



Bush

ON JOBS AND THE ECONOMY
SEE PAGES 6-7

vs.

Kerry



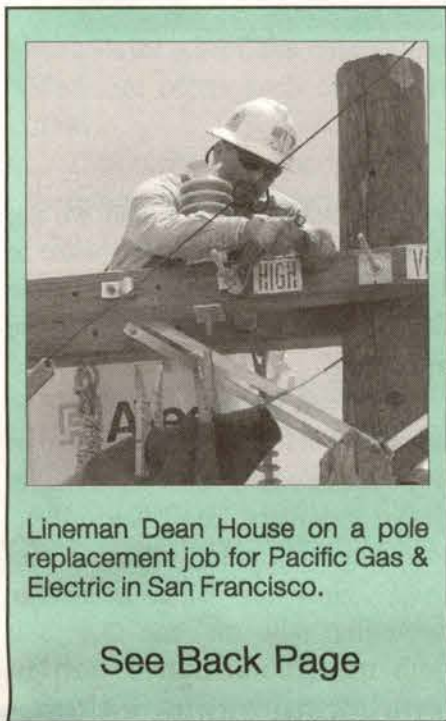
Utility Reporter

IBEW LOCAL 1245 • AFL - CIO



Vol. 53 • No. 8 August 2004

Unity Is Strength



Lineman Dean House on a pole replacement job for Pacific Gas & Electric in San Francisco.

See Back Page

Public Sector

Budget woes squeeze bargaining

The shortfall in California's state budget has created unwelcome pressure for cost-cutting at many of Local 1245's employers in the public sector.

As state budget negotiations stretched into mid-July with no deal in sight, city and county officials continued their prolonged battle to protect local government revenues. But months of uncertainty over how much help to expect from the state has made many local employers more

tight-fisted in their labor relations.

The City of Berkeley, for example, has pressed hard for wage reductions from all unions, including Local 1245, and has shown little interest in seeking alternative approaches to cutting costs.

"We approached the City in the spirit of good faith bargaining and tried to determine from them what kind of dollar amount they were looking for in terms of savings," said Local 1245 Business Rep. Lynne

Morel. When the City came up with a dollar figure, Local 1245 members proposed shortening their workweek to meet it. But the City was intent on wage reductions.

"It was the only thing they were willing to look at," said Morel. "We engaged in the meet and confer process in a spirit of good faith bargaining and the City blew us off."

The problem is not limited to Berkeley.

At the City of Oakland, employees represented by Local 1245 are taking voluntary time off without pay during the first year of the current agreement, and in the second year will pick up the 3% PERS contribution formerly paid by the employer.

At the City of Alameda, where the agreement came open for wage-only negotiations in the last half of 2004, talks have gone nowhere.

"We met once on the wage reopener and they told us they had no money and were waiting for California's state budget to get resolved," Morel said. The City has said it is contemplating 10% budget cuts at various departments and has not come back to the table, she said.

At the City of Willits, which faces a \$50,000 shortfall in this year's budget, the employer negotiated a new \$250 deductible on the medical

Members send message to Frontier

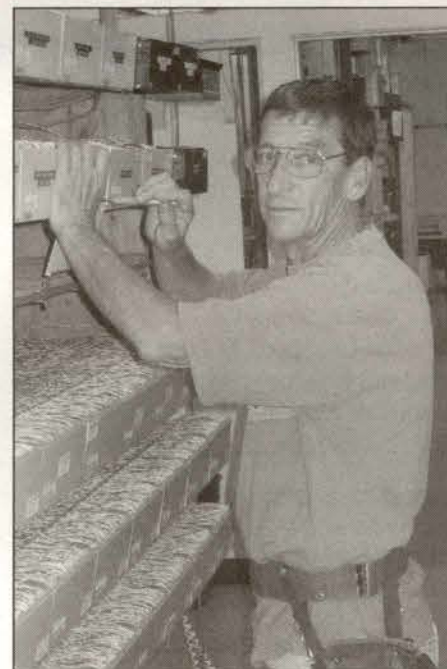
When Local 1245 members voted "no" on the recent contract proposal from Frontier, they knew they were sending a message.

"Being union gives us a voice in our negotiated wages, benefits and working conditions," said Kevin Fitzgerald, an Installation and Maintenance Technician and 24-year union member. "With this 'no' vote, the company and the union need to get back together and work this thing out."

There wasn't anything ambiguous about the message members were sending. Local 1245 members overwhelmingly rejected the proposal by a 16-101 margin, with one invalid ballot.

The existing agreement has been in "evergreen" status since last Sept. 30, after the two parties failed to reach a new agreement. The union did not anticipate further talks until August or September of this year, when labor law and contract language provides an opportunity to resume negotiations. But by mutual agreement, the two sides began talks in May, with assistance from federal mediator Greg Lim.

"There was movement compared to where negotiations were last September," said Assistant Business Manager Dennis Seyfer. The package presented to members this June was equal to agreements between



Kevin Fitzgerald, 24-year union member at Frontier.

Page 5 ▶

Page 5 ▶

Inside

Political Action
Save Your Healthcare 3

Union Finances
2003 Auditor's Report 15-17

Service Awards
Reno 8 / East Bay 10 / Monterey 13

Your Union
Talk to Me 2

Boycotts
California 'Do Not Patronize' List 14

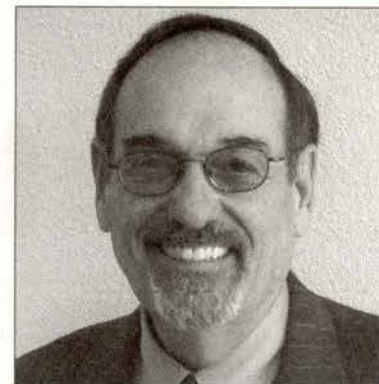
Retiree Corner
Reduced Drug Benefits 19

Safety Matters
Heat Stroke 12

Women at Work
Sex Discrimination Suits 18

Talk to me: I want to know what we can do to improve the quality of your work life

By Perry Zimmerman, Business Manager



In my career with Local 1245, I have always gone out of my way to find out what our members think. Surprisingly, I have been criticized at times for spending too much time listening, too much time with Local 1245's members. I don't mind that criticism, and of course I don't agree with it. At the core of my beliefs about trade unionism is the belief that constant interaction between a union and its members is critical for the success of the union.

Last month in this column, I identified for you some of the areas where I hope to make progress over the next three years. This month, I would like to turn the tables and ask you

what you think.

What can we do at Local 1245 to improve your working lives?

What can we do better when it comes to negotiations? Because we spend time with other unions and are aware of what other unions are achieving in bargaining, we are more than a little proud of the results of our negotiations. That said, I know that you are less concerned with how we stack up compared to other unions than you are with what your wages, hours, and working conditions look like. Keeping in mind that suggestions about *how* something is done are possible to implement while comments about results are impossible to

implement, what do you think that we could do better when it comes to negotiations?

What can we do better when it comes to grievances? Again, we have a sense of how our grievance procedure and arbitration record compares with other unions, and we are proud of the job that we do. We now have more cases referred to arbitration, both at PG&E and at other employers, than we have ever had referred to arbitration at one time in the local's history, largely because of intensified efforts to represent our members aggressively in the grievance procedure. What do you think? How can we improve the way that we file and process grievances?

What can we do to make your workplace safer? Ultimately, nothing is more important than your safety. The best wages and benefits in the world mean nothing if you are seriously injured or killed on the job, and many of our members work under conditions that are inherently dangerous or have high risk factors for cumulative injury. How can we improve the job that we are doing to improve workplace safety?

How can we better communicate to you what we are doing? Presently, we communicate through this newspaper, occasional mailings, our website, and meetings. One of the prime areas where I hope to improve what we are doing in the next few years is in the area of communication. We are in the process of evaluating a communications survey we conducted last spring at unit meetings, but this is such an important area I want to hear still more of your ideas. What do you want to know that we aren't telling you? What do

you *not* want to know that we are telling you? What do you want to find out that you can't find out? How do you want to hear about what we are doing?

How can we be more visible to our members? I place a great deal of importance on my staff being visible to our members, and I lead by example on this point. What do you think? How can we as a staff—beginning with me, and including both my administrative staff in Vacaville and my *Business Representatives* in the field—be more of a presence?

How about stewards? Do you know who your steward is? How can we make stewards more visible?

Do you have any suggestions for developing a new generation of stewards, representatives, and leaders? The demographics that face our employers also face Local 1245. Just as our employers will lose a large percentage of their most experienced and talented workforce to retirement over the next few years, we will lose a large percentage of our most experienced and talented and dedicated membership and leadership. How can we better reach out to new, young workers, and develop a body of leaders to carry on the task of building a union to the next generation?

How can we better interact in the political arena? I know that politics is a controversial subject, and that there are some within our membership who care more about a politician's stand on non-labor issues (such as gun control) than they do about the politician's stand on labor issues. When members voice their concerns,



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Save Your Healthcare

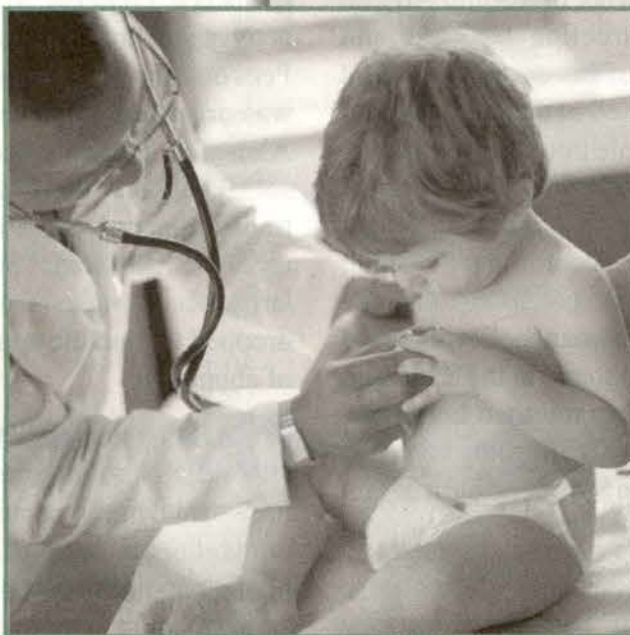
We're facing a healthcare crisis

It's Coming Out of Your Pocket

Workers throughout California are paying more and getting less for their family's healthcare.

Many profitable employers are:

- *Cutting workers' healthcare benefits.*
- *Making their employees pay more for health insurance.*
- *Dropping coverage benefits entirely.*
- *Not offering health insurance.*






Your Healthcare is Threatened

Large, profitable companies like McDonald's and other fast food chains as well as retailers like Macy's have put a referendum on the November ballot to overturn a law that protects your healthcare.

Important
UNION
Message

Save Your Healthcare *Support the Health Insurance Act*

The Health Insurance Act protects workers. By voting YES on November 2nd you will:

-  *Stop companies from making us pay for increases in healthcare costs.*
-  *Stop management from using increased costs as a hammer at the bargaining table.*
-  *Stop subsidizing cheap corporations like Wal-Mart who don't buy health insurance for their workers and push them into government programs for healthcare.*

Supported By:

IBEW Local 1245

California Labor Federation, AFL-CIO
Consumers Union
Health Access

California Medical Association
California Alliance for Retired
Americans

Join the Fight!

*Save Your Healthcare
Vote YES
on November 2nd*

www.SaveYourHealthcare.com



Fed to lions, factory massacre & AIDS threat

NLRB slaps down graduate students

The movement to unionize graduate students at the nation's private universities suffered a blow last month when the National Labor Relations Board reversed itself and ruled that students who worked as research and teaching assistants did not have the right to unionize, the *New York Times* reported.

The labor board ruled 3 to 2 that graduate teaching and research assistants were essentially students, not workers, and should not have the right to unionize to negotiate over wages, benefits and other conditions of employment.

The Republican-controlled board reversed a four-year-old decision involving New York University, a private institution, in which the board, then controlled by Democrats, concluded that graduate teaching and research assistants should be able to unionize because increased responsibilities had essentially turned them into workers. As a result of the 2000 ruling, students there formed the first graduate employees' union at a private university in the nation.

(Graduate student workers at public universities are governed by state labor laws rather than federal law, and many states have given them the right to unionize.)

Edward J. McElroy of the American Federation of Teachers called the NLRB decision "outrageous."

"These people obviously are workers," Mr. McElroy said. "If members of the NLRB can't recognize a worker when they see one, they shouldn't be on a national labor board."

The owner of a South African construction business and two of his employees stand accused of throwing Nelson Chisale into a lion enclosure at the Mokwalo White Lion Project near Hoedspruit in February after a labor dispute, according to the *South Africa Daily Dispatch On-Line*. The remains of a man believed to be Chisale were found in the enclosure after neighbors reported him missing. Chisale was allegedly beaten at the nearby Engedi game farm before being loaded onto a vehicle and thrown into the lion camp.

► **Overtime Refused:** Electricity workers on New Zealand's North Shore last month refused overtime in the wake of a bargaining dispute, the *New Zealand Amalgamated Engineering, Printing and Manufacturing Union* reported. More than 50 workers from the Siemens Energy Group imposed a one-month overtime ban in a bid to get the stalled talks moving. The company had been seeking the right to force workers to work whenever it wanted. A union spokesman said the employees had always been agreeable to working callouts on a voluntary basis and be paid overtime and allowances, but could not agree to work "on compulsory standby at reduced rates."

► **Factory Massacre:** The Equal Employment Opportunity Commission ruled last month that black workers at a Lockheed Martin plant in Meridian, Miss. were subjected to racial harassment and a hostile workplace that culminated in a factory massacre, the *Associated Press* reported. The EEOC ruled that Lockheed Martin knew black workers were subjected to threats and demeaning comments by Doug Williams, a white worker. The EEOC said Lockheed Martin's inadequate response intensified a violent atmosphere "culminating in the shooting of 14 workers" by Williams. Twelve of the victims were black.

► **Peru General Strike:** Labor activists mounted a general strike in Peru on July 14, Reuters reported. It was organized to protest President Alejandro Toledo's economic and social policies. The CGTP national trade union confederation said 150 unions participated. Toledo's popularity, according to recent polls, has dropped to a public approval rating of about 8%.

► **AIDS Threatens Workforce:** HIV/AIDS is holding back economic growth and putting a massive strain on workers in some of the world's poorest nations, according to the United Nations' International Labor Organization. The first global analysis of the impact of HIV/AIDS on the workplace by the ILO estimates

the disease could claim the lives of some 28 million working people by the end of 2005. By 2015 the number of AIDS-related deaths will have reached 74 million world wide, and sub-Saharan Africa will have lost 12% of its workforce.

► **Longer Hours Resisted:** Over 60,000 DaimlerChrysler employees in Germany stopped work on July 15 to protest plans by the car maker to make Mercedes staff work longer hours, employee representatives told Reuters. The dispute comes as pressure mounts on western European employees to work longer, take fewer holidays and do without collective wage agreements to prevent jobs disappearing to cheaper locations in less developed economies.

GOP Senators protest FERC

Several Republican Senators from the southern and western US are drumming up support on Capitol Hill for a letter harshly critical of the Federal Energy Regulatory Commission's pursuit of electricity deregulation, and they may pursue legislation to rein in FERC's actions, Dow Jones Newswires reported last month.

A draft of the letter charges FERC is trying to mandate deregulation in the US Southeast and West despite clear opposition to deregulation in those regions.

Republican Senators Larry Craig of Idaho, Jon Kyl of Arizona, and Richard Shelby of Alabama are asking fellow senators to sign the letter.

"The electric markets in our regions are serving consumers well and we can see no justification for replacing them with an untested, federally coerced structure that will result in higher prices for consumers, inefficient and unnecessary sit-

ing of generation and transmission, and questionable reliability," the draft letter reads.

"Time and again, the Commission has demonstrated that neither comment nor action from Congress can deter it from this ill-advised path," it says.

The letter attacks a July 8 decision by the FERC that encourages all incumbent, regulated US utilities to put their transmission lines under the control of regional, transmission organizations, or RTOs. Those that don't, under the July 8 order, could lose their FERC-approved licenses to sell excess electricity at market rates.

"It is particularly galling to us that the Commission would penalize our constituents, who are typically served by vertically-integrated utilities, with higher rates simply because our states and regions have determined that RTOs are not prudent," the draft letter says.

Bush deprives 6 million of overtime starting Aug. 23

At least 6 million workers will lose their right to overtime pay under final Bush administration rules scheduled to take effect Aug. 23, according to an Economic Policy Institute analysis released July 14.

"It's hard to take the administration's claims of wanting to help workers seriously, when those who will lose outnumber those

who will be helped by 16 to one," says EPI Vice President Ross Eisenbrey, author of the report "Longer Hours, Less Pay."

Under the Bush Administration's new rules, workers who earn as little as \$23,660 per year—about \$5,000 above the poverty line for a family of four—could see their jobs reclassified as ineligible for overtime pay.

As many as 2 million administrative workers will lose their overtime rights under a rule change that makes "team leaders" ineligible for overtime pay, even when they do not supervise others on the team. Over 6 million workers in all would lose eligibility for overtime pay, the new report predicts.

The EPI report came on the same

day that the House Appropriations subcommittee, on a party-line vote, defeated 31-29 an amendment to protect overtime eligibility.

Presidential contender John Kerry called the Bush rules "a shameful assault" on workers and said his administration would "waste no time in reversing this affront to millions of workers."

Union members send message to Frontier

► From Page 1

Frontier and other IBEW local unions around the country, if not better in some respects, Seyfer noted.

At the same time, the union continued to have concerns about some provisions, such as "successor" protections for the labor agreement in the event Frontier is sold.

"We needed membership input to proceed," said Seyfer. "We hear the members' concerns at unit meet-

ings, but we felt it was important to get the package to our members for a formal vote."

The members rendered their verdict on June 30.

After July 30, either party can request that the agreement be opened for bargaining, or can serve notice of intent to cancel the agreement. The union is collecting Frontier bargaining proposals at August unit meetings in Alturas, Susanville, Elk Grove, Burney, Palo Cedro and Redding.

Serving on the union bargaining committee at Frontier are Thomas Greer, Sheila Lawton, Monte "Toot" Nelson, Denise Sanders, John Shepphird, Eric Tanaka and Larry Martin, along with Assistant Business Manager Seyfer, Senior Business Rep. Ray Thomas and Business Rep. Jack Osburn.

Serving on the ballot committee for the just-concluded ratification vote were Joseph Aquilio, Walter Carmier and Karen Carter.

Budget woes squeeze public sector talks

► From Page 1

plan, as well as doubling the co-payment for office visits, according to Business Rep. Rich Cowart. The City also refused to grant any wage increases, although it left the door open for increases later in the year once the City's revenue picture becomes clearer.

Clarity could be a long time coming given the stand-off in Sacramento between state lawmakers, Gov. Arnold Schwarzenegger and various interest groups with a horse in the race.

A lead negotiator for a coalition of local officials, Fresno Mayor Alan Autry, indicated on July 15 that cities and counties might soon decide to abandon negotiations with lawmakers and campaign instead for an initiative on the November ballot

that would protect local government funding.

Morel said the problems faced by local governments were real.

"Their concern is to be able to find a balance between the services they provide and not depleting general funds," said Morel. "That's the challenge for the cities. We're really impacted by all that."

The pressure from cities on employees is not limited to the bargaining table. They're looking for other ways to squeeze funds from employees.

"Some cities have grown reluctant to let employees cash out unused vacation," said Morel. "They don't want to be responsible for the financial liability for cashing out vacation time—they want employees to take the vacation."

Other tactics include changes in

the way overtime is calculated.

In Berkeley, for example, an employee who is off for two hours on union business, and then works two hours beyond normal hours, has traditionally received the overtime rate for those last two hours.

"Now the City says that union release time doesn't count toward hours worked, so your overtime doesn't take effect until after 8 hours of actual work time," said Morel.

Everywhere you look, public employers are "looking for ways to cut corners and nickel and dime us," she said.

These employer takeaways are being resisted by Local 1245 and other unions representing public sector workers. But unions are finding it difficult to gain traction in local talks when the real battle is taking place over the state budget in Sacramento.

YOUR UNION

What can we do?

► From Page 2

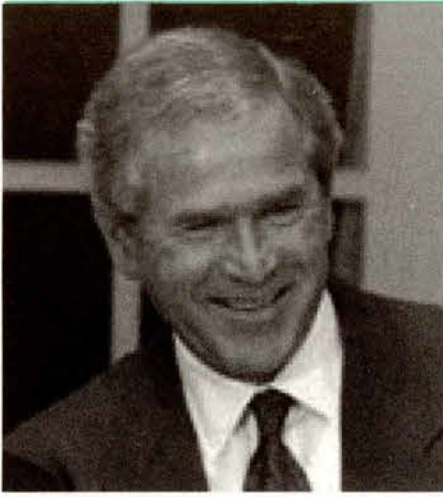
we explain that social issues divide our membership, just as they divide the rest of the country, while a politician's stand on labor issues should unite our members. Our job, as we see it, is to advance the chances of improvements in laws that affect our members' jobs positively and to minimize the chances of laws that affect our members' jobs adversely, leaving to other organizations the task of advocating on social issues.

That said, we have focused over the last three years on political fights on issues, not candidates, but we still continue to donate a small amount of your dues (\$5 a year) to candidates. What changes would you like to see in Local 1245's approach to politics?

I don't mean to limit you to these questions, and would be honored to hear any suggestions that you have for improving the job that we are doing for you. You can reach me either by mailing a letter to me at local union headquarters or by sending me an e-mail at:

pmz2@ibew1245.com

I hope that many of you take this request seriously. I know that some great ideas are out there, and I hope to hear them.



George W. Bush

By the Numbers: George W. Bush's Record on the Economy

President George Bush ended overtime pay protections for 6 million workers, refused to support extending unemployment insurance for jobless workers, eliminated \$259 million in funding for dislocated worker programs, eliminated \$100 million in adult job training programs, and tried to eliminate federal reporting of mass layoffs and plant closings. Under Bush, the slice of the national economy pie going to wages – now about 63% – is lower than it has been since 1966, while after-tax corporate profits – at 9.6% of gross domestic product – are the highest since the government began counting this way in 1947.

7 Million Jobs Short: In 2002, President Bush's annual Economic Report predicted 6 million new jobs would be created between January 2001 and May 2004. Instead, more than one million jobs were lost. In the private sector, 1.8 million jobs have been lost during Bush's term in office. Lack of full-time jobs has left 4.7 million workers stranded in part-time jobs, up from 3.3 million when Bush took office.

Bureau of Labor Statistics; Economic Report of the President, 2002

Economic Recovery at Risk: Goldman Sachs found that job growth in the current recovery has proceeded at a "slower pace than any other economic expansion on record." Morgan Stanley found that, "low-quality job creation poses a serious risk to sustained economic recovery...the character and quality of American job creation is changing before our very eyes."

Goldman Sachs U.S. Economic Analysis, March 19, 2004; Morgan Stanley, July 9, 2004

Help the Rich, Drain the Economy: George Bush's FY 2005 budget proposes locking in multi-trillion dollar tax breaks for the wealthiest Americans. Millionaires would get tax breaks averaging \$123,600, 191 times greater than the modest \$647 benefit for the typical U.S. household. Bush's handouts to the wealthy are fueling a federal deficit this year alone of \$521 billion. Such huge and unsustainable budget deficits harm longer-term economic growth by reducing public savings, increasing interest rates, and lowering total investment.

Proposed Federal Budget FY 2005; OMB Watch, February 5, 2004

Weak Growth in Wages: Average weekly earnings fell 0.5% in June 2004. Over the last year weekly earnings rose just 1.7%, but even those meager gains were lost to inflation, which increased 3.1%. Wages as a share of national income fell from 55.4% in 2001 (first quarter) to 51.5% in 2004 – the lowest share since data started being collected in 1929. According to a Merrill Lynch report, "Almost 90% of the net new jobs created in the last 10 months have been in relatively low-wage industries." George Bush has resisted two measures that would boost wages: raising the federal minimum wage, and simplifying the process for workers to form a union.

Bureau of Labor Statistics; Bureau of Economic Analysis; Merrill Lynch, July 9, 2004

Tax Breaks for Sending Jobs Overseas: George Bush supports legislation containing increases in foreign tax deferrals. Such deferrals already allow U.S. companies to reap huge tax savings by shifting income or operations to low-tax havens abroad. Bush also supports changes in tax laws that would allow multinational corporations to use "excess" foreign tax credits to offset U.S. taxes on income from operations moved out of the United States. These tax breaks encourage the off-shoring of U.S. jobs, and unfairly penalize corporations that keep jobs and income in the U.S. by making them shoulder a larger share of the tax burden.

Bush budget, 2004; Senate Bill 1637

Siding With Employers Against Workers: George Bush interfered with contract disputes on the side of employers. He stripped the right to belong to a union from 170,000 Homeland Security workers, claiming that workers' rights are "not compatible" with national security. His administration overturned regulations to protect workers against repetitive motion injuries that affect 1.8 million workers annually.

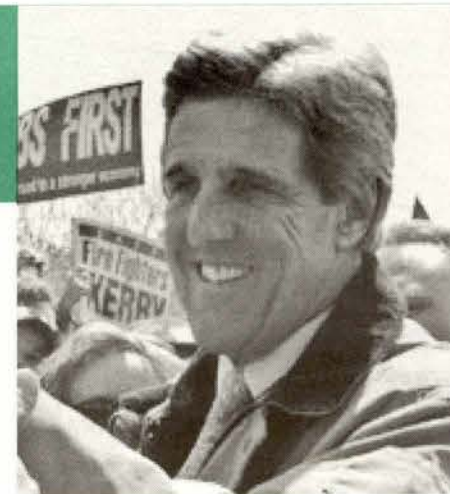
www.aflcio.org/BushWatch

Eliminating Overtime Pay: George Bush's Department of Labor implemented new regulations that will eliminate overtime pay protections for millions of American workers. A new analysis by three former U.S. Labor Dept. officials determined that "implementation of these new regulations will harm rather than promote and protect the interests of U.S. workers and their families." A study by the Economic Policy Institute found that the new rules will deprive more than 6 million workers of overtime pay.

Labor Secretaries report, July 13, 2004; www.aflcio.org/BushWatch; Economic Policy Institute, July 14, 2004

John F. Kerry

By the Numbers: Economic Prospects Under John F. Kerry



Back to Basics — Job Creation: John Kerry's economic program is designed to create 10 million new jobs during his first term. He would jumpstart new job growth through a New Jobs Tax Credit for manufacturing, small businesses, and industries affected by outsourcing. Kerry will invest in repairing roads, transit systems, water systems, and schools—which will serve as an engine of job growth.

www.johnkerry.com

Building Genuine Economic Recovery: Research cited by Princeton labor economist Alan Krueger indicates that New Jobs Tax Credits utilized in the past have “spurred job growth.” Stimulating infrastructure investment, as proposed by John Kerry, will create high-wage jobs that sustain economic recovery by recycling money back into the community.

New York Times, July 24, 2003

Reduce the Debt, Increase Funds for Investment: John Kerry understands that current debt levels puts upward pressure on interest rates and drains the economy of investment capital. As Federal Reserve Governor Edward Gramlich recently noted, “our current debt path is unsustainable.” Kerry's economic program would repeal Bush's special tax breaks for Americans who make more than \$200,000 and cut the federal deficit in half during his first term, while investing in economic growth and high-wage jobs for workers.

OMB Watch, February 5, 2004; Edward M. Gramlich, Federal Reserve Board Governor, June 24, 2004; www.johnkerry.com

Strong Wages for a Strong Economy: John Kerry has consistently supported increases in the minimum wage, understanding that raising the wage floor helps strengthen wages for everyone. Kerry is also a consistent defender of the Davis-Bacon law that supports strong wages in the construction industry. Kerry is a co-sponsor of the Employee Free Choice Act, current legislation that supports workers' rights to form a union without intimidation or harassment from management. John Kerry recently noted that “one of the best ways to raise people out of poverty is to give them the real freedom to form a union.”

S. 1925, November 21, 2003, co-sponsor; Kerry statement, February 10, 2004; Congressional Voting Record, 1999

Tax Structure that Supports Jobs: John Kerry has proposed the most sweeping international corporate tax reform in over four decades. Kerry has pledged to eliminate all of the tax breaks that encourage companies to move jobs overseas, and will use the savings to encourage companies to create jobs in America. Kerry will eliminate the ability of companies to defer paying U.S. taxes on foreign income and will close abusive international tax loopholes. At the same time, Kerry will help jumpstart job growth by offering a one-year tax holiday to encourage companies to repatriate their profits to the U.S. Tax savings from his plan will allow a 5% reduction in the overall corporate tax rate.

www.johnkerry.com

Siding With Workers: John Kerry supported Family and Medical Leave, the ban on striker replacement, and job safety legislation. Kerry supports restoring the civil service and collective bargaining rights of federal workers, including Department of Homeland Security workers. In June, Kerry refused to cross a police picketline in Boston, saying, “I don't cross picketlines. I never have.”

H.R. 5005, R.C. 226, September 26, 2002; www.afl-cio.org; Associated Press, June 28, 2004

Protecting Overtime Pay: John Kerry has staunchly defended the right of American workers to earn overtime premium pay, and has opposed efforts to water down the Fair Labor Standards Act. Kerry has said: “How can an Administration hand out tax cuts to millionaires on the one hand and effectively reduce compensation for workers on the other? It is wrong and I will fight against it. We need to give American workers more protections, not fewer.”

AFL-CIO Candidate Survey, 2003; Congressional Voting Record

“I would use the power of the Presidential bully pulpit to highlight the important benefits of union representation for American workers, such as higher wages, better pensions, and better health benefits. I would expose the practices that employers use to obstruct organizing efforts and highlight the impact of employer interference on workers' right to form a union. I would use the power of the Executive Branch to require the federal government to give preference to businesses that utilize the card check and neutrality system and I would prohibit the federal government from doing business with employers who violate the rights of workers to organize.”

John Kerry



55 Years: Clarence Jobs, center, is congratulated by Business Manager Perry Zimmerman, left, and President Ed Mallory.



The Honorees

55 YEARS

Job, Clarence A.

40 YEARS

Calhoun, David
O'Neal, Michael L

35 YEARS

Bergstrom, Dennis
Collins, Heber J
Grant, Loyde
Hill, James M
Morey, George
Philpenko, Marianne
Reynolds, Ronald W
Tisue, Richard E
Withrow, Richard E

30 YEARS

Aramini, Gino
Bagley II, Donald G
Bird, Thomas J
Del Carlo, Vincent
Donahoe, Joseph
Gosar, George E
Holland, Ray E
Hubbard, Steven
Lindley, Guy R
Milabar, Gary
Norlen, Thomas M
Paynter, William C
Riggs, Kelley R
Shaffer, James
Stahl, Percy
Taylor, Robert

25 YEARS

Balaam, Bruce A
Barker, David L

Bass, Nancy E
Bates, Greg
Bergue, Roger L
Brown, Walter D
Carrica, Carolyn A
Chisum, Michael L
Coli, Michael W
Delano, Dennis P
Depew, Daniel W
Downs, Scott A
Epper, Darel L
Frugoli, Ron M
Gannon, Dennis M
Gilbert, Bruce L
Greco, David E
Grimm, Michael
Halliburton, Michael M
Harms, Harold E
Henninger, Rodney
Kirsten, Gerald E
Kostka, Ralph E
Krause, Jon F
Lubke, Joel C
Martin, Michael J
McGilvray, Charles D
Moneymaker, John D
Morris, Glen E
Myers, Henry
Perry, Wayne S
Peterson, John E
Potts, Dayton W
Richardson, Jim C
Ries, Paul F
Sadoian, Wayne E
Sedberry, Larry M
Sharp, David W
Shay, Ronald
Shepphird, John W
Snellings, Daniel
Urruita, Steven G
Worley, Alan L



35 Years



30 Years

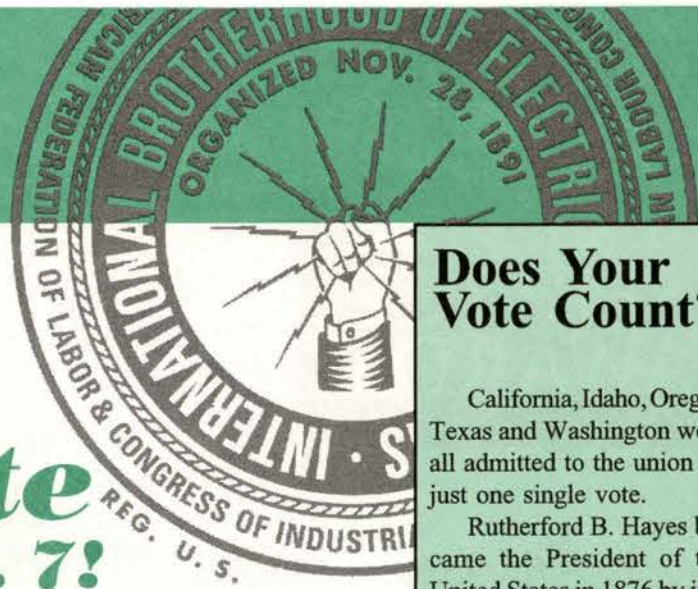
Reno, Nevada
April 17, 2004



25 Years

IBEW Local 1245 Candidate Endorsements

State of Nevada Primary Election: Sept. 7, 2004



IBEW Local 1245 has made the following endorsements for the Nevada Primary Election, to be held Sept. 7, 2004. These endorsements are made in consultation with the Nevada State AFL-CIO and an evaluation of the candidates' positions on issues of importance to working people. Voting, of course, is an individual decision. Local 1245 members in Nevada are encouraged to take their union's recommendations into account when casting their vote on Sept. 7.

Vote Sept. 7!

Does Your Vote Count?

California, Idaho, Oregon, Texas and Washington were all admitted to the union by just one single vote.

Rutherford B. Hayes became the President of the United States in 1876 by just one single Electoral College vote.

In 1868, President Andrew Johnson's impeachment was defeated by just one single vote.

Thomas Jefferson was elected President of the United States in 1800 by just one single Electoral College vote.

In 1649 King Charles I of England literally lost his noggin by just one single vote, when a final "head count" of 68 for, 67 against, got him beheaded.

In 1920, women in the U.S. gained the right to vote by just one single vote when Tennessee became the 36th state to adopt the 19th Amendment to the U.S. Constitution.

In the 1980 Primary Election, Patty Cafferata defeated Bob Kerns for Nevada Assembly District 25 by just one single vote.

George W. Bush won the Electoral College vote over Al Gore, thus becoming President in 2000, by receiving 271 votes, just one single vote more than needed to win.

John Kennedy's margin of victory over Richard Nixon in the 1960 presidential election was less than one vote per precinct in four states (Illinois, Missouri, New Jersey and Texas).

In 1923, members of an obscure new political party met in a Munich beer hall and elected ex-soldier Adolf Hitler leader of the Nazi Party, by just one single vote.

(Adapted from Nevada Secretary of State's website)

Vote Sept. 7!

Federal Partisan Offices

Harry Reid	U.S. Senate
Shelley Berkley	Congress Dist. 1
Tom Gallagher	Congress Dist. 3

State Partisan Offices

John Lee	State Senate Dist. 1
Valerie Wiener	State Senate Dist. 3
Steven Horsford	State Senate Dist. 4
Joe Heck	State Senate Dist. 5
Ray Rawson	State Senate Dist. 6
Dina Titus	State Senate Dist. 7
No Endorsement	State Central Dist.
Bill Raggio	State Senate Washoe 3
Marilyn Kirkpatrick	State Assembly Dist. 1
No Endorsement	State Assembly Dist. 2
Peggy Pierce	State Assembly Dist. 3
Justin Doucette	State Assembly Dist. 4
Kurt Kaplin	State Assembly Dist. 5
Wendell Williams	State Assembly Dist. 6
Morse Arberry Jr.	State Assembly Dist. 7
Barbara Buckley	State Assembly Dist. 8
Chris Giunchigliani	State Assembly Dist. 9
Joseph Hogan	State Assembly Dist. 10
Bob McCleary	State Assembly Dist. 11
Genie Ohrenschall	State Assembly Dist. 12
Justin Jones	State Assembly Dist. 13
Ellen Koivisto	State Assembly Dist. 14
Kathy McClain	State Assembly Dist. 15
John Ocequeraq	State Assembly Dist. 16
Kelvin Atkinson	State Assembly Dist. 17
Mark Manendo	State Assembly Dist. 18
Jerry Claborn	State Assembly Dist. 19
No Endorsement	State Assembly Dist. 20
No Endorsement	State Assembly Dist. 21
Caren Levenson	State Assembly Dist. 22
Richard Perkins	State Assembly Dist. 23
No Endorsement	State Assembly Dist. 24
Tierney Cahill	State Assembly Dist. 25
No Endorsement	State Assembly Dist. 26
Sheila Leslie	State Assembly Dist. 27
<i>Dual endorsement:</i>	
Mo Denis & Eddie Flores	State Assembly Dist. 28
Susan Gerhardt	State Assembly Dist. 29
Debbie Smith	State Assembly Dist. 30
Bernie Anderson	State Assembly Dist. 31
Lonnie Feemster	State Assembly Dist. 32
No Endorsement	State Assembly Dist. 33
William Horne	State Assembly Dist. 34
Marcia de Braga	State Assembly Dist. 35
No Endorsement	State Assembly Dist. 36
Marcus Conklin	State Assembly Dist. 37
Cathylee James	State Assembly Dist. 38
Randy Green	State Assembly Dist. 39
Bonnie Parnell	State Assembly Dist. 40
David Parks	State Assembly Dist. 41
Harry Mortenson	State Assembly Dist. 42

County Partisan Offices

Bruce L. Woodbury	Clark Co. Commission Dist. A
Tom Collins	Clark Co. Commission Dist. B
Jerry Tao	Clark Co. Commission Dist. C
Yvonne Atkinson Gates	Clark Co. Commission Dist. D
David Goldwater	Clark Co. Commission Dist. F
Lynn Atcheson	Washoe Co. Commission Dist. 1
Jim Shaw	Washoe Co. Commission Dist. 4

State Non-Partisan Offices

James Hardesty	Supreme Court Seat A
Doug Smith	Supreme Court Seat E
Michael Douglas	Supreme Court Seat F
Bill Voy	Clark Co. Dist. Court Judge Dept. A
Gloria Sanchez	Clark Co. Dist. Court Judge Dept. B
Steven Jones	Clark Co. Dist. Court Judge Dept. C
Gerald Hardcastle	Clark Co. Dist. Court Judge Dept. D
Robert Lueck	Clark Co. Dist. Court Judge Dept. E
Robert Gaston	Clark Co. Dist. Court Judge Dept. F
Kenneth Cory	Clark Co. Dist. Court Judge Dept. 1
Tim Williams	Clark Co. Dist. Court Judge Dept. 11
Pete Sferrazza	Washoe Co. Dist. Court Judge Dept. 11
Sharon Frederick	St. Board of Education Dist. 1
Marcia Washington	St. Board of Education Dist. 3
John Hawk	St. Board of Education Dist. 4
Merv Iverson	St. Board of Education Dist. 7
Doug Seastrand	St. University Regent Dist. 6
Steve Sisolak	St. University Regent Dist. 7
Bob Price	St. University Regent Dist. 11
Tom Kirkpatrick	St. University Regent Dist. 13

County Non-Partisan Offices

No Endorsement	Clark County School Dist. A
Lester Lewis	Clark County School Dist. B
Richard Segerblom	Clark County School Dist. C
Denise Brodsky	Clark County School Dist. E
Daniel Carne	Washoe County School Dist. A
Jonnie Pullman	Washoe County School Dist. D
Tony Abbatangelo	Clark Co. J.P. Dept. 3
James Bixler	Clark Co. J.P. Dept. 4
Nancy Oesterle	Clark Co. J.P. Dept. 6
Karen Bennett-Haron	Clark Co. J.P. Dept. 7
Joe Bonaventure	Clark Co. J.P. Dept. 9
Joseph Sciscento	Clark Co. J.P. Dept. 9

City Council

Gabriel Lither	Las Vegas City Council Ward 2
Dan Gustin	Reno City Council Ward 1
Jessica Sferrazza	Reno City Council Ward 3
Dave Aiazzi	Reno City Council Ward 5
Pierre Hascheff	Reno City Council At-Large
John Mayer	Sparks City Council Ward 1
No Endorsement	Sparks City Council Ward 3
Ron Schmitt	Sparks City Council Ward 5



**Emeryville, CA
May 22, 2004**



40 Years: Business Manager Perry Zimmerman, left, and President [unclear] presenting 40-year awards to Jimmie Forester, Kenneth Matheson, Lowell Po [unclear]



25 Years

**H
O
N
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E
S**

55 Years
Murphy, Ralph

40 Years
Crowley, J.A.
Denson, Raymond L.
Ferrari, Agostino
Forester, Jimmie L.
Korus, Walter F.
Magee Jr, H.H.
Matheson, Kenneth
Ostrom, Bernard
Poulsen, Lowell W.
Shepherd, Raymond

35 Years
Aird, James
Ambeau, Donna M.
Calleros, Alfred D.

Gamache Jr, Paul
Greeson, Steven R.
Huarte, James A.
Kendrick, Lillian M.
Knight, Homer B.
Mitchinson, Stanley L.
Morris, D. A.
Posey, Steve K.
Quinonez, Ernest R.
Reynolds Jr, Ray
Spencer, Rosemary
Steidle, Daniel L.
Waters, Paula
Wills, John E.
Wilson, Ralph

30 Years
Alexander, Larry
Arriola, Michael L.

Bailey, Michael L.
Budesilich, Edward
Bufkin, Timmy L.
Capozzo, Richard
Castillo, Tito
Cook, Charles
Coston, Felton G.
Dakopolos, Andrew
Diaz, Jimmie
Dorado, Antonia J.
Eggett, William R.
Elias, Devior
Engel, John
Ericksen, Don T.
Farfan, Michael F.
Finks, Gary
Freitas, M. E.
Granahan, Daniel A.
Henry, Linda J.
Hernandez, Robert J.

Heyfron, Judith A.
Hughes, Jason A.
Jones, Steven L.
Lacy, Patrick
Lanum, Dale S.
Lawton, Arlen
Lemasters, Eugene R.
Leroy, Gary P.
Lucido, Richard V.
Macaluso, Michael L.
Mann, James E.
Martinez, Anothony
Mazzanti, Debra
Moore, Kay
Myall, Edward N.
Noleroth, Dale J.
Nunes Jr, Vernon
Olsen, Delia
Ong, Jeffrey D.
Payne, George

Perio, Alfred
Quesada, Alfred
Ramos, Ronald
Rosa, Joseph
Rosenstrauch, Chris
Rudovsky, Mike A.
Salinas, Alfredo
Shuss, Robert E.
Simmons, Bradford
Smiga, Jonathan
Smith, Cortez R.
Strahan, Larry
Villa, Ruben
Villegas, John
Webster, Harlan J.
Whent, Murray W.
White, Ronald
Young, Gary
Young, Raymond H.
Zunino, Ronald P.



President Ed Mallory, right, presents award to Ray Shepherd.



30 Years



35 Years



30 Years

25 Years

Alioto, Pamela J
 Barnes, Ira D
 Baum, James D
 Beber, Marlene P
 Bertel, Richard
 Bigham, Rickey D
 Brown, Larry L
 Brown, Olivia K
 Bunn, Michael
 Burton, Gerald L
 Bush, Robert W
 Caldwell, Ronnie
 Cederquist, Renee E
 Cervantez, RoseAnn
 Cheshareck, Linda A
 Chetcuti, May C
 Chhabra, Surinder
 Cochnauer, Brett

Cooper, Michael W
 Cueva, Angel A
 Daniel, Peggy L
 Day, Michael F
 Deguzman, Manny N
 Delima, Steven D
 Donaldson, Lynn D
 Drozda, Joseph R
 Eejima, Bruce
 Ellyson, Phillip
 Frakes, Dale E
 Franklin, Carolyn S
 Franks, Adrienne
 Galang, Arthur Z
 Gallegos, Theodore
 Good, Arthur
 Gorman, Dan J
 Green, Lesley M
 Gross, Jon E
 Hardin, Jeffrey M

Hess, William H
 Hogan, Loretta J
 Holding, Douglas C
 Husbands, Brian D
 Husbands, Lisa G
 Imhof, Stephen C
 Jackson, James T
 Jenkins, David P
 Kemp, Elizabeth
 Kunstal, Kathleen
 Lamee, Nathan R
 Lee, Dennis C
 Louecchio, Richard W
 Lyons, Birdie E
 Mackey, Donna M
 Mangante, Christine
 Martin, James W
 McGuire, Jack M
 McLain, Charles S
 McLemore, Cecil E

Menges, Keith A
 Mills, Tommy
 Mitchell, Pamela R
 Moore, Dane R
 Moss Jr, Milton
 Moss, Daniel L
 Nelson, Thomas A
 Neufeld, Paul W
 Oler, Michael E
 Osterlund, Joseph C
 Pacheco, Wayne T
 Pate, Terry L
 Perales, Mark A
 Perez, Gabe A
 Pfenning, Charles E
 Pierce, Craig K
 Pine, Samuel J
 Ray, Larry D
 Ray, Phillip E
 Rego, James

Riccobuono, Glen A
 Ridenour, Gary D
 Robertson, Christine
 Rodrigues, Lee
 Ross, Thomas
 Roybal, Mardo
 Sanchez, Marie L
 Serna, Raymond
 Shepherd, Sharon L
 Sievers, Charles G
 Singh, Avinash J
 Smith, Anthony
 Smith, Glen A
 Tam, Andy
 Thompson, Tenola J
 Torres, Sandra L
 Vieira, David M
 Walker, Timothy T
 Walko, Michael P
 Weiher, Charles B

Wenzel, Leslie J
 Wightman, Spencer
 Williams, Kenneth L
 Wing Jr, Williams S
 Wong, Theresa
 Zapanta, Luis K



By the Local 1245
Safety Committee

Your ears: don't wear 'em out

When you think about the routines we go through each day, it is amazing the demands we put on our bodies—from the time we rise to the time we go to bed.

The sounds and noise levels vary for everyone, but the amount of strain that is put on our hearing is something we should be aware of.

The first noises we generally hear are alarm clocks, radios, TVs, and maybe singing in the shower. Then it's automobile engines, car horns, trucks, and traffic noise just to get to work.

Then at work there is noise from engines roaring, doors slamming, hammering, yelling out commands, and the list goes on.

It would not be so bad except these noise levels usually go on each day, day after day. Then we head

home and it's traffic noise all over again. Some people like their car or truck radio turned up loud—more noise.

At the end of the day we try to relax with conversation, TV, music or in other ways, most all of which involve hearing.

We have subjected our hearing to many different noise levels all day long. Continued noise levels of 85 decibels or above are known to contribute to hearing loss over time.

Some noise levels we cannot do anything about, except wear ear protection when necessary. The rest of the time, let us try to protect and be considerate of our hearing. When you think of all the things you use your hearing for, you really don't want to discover some day that you've worn it out.

Stoney Burk

Sorry, I wasn't paying attention

When the boss comes out for your morning tailboard and announces you're going to CPR and First Aid training, what's your reaction?

Chances are you're going to be somewhat hesitant. Another long morning. To some, it will seem like a waste of time.

Now you and your co-workers are in training. The group is practic-

ing on the mannequins. Your mannequin partner isn't focusing on what he's doing. He's laughing, joking, making silly remarks.

That afternoon you hit the deck—you're losing consciousness. And the last thing you see is the guy that paid the least attention in class, now kneeling next to you, looking down at you.

Art Torres

Learn warning signs for heat stroke and heat exhaustion

By Gil Suarez

Sweat acts like our natural air conditioner. As sweat evaporates from our skin, it cools us off. Our personal cooling system can fail, though, if we overexert ourselves on hot and humid days.

When this happens, our body's heat can climb to dangerous levels. This can result in heat exhaustion or a heat stroke which is life-threatening.

Heat exhaustion takes time to develop. Fluids and salt are vital for our good health. These vital substances are lost as we sweat, during exercise or other strenuous activities. It is very important to drink lots of liquids before, during and after working in hot weather.

As strange as it seems, people suffering from heat exhaustion have low, normal or only slightly elevated body temperatures.

Heat stroke, unlike heat exhaustion, strikes suddenly, with little warning. When the body's cooling system fails, body temperature rises. This creates an emergency condition. Listed below are some signs of heat stroke and heat exhaustion.

Signs of heat exhaustion: Cool, clammy, pale skin, sweating, dry mouth, fatigue, weakness, dizziness, headache, nausea, sometimes vomiting, muscle cramps and weak and rapid pulse.

Signs of heat stroke include: Very high temperature (104 degrees F or higher), hot dry, red skin, lack of sweat, fast pulse and deep breathing,

dilated pupils, confusion, delirium, convulsions and eventually loss of consciousness.

Heat exhaustion and heat stroke can be prevented.

- Take caution when you must be in the sun. At the first signs of heat exhaustion, get out of the sun or your body temperature will continue to rise.

- Wear light, loose-fitting clothing, such as cotton, so sweat can evaporate. And, put on a wide-brimmed hat with vents.

- Drink lots of liquids, especially if your urine is a dark yellow, to replace the fluids you lose from sweating. Thirst is not a reliable sign that your body needs fluids. When you exercise, it is better to sip rather than gulp the liquids.

- Drink water or water with salt added if you sweat a lot. (Use 1/2 teaspoon salt in 1 quart of water.) Sport drinks such as Gatorade, All Sport and PowerAde are good, too.

- Do not drink alcohol or beverages with caffeine because they speed up fluid loss.

- Some people perspire more than others. Those who do should drink as much fluid as they can during hot, humid days.

Know the signs of heat stroke and heat exhaustion and don't ignore them.

Gil Suarez is a member of the IBEW Local 1245 Safety Committee.



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 2547, Vacaville, CA 95696

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; Bob Burkle, City of Santa Clara; and Assistant Business Manager Jim McCauley.



35 Years

**Monterey, Ca.
April 3, 2004**

THE HONOREES



30 Years

- 35 Years**
 Casazza, Andrew
 Lucio, Frank
 Orebo, Russell J
 Vermilyer, James E
 Woods, Michael E

- 30 Years**
 Burpo, Edward A
 Clark, Dennis
 Claus, Joseph A
 Dahl, John
 Diaz, Ricardo
 Gatewood, James H.
 Hamilton, Larry L
 Jenkins, Ronald
 Karo, Curt A
 Kasper, Charles E
 Mante Jr., V
 Nydegger, Greg R
 Smith, Don
 Welch, Paul
 Williams, James
 Wood, Alain R

- 25 Years**
 Changaris, Louis G
 Cummings, Curtis R
 Detwiller, Rick A
 Dewater, Russell A
 Freeman, Mark A
 Gonzales, Rosendo
 Kuhn, Gary Q
 Martin, Robert F
 Mc Leod, Richard J
 Ricca, Steven D
 Sepulveda, Kelly L
 Sportsman, John
 Stover, Charles A
 Thomas, Richard



25 Years



California Labor Federation, AFL-CIO 'We Do Not Patronize' List

The following firms are currently on the "We Don't Patronize" List of the California Labor Federation, AFL-CIO. Firms are placed on the list in response to written requests from affiliates and only after approval by the Executive Council.

All trade unionists and friends of organized labor are urged not to patronize firms listed here.

Affiliates involved are urged to inform the Federation of any future contract settlements or other developments that would warrant the removal of any of these anti-union firms from the list.

Unfair firms are:

JANITORIAL FIRMS

Santa Clara

Team Services, 3028 Scott Blvd., Ste. A, Santa Clara

LAW FIRMS

Goyette and Associates, 11344 Coloma Rd., #145, Gold River

RESTAURANTS, HOTELS, TOURIST SITES

Berkeley-Oakland

Claremont Resort & Spa, 41 Tunnel Rd., Berkeley

Scott's Restaurant, 2 Broadway, Oakland

Sacramento-Stockton Area

Only those Sacramento-Stockton area hotels, restaurants, taverns and caterers that have signed collective bargaining agreements with Hotel Employees and Restaurant Employees Local 49 should be utilized by union members and those political officials and their associates who claim to be friends of labor. Local 49, (916) 564-4949, is the only reliable source of information about which houses presently are under contract.

San Diego

Mission Valley Hilton, 901 Camino del Rio South, San Diego

La Costa Resort & Spa, Costa Del Mar Rd., Carlsbad

Santa Clara County

De Anza Hotel, 233 W. Santa Clara St., San Jose

Double Tree Hotel (formerly Red Lion Inn at Gateway Place)

Mariani's Inn and Restaurant, 2500 El Camino Real, Santa Clara

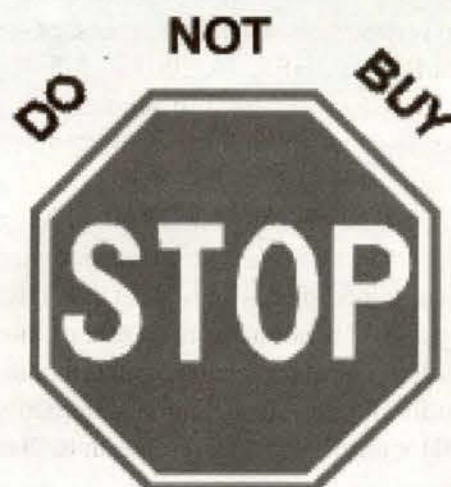
RETAILERS

K Mart (statewide)

Wal-Mart/Sam's Club Warehouse (statewide)

THEATERS

"The Music Man" productions in California by *Big League Theatricals Road Company*



getting39052cema/afl-cio
WDNP list revision: 3/14/03

Please Post

INDEPENDENT AUDITOR'S REPORT

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 124
STATEMENT OF FINANCIAL POSITION ARISING FROM CASH TRANSACTIONS
DECEMBER 31, 2003

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

We have audited the accompanying statement of Financial Position arising from cash transactions as of DECEMBER 31, 2003 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year then ended. These financial statements are the responsibility of the Local'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 audit provides 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 basis of accounting other than accounting principles generally accepted in the United States of America. Accordingly, the accompanying statements are not intended to present financial position and results of operations in conformity with U.S. generally accepted accounting principles.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash basis transactions of Local No. 1245 for the year ended DECEMBER 31, 2003 and the financial position- cash basis at DECEMBER 31, 2003 in accordance with the basis of accounting described in Note 1 to the financial statements.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying supplemental information (shown on pages 8 to 22) is presented for the purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

San Bruno, California
March 8, 2004
DALMAS ACCOUNTANCY CORP.

ASSETS

General Fund:		
Bank of the West - checking accounts	\$ 555,177	
Bank of the West - money market	<u>176,565</u>	\$ 731,742
Cash funds		5,350
Investments:		
Wells Fargo - Treasury Plus-money market fund		3,101,990
Merrill Lynch Institutional Money Fund		246,164
Merrill Lynch-CMA Money Fund		913,826
-Corporate Bonds		780,416
-U.S. Government Securities		394,110
-Mutual Funds		249,584
-Common Stocks		340,464
Bank of the West-Short term Treasury Portfolio		<u>1,517,189</u>
Franklin Income Fund		8,280,835
Total General Fund		<u>104,498</u>
Political Donation Fund- checking account		8,385,333
Total Current Assets		3,388
200 shares PG&E common stock - at cost		7,000
Loans receivable-Francellamemorial		1,396,730
Loan receivables-Energy Workers Center, Inc.		1,116,441
Fixed assets, (Note 1):		645,676
Automobiles (51) at cost		470,765
Less: allowance for depreciation		685,589
Furniture and office equipment - at cost		215,381
Less: Allowance for depreciation		<u>470,208</u>
Total Assets		<u>\$ 10,733,424</u>

LIABILITIES AND NET ASSETS

Liabilities:		
IBEW per capita portion of December receipts to forward	216,774	
Vacation payable	<u>373,644</u>	
Current Liabilities		\$ 590,418
Net Assets:		
Unrestricted	10,038,508	
Temporarily restricted- Political Donation Fund	<u>104,498</u>	10,143,006
Total Liabilities and Net Assets		<u>\$ 10,733,424</u>

The accompanying notes are an integral part of this financial statement.

EXHIBIT B
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
POLITICAL DONATION FUND
TEMPORARILY RESTRICTED
For the Year Ended December 31, 2003

Cash balance, December 31, 2002	\$ 20,888
Receipts:	
Portion of Local Union dues directly deposited to this fund	91,275
Voided checks -	<u>3,020</u>
Total receipts and balance	115,183
Disbursements:	
San Mateo Co. CLC cope dinner	2,500
Alameda Co. CLC Cope	450
Cope South Bay AFL-CIO C.L.C.	1,250
Nancy Nadel for city council	500
Bevin Duffy campaign	500
Merced - Mariposa C.L.C.	200
Santa Clara United Democratic Campaign	1,000
Don Perata 2004	3,000
Monterey Bay Central C.L.C.	500
Newsom for Mayor	750
Refund of Dues	<u>35</u>
Cash balance, December 31, 2003	10,685
Bank of the West checking account	<u>\$ 104,498</u>

► **From Page 15**

The accompanying notes are an integral part of this financial statement.

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, 2003

Cash balance, beginning December 31, 2002	\$ 9,105,035	
Receipts:		
Local Union portion of receipts:		
"A" members' dues	\$ 212,403	
"BA" members' dues	7,783,646	
Initiation fees	41,142	
Reinstatement fees	2,267	
Agency fees	86,569	
Working dues	2,970,008	
Hiring hall dues	435,176	
Retiree's club dues	<u>17,708</u>	11,548,919
Reimbursements to General Fund:		
Interest and investment income	363,607	
Refunds and reimbursements:		
Union Shopper	8,409	
Other receipts	(2,563)	
Energy Workers Inc. improvement loan payments:		
Principal	540,605	
Interest	49,982	
Automobiles sales	<u>16,249</u>	976,289
International portion of receipts:		
"A" member' per capita	389,837	
"BA" members' per capita	1,799,520	
Initiation fees	41,142	
D.B.A.F. fees	322	
Reinstatement fees	3,728	
Agency fees	<u>25,257</u>	2,259,806
Total receipts		14,785,014
Total balance and receipts		23,890,049
Disbursements, per Page 14 of Schedule of Disbursements	15,609,214	
Cash balance, December 31, 2003, Details in Statement of Financial Position arising from cash transactions	<u>\$ 8,280,835</u>	

The accompanying notes are an integral part of this financial statement.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF CASH DISBURSEMENTS
UNRESTRICTED NET ASSETS
For the Year Ended December 31, 2003

Affiliation fees:		
International Brotherhood of Electrical Workers	\$ 2,589,476	
Santa Clara C.L.C.	8,580	
Alameda C.L.C.	11,520	
Nevada State AFL-CIO	4,667	
Nevada State Electrical Association	840	
Sacramento C.L.C.	9,600	
Contra Costa C.L.C.	9,900	
California Federation of Labor	90,475	
California State Association of Electrical Workers	33,600	
Marin County C.L.C.	2,985	
San Joaquin and Calaveras C.L.C.	2,100	
Butte-Glenn C.L.C.	1,500	
Napa-Solano C.L.C.	1,926	
Kern-Inyo-Mono C.L.C.	1,350	
Fresno-Madera C.L.C.	4,200	
Merced-Mariposa C.L.C.	1,350	
Stanislaus-Tuolumne C.L.C.	1,116	
Marysville C.L.C.	1,200	
Humboldt-Del Norte C.L.C.	603	
Five Counties C.L.C.	852	
Monterey County C.L.C.	2,530	
Government Coordinating Council	600	
San Mateo C.L.C.	3,623	
Idaho State AFL-CIO	151	
Joint Executive Conference-S.C. Electrical Workers	60	
Joint Executive Conference-N.C. Electrical Workers	150	
Tri Counties C.L.C.	1,920	
Maritime Trades Post Council	620	
C.U.E.	<u>242,000</u>	

Northern Nevada C.L.C.	1,650
San Bernardino & Riverside C.L.C.	753
O/S Line const organizing - IBEW	130,920
TCC-2	712
San Diego-Imperial C.L.C.	308
Congress of California Seniors	125
9th District Manufacturing	120
Forum - Alameda Retired Members	25
TCC-6	383
C.U.R.E.	<u>95,625</u>

\$ 3,260,115

Staff expenses:	
Salaries	\$ 4,740,432
Expenses	331,677
Automobile expenses	116,137
Fitness plan	1,876
Automobile purchases	111,432
Administrative expenses	<u>4,770</u>

5,306,324

Research and Education:	
Subscriptions and publications	21,827
Scholarship fund	3,650
Education fund	<u>10,000</u>

35,477

Office salaries:	
Administration office salaries	366,772
Bargaining unit salaries	<u>642,624</u>

1,009,396

Office expenses:	
Rent	262,029
Telephone	199,779
Postage mail service and meter expense	81,777
Print room/printing	77,424
Supplies	28,497
Equipment maintenance	19,421
Data processing	21,486
Equipment rental	21,585
Utility Reporter	122,292
Miscellaneous	34,330
Bank charges	4,877
Furniture and equipment purchases	223,364
Storage	6,567
Utilities and janitorial	11,168
Office renovations	<u>41,999</u>

\$ 1,156,595

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF CASH DISBURSEMENTS(continued)
UNRESTRICTED NET ASSETS
For the Year Ended December 31, 2003

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	\$ 7,040	\$ 44,507	\$ 51,547
Executive Board Trial Board		85	85
Advisory Council	14,100	89,537	103,637
Trustee Committee	4,320	6,839	11,159
Review Committee		506	506
Safety Committee	16,164	8,450	24,614
Shop Steward expenses	678	51,791	52,469
Other conferences	23,411	111,683	135,094
Labor Management		9,751	9,751
Organizing	40,043	28,348	68,391
Grievance/FF/LIC	<u>235</u>	<u>6,638</u>	<u>6,873</u>
	<u>105,991</u>	<u>358,135</u>	<u>464,126</u>
Various Other Committees:			
Sierra Pacific Power	194,879	3,941	198,820
Outside Line	61,367	11,920	73,287
Pacific Gas Transmission	3,950	9,675	13,625
Davey Tree	4,218	7,177	11,395
Arbor Tree	39,926	9,500	49,426
Retirees		3,179	3,179
Central Labor		1,857	1,857

AUDITOR REPORT

Duke Communication	372	17,518	17,890
SMUD		742	742
Apprenticeship committee	3,186	187	3,373
Foster Wheeler		405	405
Joint Grievance		184	184
PUC		450	450
Regional transit		2,494	2,494
Joint Apprenticeship		1,562	1,562
No. Calif. Port Authority		136	136
Tree Inc.	179		179
AC Transit		500	500
Yuba Co-water		40	40
Frontier committee	78,052	27,433	105,485
Nevada de-regulation		7,500	7,500
Lindmore I.D.		22	22
WAPA		182	182
Arbor tree	1,736	4,056	5,792
Outside line conference		1,047	1,047
I/O convention	5,069		5,069
San Francisco Municipal		5,426	5,426
Osmose negotiations		972	972
Tri Dam		26	26
Mirant Power Plant		216	216
MT. Wheeler		74	74
Wells Rural Electric	1,320	99	1,419
Truckee Meadows	4,368	187	4,555
City of Oakland		104	104
Merced I.D.		353	353
City of Redding	8,763		8,763
City of Ukiah	246	16	262
Tri Counties		2,507	2,507
Asplund	130	1,637	1,767
City of Santa Clara	2,413	504	2,917
Oroville - Wyandotte I.D.	1,016		1,016
Adelphi		17	17
Utility Trees		183	183
PROVCO	719	208	927
Turlock I.D.	924	1,964	2,888
EPA PROVCO	1,001	668	1,669
City of Alameda		7,705	7,705
Truckee Donner PUD		817	817
	<u>\$ 413,834</u>	<u>\$ 135,390</u>	<u>\$ 549,224</u>
PG&E Negotiation Committees:			
Departmental:			
Arbitration	\$ 920	\$ 45,441	\$ 46,361
Negotiations	8,971	135,459	144,430
Clerical	789	1,986	2,775
Gas Servicemen		151	151
POR		14,097	14,097
Neg. General Contract		17,978	17,978
Neg. Benefits Sub Committee		11,309	11,309
Neg. G.C. Sub Committee		3,291	3,291
Hiring Hall		283	283
CGT		453	453
Exhibit XVI		5,080	5,080
Peer Volunteer		131	131
Barehand Committee		282	282
CDL committee		331	331
Benefits		4,240	4,240
Steering committee		48	48
Rubber glove		67	67
Meter readers	2,865	48	2,913
Switching		9,886	9,886
Lines of progression	2,277	308	2,585
Gas T&D		85	85
Ad Hoc		2,698	2,698
Lineman committee		78	78
Drug testing		448	448
Helicopter	45	3,427	3,472
Miscellaneous physical		256	256
Overtime committee		3,560	3,560
	<u>\$ 15,867</u>	<u>\$ 261,421</u>	<u>\$ 277,288</u>

Flowers/donations	11,445
Golf tournament	941
Union shopper	<u>48,480</u>
	<u>83,448</u>
Membership benefits:	
Group life insurance	92,418
Unit drawing award	600
Individual drawing award	600
Service award dinners	146,269
Social fund	<u>12,400</u>
	<u>252,287</u>
Payroll taxes:	
Employee portion:	
U.S. income tax withheld	(858,023)
FICA withheld	(401,605)
California income tax withheld	(257,821)
SDI withheld	(31,826)
U.S. income tax forward	858,023
FICA forward	401,605
California income tax forward	257,821
SDI forward	31,826
Local Union's portion:	
FICA	401,677
California Unemployment	8,099
U.S. Unemployment	<u>4,286</u>
	<u>414,062</u>
Employee benefits:	
Health and Welfare plans	1,058,020
Group life insurance	157,670
Pension plan	841,431
Other costs, pension plans	66,006
Administration fees, pension plan	<u>9,656</u>
	<u>\$ 2,132,783</u>
Other disbursements:	
Legal fees	\$ 184,600
Hall rentals	77,986
Workmen's compensation insurance	275,528
Refunds	5,111
PRD fees	4,264
Payroll deductions	(2,281)
Miscellaneous taxes	(1,396)
Insurance - auto	52,674
Insurance - bond - pension plans	16,853
Insurance - bond	1,112
Insurance - property and equipment	517
Insurance - travel	1,823
Audit fees	23,815
Charitable donations	28,691
Miscellaneous fees	250
Other	<u>(1,458)</u>
	<u>668,089</u>
Total Disbursements	<u>\$ 15,609,214</u>

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF CASH DISBURSEMENTS(continued)
UNRESTRICTED NET ASSETS
For the Year Ended December 31, 2003

Membership expenses:			
Supplies - Intl.	\$7,663		
Supplies - Local		8,014	
Membership fees		6,905	





Suit targets Wal-Mart sex discrimination

Creating the largest private civil rights case in US history, a federal judge on June 22 approved a class-action sex-discrimination lawsuit against Wal-Mart Stores Inc. representing as many as 1.6 million current and former women workers.

The suit alleges that the retail giant set up a system that frequently pays its female workers less than their male counterparts for comparable jobs and bypasses them for key promotions.

In approving class-action status for the 3-year-old case, U.S. District Judge Martin Jenkins of San Francisco carefully expressed no opinion on whether the Arkansas-based re-

tail giant had systematically favored men over women, an issue he left for the jury. But his ruling has potentially devastating consequences for Wal-Mart.

At issue was whether Wal-Mart must defend against lawsuits by six individual women who brought the original lawsuits or against a single, colossal class-action suit on behalf of nearly every woman who has worked at one of its 3,566 stores nationwide — including 16 in the Bay Area — since Dec. 26, 1998.

The decision that the case merits class action was pivotal because it gives lawyers for the women tremendous leverage as they pursue

punitive damages, as well as back pay and other compensation.

"I think it's a terrific victory for the women who work at Wal-Mart who have labored for years under working conditions where they have been told repeatedly they have been unsuitable for management and not suitable to make as much as men," Joseph Sellers, one of the attorneys representing the women, told the Associated Press.

Another attorney for the women, Brad Seligman noted that if Wal-Mart loses the case at trial, "They will be under the supervision of a judge for many years to come."

Seligman said he couldn't estimate the potential damages but said they could dwarf the record settlement of more than \$600 million paid by the US government in a 2000 class-action settlement with African American farmers who sued over discrimination in lending.

In his 84-page ruling, Jenkins said the Wal-Mart case, despite its unique scope, meets the traditional criteria for class actions — in particular, the need to show a single issue, common to all plaintiffs, that outweighs individual differences among the plaintiffs. That issue, he said, is sex bias, allegedly carried out by individual managers who determined pay and promotions with little outside review under the influence of "a strong corporate culture that includes gender stereotyping."

Jenkins ruled that a congressional act passed during the civil rights movement in 1964 prohibits sex discrimination and that corporations are not immune.

Wal-Mart, which opposed class-action status and emphatically denies discriminating, said it will seek an appeal. In a statement issued from its Bentonville, Ark., headquarters, the company stressed that Jenkins' ruling was unrelated to the merits of the case.



"We need to increase the number of female employees. Any volunteers for a sex change?"



"Ms. Wiley, ... just what is it token women want these days?"



"Too bad you're not an executive. Those money-saving ideas of yours would have gotten you a raise and a promotion."

From Wal-Mart ... to Wall Street

The women workers of Wall Street and Wal-Mart would appear worlds apart, but their shared experience was on display last month when securities giant Morgan Stanley agreed to pay \$54 million to settle a sex discrimination case.

The settlement came close on the heels of a federal judge's ruling that a lawsuit against Wal-Mart can proceed as a class action covering about 1.6 million women.

Both groups of women contend a pattern existed in which women were paid far less than their male counterparts, and were the subjects of bad behavior by male co-workers. The Wall Street case included a birthday cake shaped like a breast and trips to strip clubs. The Wal-Mart case involves business meetings at a Hooters restaurant and women being told to "doll up."

Morgan Stanley's settlement is the second-largest resolution the federal Equal Employment Opportunity Commission (EEOC) has reached with a company it sued—and the first with a major securi-

ties firm. The settlement could put pressure on employers facing similar lawsuits to settle.

More broadly, it could prompt companies "from Wall Street to Main Street" to scrutinize their employment practices, EEOC spokesman David Grinberg told the Baltimore Sun.

"We think it will have a major impact in terms of women being more aware of their rights and possibly coming forward in greater numbers, as well as corporations being more aware of what their responsibilities are," Grinberg said.

Washington civil rights lawyer John P. Relman told the Sun that the Morgan Stanley settlement, coupled with last month's class action certification in the Wal-Mart lawsuit, is a "one-two punch ... that sends a powerful message to employers about gender discrimination issues."

The Morgan Stanley settlement could cover more than 300 women who had worked in a division of its investment bank and requires the company to spend \$2 million on diversity programs overseen by an outside monitor.

New Estimates by Government

3.8 million retirees could see drug benefits reduced

New government estimates suggest that employers will reduce or eliminate prescription drug benefits for 3.8 million retirees when Medicare offers such coverage in 2006.

That represents one-third of all the retirees with employer-sponsored drug coverage, according to Department of Health and Human Services documents reported in the New York Times.

The new data is liable to fuel retirees' fears that they might lose benefits they already have.

Democrats are likely to cite the new estimates as evidence to support their contention that the new law will prompt some employers to curtail drug coverage for retirees, forcing them, in some cases, to rely on Medicare's less generous benefits. Republicans could be troubled to see the government, under a plan championed by Bush, supplanting employers in providing drug benefits to retirees.

Billions in Subsidies

The report is especially disturbing in light of the fact that the government will be spending tens of billions in taxpayer dollars to subsidize employers to provide retiree drug benefits.

Under the new Medicare law, the government expects to spend \$71 billion on subsidies to employers from 2006 to 2013. To qualify for assistance, an employer must certify that its retiree drug benefits are worth at least as much as the standard Medicare drug benefit.

When Medicare officials held an open-door forum on June 9, they were deluged with complaints from Medicare beneficiaries alarmed at the prospect of cuts in retiree drug coverage.

In last year's debates, Republicans repeatedly said the new drug benefits would be completely voluntary. "Seniors happy with the current

Medicare system should be able to keep their coverage just the way it is," Mr. Bush said in his State of the Union Message in 2003.

Millions Forced Out

But Representative Pete Stark of California, the senior Democrat on the Ways and Means Subcommittee on Health, said it now appeared that the new law would "force millions of retirees out of comprehensive retiree drug coverage and into a flawed, inadequate program."

Medicare officials said that 11.5 million beneficiaries would have retiree drug benefits from their former employers in the absence of the new Medicare law.

Under the law, according to the documents from the Department of Health and Human Services, 7.6 million of those retirees are expected to receive drug benefits through employer plans subsidized by the government, and 3.8 million are ex-

pected to receive their primary drug coverage from Medicare. This number is expected to grow to 4.1 million by 2010.

In another sign of Congressional concern about drug costs, the House voted on July 13 to allow Americans to import prescription drugs from other countries, where prices are often lower. Republican leaders said it would probably be dropped from the bill in negotiations with the Senate. The White House opposed the provision, saying "it would be virtually impossible" to guarantee the safety of imported medicines.

Under the Medicare law, the government will pay a subsidy equal to 28% of drug costs from \$250 to \$5,000 a year for any retiree who has employer-sponsored drug coverage as generous as the standard Medicare drug benefit. The subsidies will be tax-free to employers, who can still take tax deductions for the cost of retiree health benefits.



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 IBEW Local 595, 6250 Village Parkway, Dublin, 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.

Dale Burchard, 37
Vacaville, CA

Theodore Clay, 36
Fresno, CA

Harold Crowhurst, 7
Live Oak, CA

Paul Munson, 33
Redwood City, CA

Charles Rose, 42
Pinole, CA

Perry Jennings, 18
San Leandro, CA

Byung Ho Ahn, 30
Santa Clara, CA

Joseph Brown, 33
Atascadero, CA

Bobby Cooper, 31
Oakhurst, CA

Grover Day, 34
San Andreas, CA

Andrew Derflinger, 30
Vacaville, CA

Refugio Dominguez, 32
San Jose, CA

Stephen Hightower, 30
Antioch, CA

Levi Hill, 32
Pacifica, CA

Paul Levescy, 20
Broderick, CA

John Marcella, 32
Auburn, CA

Darryl Norris, 33
Sacramento, CA

Daniel Quintero, 31
Aptos, CA

Delcie Ratliff, 20
Prather, CA

Ronald Rector, 40
Discovery Bay, CA

David Sarmiento, 33
Pacifica, CA

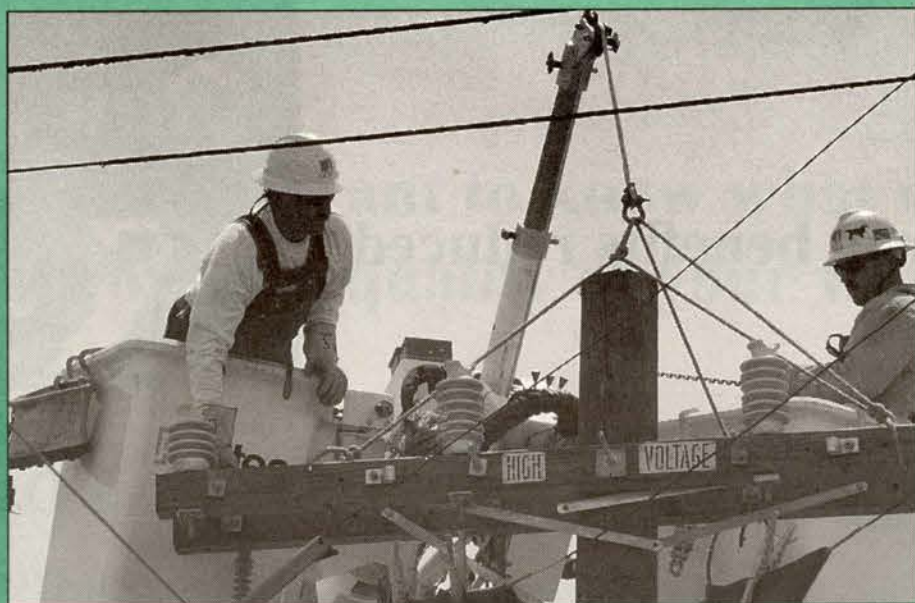
Charles Stewart, 37
Fairfield, CA

Maxine Sotelo, 30
Williams, CA

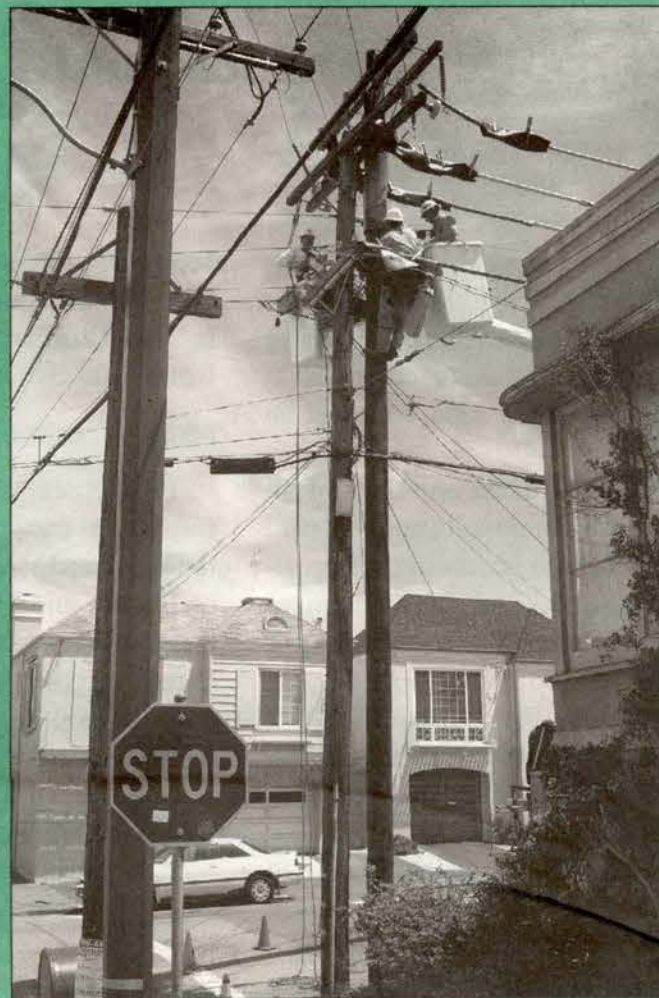
Charles Fletcher, 13
Atascadero, CA

Barbara Ramirez, 24
Fresno, CA

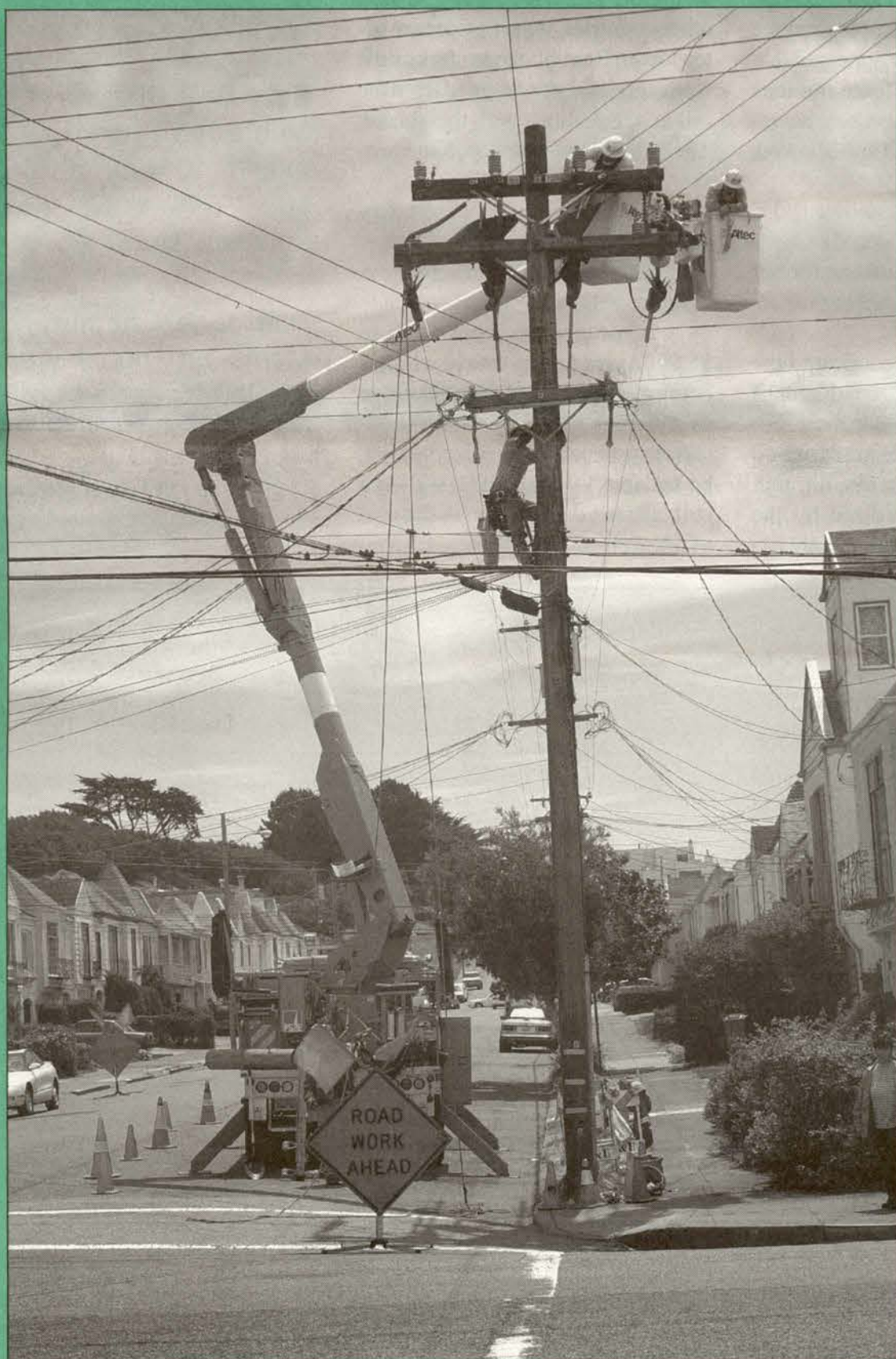
Daniel Rhodes, 39
Arroyo Grande, CA



Linemen Don Smith (left) and Dean House.



From left: Don Smith, Clint Austin and Dean House.



Don Smith (left bucket), Dean House (right bucket) and Clint Austin (climbing).

Framing

A Pacific Gas & Electric San Francisco Division crew under Foreman Willie Bouzek caught the attention of the Utility Reporter in the Sunset District recently while framing a new pole for a transfer.

The new wood pole offers a sharp visual contrast to a nearby fiberglass pole (visible behind the stop sign in the photo above) recently installed by Bouzek's crew.

"The fiberglass pole has a longer life span than the wood poles," notes Bouzek, in addition to being "uniform in size" and—at least to some eyes—symetrically more pleasing. Fiberglass poles have the same strength characteristics as wood poles, Bouzek says, but they have the advantage of not being as heavy.

Working on Bouzek's crew are Linemen Dean House and Don Smith, and Apprentice Lineman Clint Austin, all "second generation" PG&E employees.

Photos by Eric Wolfe