-N.C. Electrical Workers	100.00	
Tri Counties C.L.C.	1,920.00	
Congress of California Seniors	125.00	
Forum-Alameda Retired Members	25.00	
Maritime Trades Post Council	600.00	
TCC-6	450.00	
9th District Manufacturing	120.00	
C.U.E.	201,191.30	
San Bernardino and Riverside C.L.C.	810.06	
C.U.R.E.	118,364.00	
TCC-2	996.65	
San Diego-Imperial C.L.C.	150.00	
	<u>2,329,746.40</u>	

Staff expenses:		
Salaries	\$ 4,582,026.41	
Expenses	343,138.39	
Automobile expenses	60,493.78	
Administrative expenses	878.60	
Fitness plan	1,825.72	
Automobile purchases	<u>145,996.74</u>	
	<u>5,134,359.64</u>	

Research and Education:		
Subscriptions and publications	20,438.83	
Scholarship fund	800.00	
Public relations	<u>105.00</u>	
	<u>21,343.83</u>	

Office salaries:		
Administration office salaries	377,393.02	
Bargaining unit salaries	<u>629,451.70</u>	
	<u>1,006,844.72</u>	

Office expenses:		
Rent	263,162.70	
Telephone	193,576.02	
Postage mail service and meter expense	67,351.37	
Print room/printing	44,458.28	
Supplies	34,473.86	
Equipment maintenance	13,019.76	
Data processing	75,288.39	
Equipment rental	5,663.10	
Utility Reporter	140,766.97	
Miscellaneous	18,974.47	
Bank charges	3,116.68	
Furniture and equipment purchases	116,395.41	
Utilities and janitorial	4,915.00	
Storage	<u>6,567.00</u>	
	<u>987,729.01</u>	

FINANCE REPORT

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245
SCHEDULE OF CASH DISBURSEMENTS-UNRESTRICTED NET ASSETS
For the Year Ended December 31, 2002**

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	\$ 6,489.64	\$ 29,644.61	\$ 36,134.25
Executive Board ways & means		130.98	130.98
Advisory Council	9,550.19	100,682.14	110,232.33
Trustee Committee	3,860.87	7,514.81	11,375.68
Review Committee		1,297.40	1,297.40
Safety Committee	4,460.76	8,504.26	12,965.02
Shop Steward expenses		22,751.90	22,751.90
Other conferences	3,979.09	93,844.96	97,824.05
Labor Management		7,013.05	7,013.05
Central Labor		345.11	345.11
Organizing		1,325.46	1,325.46
Executive Board Trial Bd. Expenses		6,076.66	6,076.66
Grievance/FF/LIC		4,648.40	4,648.40
	<u>28,340.55</u>	<u>283,779.74</u>	<u>312,120.29</u>
Various Other Committees:			
Sierra Pacific Power	9,912.32	16,310.33	26,222.65
U.S. Bureau of Reclamation	2,031.60	1,319.33	3,350.93
Outside Line	2,373.15	2,811.23	5,184.38
Sacramento Muni Utilities District		20,998.97	20,998.97
Regional Transit		566.73	566.73
Pacific Gas Transmission	17,484.96	17,584.86	35,069.82
Modesto Irr. District		97.00	97.00
City of Oakland		488.60	488.60
Davey Tree	4,700.76	5,542.49	10,243.25
Arbor Tree	2,230.34	3,441.40	5,671.74
Truckee Donner P.U.D.		2,039.57	2,039.57
City of Berkeley		149.45	149.45
Wapa	1,642.68	45.00	1,687.68
Jt. Grievance		152.10	152.10
PROVCO	1,009.60	930.81	1,940.41
Wells rural		96.52	96.52
Retirees		352.55	352.55
Training-Future is Now	7,167.21	17,332.72	24,499.93
Leadership Conference		13,936.36	13,936.36
Local Union Election		6,735.74	6,735.74
Leadership	503.20	9,684.17	10,187.37
IFEBP (Employee Benefit Plans)		507.23	507.23
Jt. Apprenticeship		208.59	208.59
Outside Line Conference		343.80	343.80
No. Calif. Port Authority		318.04	318.04
Citizens Communication		1,483.82	1,483.82
Duke Communications		5,291.06	5,291.06
City of Redding	751.50	21.95	773.45
Turlock I.D.		52.30	52.30
Asplund	6,617.54	7,670.23	14,287.77
Fernley Utilities		310.65	310.65
Trees Inc.	808.00	1,818.46	2,626.46
Mirant Power Plan		111.27	111.27
Bella Vista	215.37	215.37	430.74
City of Ukiah		71.85	71.85
City of Lodi		266.25	266.25
S.F. Municipal		327.28	327.28
P.U.C. Expenses		201.63	201.63
EPA PROVCO		1,989.00	1,989.00
Bureau of Alameda	526.69	27.95	554.64
Plumas-Sierra Rural		323.84	323.84
City of Yerington	232.53	18.99	251.52
City of Roseville		105.52	105.52
City of Santa Clara		34.35	34.35
La Paloma		1,125.60	1,125.60
City of Willets		36.01	36.01
So. San Joaquin		15.00	15.00
	<u>59,333.05</u>	<u>142,386.37</u>	<u>201,719.42</u>

PG&E Negotiating Committees:			
Departmental:			
Arbitration	\$ 910.06	\$ 15,936.87	\$ 16,846.93
Interim Negotiations		38.50	38.50
Diablo Canyon		565.69	565.69
Gas servicemen		350.07	350.07
Negotiations		52,779.58	52,779.58
Clerical		3,194.51	3,194.51
Meter Readers		132.35	132.35
Benefits		5,992.63	5,992.63
Call Center		32.00	32.00
Electric & Gas T & D		292.07	292.07
Switching		1,421.66	1,421.66
Lines of Progression		417.50	417.50
Adhoc		642.40	642.40
Miscellaneous physicals		161.98	161.98
Negotiations general contract		86,745.76	86,745.76
Negotiations benefits sub-committee		46,003.45	46,003.45
Negotiations G.C. sub-committee		21,456.80	21,456.80
Hiring hall		81.59	81.59

Compliance committee	165.35	165.35
Steering	319.62	319.62
Rubber gloves	240.16	240.16
Exhibit XVI	495.18	495.18
Inspection	455.70	455.70
Miscellaneous general office clerical	154.57	154.57
EMF	<u>109.63</u>	<u>109.63</u>

	910.06	238,185.62	239,095.68
Membership expenses:			
Supplies-Local			\$ 30.00
Supplies-Intl.			7,977.60
Union shopper purchases			8,577.38
Golf tournament			(1,327.81)
Miscellaneous fees			<u>4,599.00</u>
			<u>19,856.17</u>
Membership benefits:			
Group life insurance			89,058.48
Unit drawing award			550.00
Individual drawing award			550.00
Service award dinners			127,139.98
Social fund			10,400.00
Flowers and donations			<u>4,670.34</u>
			<u>232,368.80</u>
Payroll taxes:			
Employee portion:			
U.S. income tax withheld			(855,332.72)
FICA withheld			(388,505.27)
California income tax withheld			(242,010.56)
SDI withheld			(18,209.66)
U.S. income tax forward			855,332.72
FICA forwarded			388,505.27
California income tax forward			242,010.56
SDI forward			18,209.66
Local Union portion:			
FICA			388,606.66
California Unemployment			5,814.98
U.S. Unemployment			<u>4,308.45</u>
			<u>398,730.09</u>
Employee benefits:			
Health and Welfare plans			834,360.05
Group life insurance			104,148.94
Pension plan (Note 4)			853,326.98
Other costs, pension plans			76,340.51
Administration fees, pension plan			<u>8,000.00</u>
			<u>1,876,176.48</u>
Other disbursements:			
Legal fees			\$ 166,172.83
Hall rentals			71,655.00
Worker's compensation insurance			149,992.49
Dues refunds			4,396.53
Audit fees			25,205.00
PRD fees			5,570.20
Charitable donations			2,000.00
Insurance bond			1,173.00
Payroll deduction			289.60
Insurance-auto			43,876.00
Insurance-professional liability			19,050.00
Insurance-property			1,208.00
Insurance-bond-pension/401k			10,423.00
Loan receivable-Energy Workers, Inc. Vacaville			788,263.50
I.B.E.W. Education account			40,000.00
Miscellaneous taxes			167.56
Miscellaneous fees			<u>665.00</u>
			<u>1,330,107.71</u>
Total Disbursements			<u>\$14,090,198.24</u>



San Jose, Ca.
April 11, 2003



55 Years: John Perkins receives 55-year award from Business Manager Perry Zimmerman (left) and Business Rep. Bill Brill (right).



35 Years



30 Years



30 Years



25 Years

The Honorees

55 YEARS
 Perkins, John S.

40 YEARS
 Allison, Connell

35 YEARS
 Airey, Ronald J.
 Bailon, Charlie S.
 Culbertson, Richard E.
 Dotson, Clark A.
 Edwards, John K.
 Herrera, Paul G.
 Packer, Larry J.

30 YEARS
 Baldwin, Daniel
 Beam, Roger A.
 Beltran, Albert
 Bishop, Jeffrey A.
 Blakley, Dennis
 Brown, Warren E.
 Bruno, Edward Jr.
 Camarena, Steven
 Cardinale, Joseph
 Contreras, Manuel
 Dewitt, Gary
 Drapchaty, Jim S.
 Gulizia, Dan K.
 Hall, James
 Hazel, Kirk
 Hernandez, Jerry
 Heyeck, Dennis
 Ibarra, Catalino Jr.
 Leopold, Gary B.
 Lohr, Timothy
 Martinez, Jess E.
 McCullough, Patrick N.
 Nimrod, Robert A.
 Nolan, John R.
 Nystrom, Erik G.
 Perez, Reynoldo
 Perez, Rudy

Ramos, Ray
 Rector, Margaret
 Richards, Ken B.
 Rodriguez, Joseph J.
 Santo, Silvio
 Savage, Martin
 Schroeder, Robert P.
 Shirley, Paul J.
 Smith, Kelly L.
 Soza, Joseph
 Suarez, Jess
 Trask, Richard

25 YEARS
 Balcazar, Dogoberto
 Bomgat, Allan
 Brannelly, Joan R.
 Chaing, Jane
 Chavez, R. J.
 Dickinson, George M.
 Dreese, Benjamin
 Gault, Robert T. Jr.
 Golart, Paul D.
 Goldston, Roger
 Gurke, Dean A.
 Harris, Todd F.
 Koval, Robert F.
 Langworthy, Gary L.
 Lighty, Gene B.
 Livingstone, Mike S.
 Martin, Robert U.
 McKernan, Chris
 Morris, Avis E.
 Morrison, Robin C.
 Morrow, Cara J.
 Murillo, Rosie
 Najjar, Barbara A.
 Painter, Dave W.
 Walsh, Donna J.
 Ware, Neil P.
 Wendel, Danny W.
 Yeater, Claire J.
 Zerbaugh, Debra G.