

Mismanagement



When a CEO mismanages a company, the employees end up paying the price. Just ask the Enron workers who saw their life savings go up in smoke when the company collapsed under a mountain of debt.

George W. Bush has been CEO of the American economy for nearly four years. The rich have been handed every tax break under

the sun. But working Americans have seen a net loss in jobs, loss of overtime pay, a worsening health care crisis, the slowest wage growth in 40 years, and a projected deficit of \$2.9 trillion. This isn't progress. It's a threat to our standard of living. And it is economic **mismanagement** of epic proportions. Here are the facts:

Job Loss, Income Decline

Since 2000, median household income has declined in real terms by 3.4%, or \$1,535. Personal bankruptcy filings, mortgage foreclosures, auto repossessions, and credit card delinquencies are at record highs.¹ 1.7 million private sector jobs have been lost through Bush's economic **mismanagement**, the first net loss of jobs under any president in 70 years.² Now Bush wants to give \$60 billion in tax breaks to companies that move overseas.³

Tax Cuts & The Debt

When Bush took office, the US enjoyed large budget surpluses, projected at \$1.3 trillion for 2001-2004. Instead, under Bush's **mismanagement**, there will be a cumulative *deficit* of \$850 billion over this period. Bush's tax cuts were responsible for \$620 billion of that deficit, including \$290 billion in 2004 alone.⁴

Who did these tax cuts benefit? Under Bush, the richest 1% of households stand to receive an average tax cut of \$78,460 in 2004—more than 70 times the average tax cut (\$980) received by middle-income households.⁵ If the tax cuts are eventually financed through spending cuts, middle-income households will actually show a net loss on average of \$870 because lost services will more than wipe out the small tax benefit.⁶

Economic Stimulus: Missed Opportunities

Because of Bush's **mismanagement**, the tax cuts provide only 74 cents in economic stimulus for every dollar in tax cuts. Bush failed to consider alternative packages that could have created \$1.20 in stimulus by targeting tax cuts to middle-income households, hiking benefits for the unemployed, and providing more relief to states.⁷

Public investment in roads, airports, education or technology would have created far more jobs, would have provided much more stimulus in the short run, and enhanced America's productivity in the long run.⁸

Attack on Wages

In a colossal act of **mismanagement**, Bush attacked the wages of working Americans—the very people whose spending could help stimulate the economy. Bush instituted rules that bar 6 million workers from receiving overtime pay. He also wants to amend federal law to let employers give "comp time" instead of paying overtime.⁹

Bush took collective bargaining rights away from 170,000 federal workers, denied airport screeners the right to choose a union, revoked union representation for Dept. of Justice workers, and backed employer efforts to use taxpayer money for anti-union campaigns.¹⁰

"What an impressive crowd: the haves, and the have-mores. Some people call you the elite, I call you my base."

George W. Bush, to a black-tie gathering of wealthy supporters

Why reward **mismanagement**? Show Bush the door in 2004.

1. US Bureau of the Census, August 2004; Mark M. Zandi, Economy.com, July 2004 2. U.S. Bureau of Labor Statistics 3. H.R. 2896, 2004 4. Bush Administration Mid-Session Budget Review 5. Center on Budget & Policy Priorities 6. Center on Budget & Policy Priorities 7. Mark M. Zandi, Economy.com, July 2004 8. Joseph Stiglitz, Nobel Prize Economist, Feb. 2004 9. Economic Policy Institute, June 2004 10. AFL-CIO Bush Watch, May 2004

IBEW Local 1245



Voter Guide

Election Coverage Begins on Page 7

Real Americans

Vote

Be a Patriot on Nov. 2nd

- ★ Candidate Survey: California Senate
- ★ Candidate Survey: California Assembly
- ★ John Kerry's Economic Program
- ★ Barbara Boxer versus Bill Jones
- ★ Prop. 72: Battle to Save Health Care
- ★ Volunteer to Help Get Out the Vote
- ★ Endorsements: California & Nevada

OCTOBER 12

Deadline for Registering to Vote
in Nevada for Nov. 2 Election

OCTOBER 18

Deadline for Registering to Vote
in California for Nov. 2 Election

NOVEMBER 2

General Election
BE SURE TO VOTE!

NOV. 6-7

Local 1245 Advisory Council
Vacaville, CA

APPOINTMENTS

CONFERENCES, COUNCILS & CONVENTIONS**2004 Inter-Union Gas Conference**

Perry Zimmerman
Jim McCauley
Frank Saxsenmeier
Mike Scafani
Sal Mesa
Sam Samenigo
Gary Hambrick
Bill Bryson

Nevada State AFL-CIO 48th Annual Constitutional Convention

Ed Mallory
Randy Osborn
John Mauldin
Wayne Paterson
Mike Venturino
Tim Flanagan

California Alliance for Retired Americans 1st Annual Convention

Watie Anthey
Jack Hill

Coalition of Labor Union Women

Dorothy Fortier
Kathy Tindall
Chris Habecker
Anna Bayless-Martinez
Cecelia De La Torre
Gloria Flores

A. Philip Randolph Institute 35th Annual Education Conference

Adrienne Franks
(replaced Norma Ricker)

IBEW 2004 Women's Conference

Dorothy Fortier
Chris Habecker
Anna Bayless-Martinez
Cecelia De La Torre
Darla Pence
Debbie Mazzanti
Arlene Edwards
Kathy Tindall
Linda Jurado
Sheila Lawton

2004 IBEW Membership Conference

Junior Ornelas
Jim Findley

Your ideas make us stronger

By Perry Zimmerman, Business Manager



Two months ago, I asked Local 1245 members for their comments on how we could do a better job of representing you in the workplace. It came as no surprise to me that many of you took the time to write with your observations, analysis, and suggestions on how to build a more responsive and stronger union.

The comments fell into six basic categories: complaints about our political donations, comments about union visibility, questions and comments about letter agreements, questions and comments about the recent executive bonuses at PG&E, questions and comments about staffing levels at PG&E, and individual issues. Last month I explained Local 1245's policy on political donations

(and what you can do if you don't like where our money is given), and while the individual issues which were raised are important to the individuals involved, they are not particularly instructive for our membership at large. That leaves four major issues that you wrote me about.

First, staff visibility. For the almost 25 years that I have worked for Local 1245, being visible and available to my members has been the single most important part of my job. I preach this constantly to my staff. It encourages me to read the many letters that mentioned the increased visibility of union staff, and it discourages me to read the several letters that complained about a lack of visibility. Make no mistake about it—

one of my core beliefs is that we can't represent you if we aren't there to hear you and to explain to you. I will not stop in my quest for high visibility for my entire staff.

Second, letter agreements. It is apparently the perception of some of our members that we enter into letter agreements that adversely affect our members on issues that really should be submitted to the membership for ratification. This is not our policy. Most letter agreements deal with individual employees who are placed in a job after returning from LTD or who are transferring for hardship reasons. These obviously don't affect the entire membership and there is no reason to require ratification.

On issues that affect more than one or two employees, it is our policy to sign a letter agreement only when it enhances rights and protections, or is an effect-neutral clarification, such as a layoff procedure for a specific headquarters. To take from some and give to others would not be effect-neutral, and would not be the type of letter agreement that we would sign under the guise of enhancement.

In the rare instance where an issue arises that we think is a good idea but which might adversely affect someone, we do and will take those letter agreements to our membership for a referendum. Examples of referenda on letter agreements include the rubber gloving agreement and a recent company proposal involving CGT employees in San Jose and Brentwood.

Third, the executive bonuses. Many of you wrote complaining about the tens of millions of dollars



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Business Manager & Executive Editor
Perry Zimmerman

Communications Director & Managing Editor
Eric Wolfe

President
E. L. "Ed" Mallory

Executive Board
Art Freitas
Chris Habecker
Dave Scott
Anna Bayless-Martinez
Kathy F. Tindall
John Mendoza

Treasurer
Cecelia De La Torre

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Emergency responders

Local 1245 tree trimmers working for PROVCO out of PG&E's Stockton headquarters were called out recently in emergency response to a eucalyptus that had fallen onto a highway.

A crew consisting of Field Supervisor Luis Valdez, Foremen Jose Luis Romero and Rafael Gonzales, and Groundman Saeed Reahman cleared the tree from the highway, then worked from the bucket to make additional cuts in the area where the tree had fallen.

"They had to make it safe," explained Local 1245 Business Rep. Junior Ornelas. "They didn't want anything else falling onto the highway."



Junior Ornelas

Rafael Gonzales works from the bucket about 70 feet off the ground.

PROVCO



Junior Ornelas



Junior Ornelas

Frontier seeks takeaways in bargaining

Frontier Communications has proposed takeaways in general bargaining that began on Sept. 8.

Frontier wants to eliminate the company match to the 401(k) retirement plan, and has also proposed sharp increases in employee co-pays and deductibles on the medical plan.

"The company has proposed wage increases which, for the most part are eliminated" by the proposed medical and 401(k) takeaways, the Frontier Bargaining Committee said in a letter to members.

The committee observed, on a more positive note, that Frontier has responded in a more timely manner than in previous negotiations to union requests for important information, including data on the company's medical cost increases and the number of jobs that were let to contractors.

Although Frontier has terminated the labor agreement effective Sept. 30, by law the terms and conditions of the labor agreement stay in effect beyond this date while the parties are still in negotiations.

Committee members expressed appreciation for the calls of support they have received from union members at Frontier, and pledged to work around the clock to deliver the best possible agreement for the members' consideration.

The parties were joined in the September negotiations by Commissioner Lydia Boca from Federal Mediation and Conciliation.

The union's negotiating committee consists of Sheila Lawton, Eric Tanaka, Toot Nelson, Larry Martin and Tom Greer, along with Senior Business Representative Ray Thomas and Business Rep. Jack Osburn.

Honor roll

Assembly Members



Patty Berg



Wilma Chan



Rebecca Cohn



Ellen Corbet



Manny Diaz



John Dutra



Loni Hancock



John Laird



Mark Leno



Sally Lieber



Barbara Matthews



Gene Mullin



Simon Salinas



Steven Samuelian



Darrell Steinberg



Pat Wiggins



Lois Wolk



Leland Yee

California State Senators



John Burton



Wes Chesbro



Liz Figueroa



Deborah Ortiz



Byron Sher



Jackie Speier



Tom Torlakson



John Vasconcellos

Deregulation Roll-Call

AB 2006, which passed the legislature in August with strong backing from Local 1245, would have put an end to California's disastrous experiment with electric deregulation.

AB 2006 would have restored regulated utilities to a major role in power generation, meaning more reliable service for customers and more jobs for Local 1245 members.

AB 2006 also would have pounded the last nail in the coffin of the phony "competitive market" by continuing the ban on new "direct access" contracts.

AB 2006 would have protected California against the market manipulation that inflicted rolling blackouts on the state and cost consumers some \$70 billion. And AB 2006 would have protected Local 1245 members against a repeat of the job insecurity and public hostility we endured during California's deregulation experiment.

To his great discredit, Gov. Schwarzenegger vetoed the bill. But Local 1245 members have a right to know which legislators stood with us on the issue of electric service reliability and jobs. And which ones did not.

Dishonor roll

Assembly Members



Greg Aghazarian



Joe Canciamilla



Dave Cogdill



Dave Cox



Guy Houston



Rick Keene



Doug LaMalfa



Tim Leslie



Abel Maldonado



Bill Maze



Kevin McCarthy



Alan Nakanishi*



Joe Nation*



Nicole Parra



Sarah Reyes*



Joe Simitian

* Abstained or absent

California State Senators



Sam Aanestad



Roy Ashburn



Jeff Denham



Dean Florez



Mike Machado



Bruce McPherson



Rico Oller



Charles Poochigian

Who's going to tell Grandma Millie?

Gov. paves way for a return to electric deregulation

By Eric Wolfe

By vetoing AB 2006, the bill to re-regulate California's electric industry, Gov. Arnold Schwarzenegger has paved the way for a new experiment in electric power markets.

AB 2006, which had strong backing from Local 1245, would have restored to regulated utilities a major role in power generation. It also would have left in place the temporary prohibition on new "direct access" contracts between large customers and independent generators.

The governor has said he wants to make sure that utilities line up sufficient sources of power to avoid the rolling blackouts that swept the state in 2001. He apparently believes the best way to avoid such blackouts is to turn California's energy supply over to the very same coterie of generators and marketers who criminally manipulated the state's power system in 2000-2001, driving PG&E into bankruptcy and disrupting power to millions on several occasions.

"California tried turning the electric system over to unregulated power suppliers once before. It didn't work, and California lost \$70 billion in the process," said Local 1245 Business Manager Perry Zimmerman. "AB 2006 gave Gov. Schwarzenegger a way to make sure that California remains in control of its energy destiny, but the governor showed he is more concerned about pleasing the corporations who want another try at capturing California's electric market."

Assembly Speaker Fabian Nuñez, who carried AB 2006 in the Legislature, blasted the governor's veto, saying it left "power pirates ... firmly in control of our energy future."

In another veto, the governor rejected a bill that would have pushed up the deadline for requiring that at least 20% of the state's energy come from renewable sources. That veto casts serious doubts on the sincerity of Schwarzenegger's repeated pledges of support for renewables.

The two vetoes taken together

suggest that Schwarzenegger has no real plan for California's energy future other than pleasing the business interests who want deregulation.

Direct Access

Schwarzenegger has said he favors returning to a system of direct access, where businesses can enter into contracts for power from individual, unregulated suppliers.

Direct access has strong appeal to free market theorists, but hasn't worked so well in the real world. The market collapse in 2000-2001 showed that direct access customers come crawling back to the utilities and the shelter of regulated rates when the going gets tough.

A system of direct access makes it impossible for utilities to predict how big a load they will need to serve. What utility will build a new power plant if it has no way of knowing whether there will be any demand for its output?

With new electric shortages looming on the horizon, AB 2006 gave Schwarzenegger an opportunity to restore a system of regulation that would enable utilities to plan rationally for the future, much as they did before Gov. Pete Wilson pushed California into its first experiment with deregulation in the mid-1990s.

But Schwarzenegger chose instead to embrace the discredited notion that unregulated power suppliers and marketers can be relied on to provide California the power it needs, ignoring the trumped-up shortages of 2000-2001, and ignoring the power suppliers' inability to help California cope with the threat of shortages the state now faces.

Multiple investigations into the energy crisis showed that unregulated generators and marketers—with no obligation to serve California— withheld power when supplies were at least marginally adequate. (See accompanying story at right). Now that California needs new plants to meet future electricity demand, the unregulated generators have been

unable to secure financing.

With the "supply and demand" model in smoking ruins, Schwarzenegger has to patch together a new theory of why customers won't be left high and dry (or cold and dark) by electric markets. And apparently he has.

Joe Desmond, Schwarzenegger's deputy secretary for energy, says the state will create a new "electricity capacity market" and suppliers will be held to "resource adequacy requirements."

New Rhetoric, Familiar Smell

The rhetoric is new, but the smell is familiar. Generators and marketers will no longer play in an "electric market." They will play in an "electric capacity market." By some mysterious alchemy, the bad players and faulty dynamics of the last experiment will blossom into a fully-functioning market that takes care of the electricity needs of everybody.

No chance we'll step off the same \$70 billion cliff we went over last time we were led down this path. Trust the governor.

One more thing. We can't be having regulated rates for Grandma Millie. You remember Grandma Millie—the fictitious California customer that Enron traders bragged about ripping off back in 2000.

During that deregulation fiasco, when the CPUC was forced to hike rates to keep the power on, the Legislature imposed a rate cap that shielded about 60% of the state's smallest residential consumers from the hikes. Schwarzenegger wants to eliminate that cap.

The governor calls this "rate relief."

And indeed, his plan may come as a relief—to the large industrial users who will be getting parachutes when the governor pushes us off that cliff, and to the unregulated companies positioning themselves for another crack at California's treasury.

But who's going to tell Grandma Millie?

A tale of greed and depravity

Prosecution of Enron in the state of Washington unearthed taped conversations that revealed the greed and outright depravity that electric deregulation unleashed.

In one tape, Enron's Timothy Belden could be overheard bragging about how one of his traders, Jeffrey Richter, stole money from California.

"He steals money from California to the tune of about a million..." Belden said in the Aug. 8, 2000, call.

Both Belden and Richter eventually pleaded guilty to federal charges related to market manipulation.

In another conversation on Nov. 30, 2000, two Enron traders joked about California's demand for \$8.9 billion in energy refunds.

"So the rumor's true? They're (expletive) takin' all the money back from you guys? All the money you guys stole from those poor grandmothers in California," said one trader.

"Yeah, Grandma Millie, man. But she's the one who couldn't figure out how to (expletive) vote on the butterfly ballot," replied another trader, referring to the disputed presidential election results in Florida.

The documents provided new insight into Enron schemes with names like "Donkey Punch," "Ping Pong," "Sidewinder" and "Russian Roulette."

In one "ricochet" scheme used during a Stage 2 power alert in California, Enron traders were able to make \$222,678 in three hours by buying electricity from California, shipping it to Oregon, then selling it back to California at \$750 per megawatt hour—10 to 20 times the usual cost.

Canus pact

Local 1245 members ratified an agreement with Canus Corp. in a mail ballot counted on Sept. 17.

Canus, a contractor performing substation work, agreed to increase wages by 4% effective April 1, 2005, with additional 4% increases retroactive to April 1, 2003 and April 1, 2004.

In-Lieu-of-Benefits payments will be increased 9% April 1, 2005, with retroactive increases of 15% effective April 1, 2003 and 11% effective April 1, 2004. Daily subsistence pay was also increased.

Local 1245 represents Substation, Communications and Relay Test Technicians, and Line Specialists.

Negotiating for the union were David Bramlett and Local 1245 staff members Dave Crawford, Richard Dunkin, Roy Dunkin, and Jeff Johnstone.

Jurisdictional change impacts Outside Construction

A change in jurisdiction for Outside Construction work in California will effect dispatch procedures for some IBEW members working in California.

The jurisdictional change, ordered by International President Edwin Hill, put IBEW Local 47 in charge of dispatch in southern California ef-

fective Sept. 1, while Local 1245 continues to dispatch to northern jobs from its Vacaville headquarters.

Members wanting to work in the southern jurisdiction are no longer able to sign up in Vacaville, but will be required instead to sign up through the Riverside office, which is now administered by Local 47.

Members who were Book 1 in the north will still be Book 1 in the south, according to Local 1245 Business Rep. Dave Crawford.

"It's the same agreement. The only thing that has changed is the name of the union on the front cover—it now includes Local 47 as well as Local 1245," Crawford said.

Local 47 will be the dispatching point for applicants for employment in the Nevada county of Esmeralda and Nye County north of the Mount Diablo base line. Local 47 will also be the dispatching point for the California counties of San Diego, Impe-

rial, Orange, Los Angeles, Riverside, San Bernardino, Ventura, Inyo, and Mono, and for work on non-PG&E properties in Santa Barbara, Kern, Kings and Tulare Counties.

Local 1245 will continue to be the dispatching point for the Nevada counties of White Pine, Churchill, Mineral, Lyon, Douglas, Storey, Washoe, Pershing, Lander, Eureka, Elko, Humboldt, and Ormsby, as well as the remaining California counties.

Staff Departures

With sadness, Local 1245 accepted the resignations of Outside Construction staff in the south: Assistant Business Manager Richard Dunkin, Business Reps. Jeff Johnstone and Roy Dunkin, and Dispatcher Corrine Mascarenas. Dispatcher Gina Khalil exercised her contractual right to move into a position in the union's Vacaville office.

Outside Unit

Unit 4911, Outside Construction (North) will begin meeting on the second Wednesday of the month effective in November. Meetings will begin at 7 p.m. Location is Ronald T. Weakley Hall, 30 Orange Tree Circle in Vacaville.

Dave Crawford,
Business Rep.

New health provider option for PG&E 'Open Enrollment'

Local 1245 members will enjoy additional options for health care in some areas during PG&E's 2005 Open Enrollment period.

Open Enrollment will be Oct. 25 to Nov. 5. For retirees, Open Enrollment is Oct. 11-22.

Open Enrollment gives Local 1245 members the opportunity to make changes to their union-negotiated, company-sponsored health plans, with changes taking effect on Jan. 1, 2005.

In 2005, PG&E will begin offering the Blue Shield of California Access + HMO. This plan will provide an HMO option for many who live outside the service areas of the HMOs PG&E currently offers.

Specifically, this expansion of service will bring an HMO to Butte County, where no HMO is currently offered.

In some counties where only one

HMO has been offered, the addition of the Blue Shield plan will provide an additional option.

To see if their doctor is a participant in the Blue Shield HMO, members can check the Blue Shield website at www.mylifepath.com.

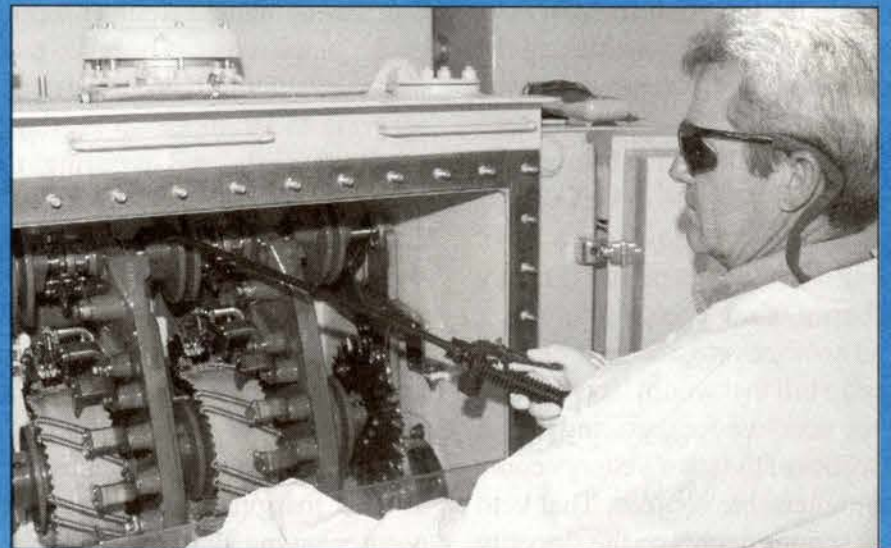
The Blue Shield Access+HMO will allow members, for a \$30 co-pay, to go to a specialist within the medical group/IPA without a referral from their primary caregiver.

Active employees can enroll online or by calling the HR Service Center's automated phone system. Retirees should call the HR Service Center directly to enroll. Look for the enrollment package in the mail shortly before Open Enrollment begins.

PG&E suggests that this is a good time to review dependent information and drop any dependents who are no longer eligible for coverage.

City of Roseville line position

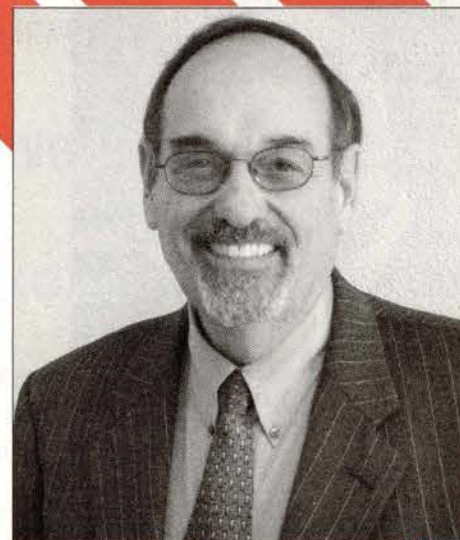
The City of Roseville is seeking a Lineman/Lineworker (Line Technician). Three years of experience performing Apprentice Line Technician duties is required. Benefit/compensation plan includes salary (\$4203 - \$5632/mo.), deferred compensation PERS retirement (2.7% @ 55 plan), health benefits, vacation and sick leave. Deadline: October 27, 2004. For an application and job announcement, call 916-774-5475 or download from www.roseville.ca.us, or go to 311 Vernon St., Roseville, CA.



INSPECTION
Dennis Torres, Electronics Tech II working at the Park Substation for the City of Roseville, inspects load tap changer for broken parts.

IBEW LOCAL 1245

CANDIDATE SURVEY: CALIFORNIA LEGISLATURE



Dear Member,

Occasionally I receive letters from members complaining that the union is telling them who to vote for. This isn't the case. The union does not tell anybody who to vote for. But we do invest a considerable amount of effort into finding out how the candidates stand on issues that affect our members, showing you what we have found out, and then *recommending* candidates based on their positions. Under our union by-laws, that is our responsibility, and we take it very seriously.

In the pages that follow, Local 1245 profiles the candidates for California Assembly, California Senate, and US Senate to provide you with basic facts about these candidates.

Over the past two years, the California Legislature has passed bills to expand health insurance coverage for workers in our state, fight corporate tax avoidance schemes that hurt our economy, increase penalties against employers who fail to pay the wages they owe, and strengthen protections for workers who file legitimate complaints with the Labor Commissioner.

Some legislators stood with us on these issues. Other legislators told us to take a hike.

Your union does not tell you how to vote. That's your decision to make, not ours. The following pages are designed to show you what we have found out about the candidates so that you can make an informed decision.

Exercise your rights. Register to vote in California by October 18th and vote on November 2nd.

A handwritten signature in blue ink that reads "Perry Zimmerman".

Perry Zimmerman
Business Manager

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John Kerry has a jobs-based program to put



Under George Bush, America has lost 1.7 million private-sector jobs. Wage growth is the slowest in 40 years. Family health premiums are up 64%—the fastest increase on record. Inflation-adjusted exports are down under Bush, the first president on record to preside over a decline in exports. Business investment is down under Bush, making him the first president on record to oversee a decline in investment.

John Kerry believes it's time to put America's economy back in working order.

Create Good-Paying Jobs in America

- Kerry will end tax breaks for companies that ship jobs overseas, and eliminate the ability of companies to defer paying US taxes on foreign income.
- Kerry will restart job growth immediately with an expanded New Jobs Tax Credit that covers new jobs in manufacturing, other industries affected by outsourcing, and small businesses.
- Rather than simply funneling money to the oil industry, Kerry supports ambitious investments in energy independence, helping to create the high-tech, high-wage jobs of the future in producing new energy efficient technologies.

Protect the Incomes of Working Families

- Kerry will repeal Bush's recent order that bans overtime pay for 6 million workers. Kerry will resist any attempt by Congress to substituting "comp time" for actual overtime pay.
- Kerry supports raising the Minimum Wage from \$5.15/hour to \$7.00/hour by 2007.
- Kerry supports the Employee Free Choice Act, which would require employer recognition of a union when 50% of workers sign cards requesting representation.

Restore Fairness to the Tax System

- Kerry will roll back the tax cuts for families making over \$200,000 annually and close corporate tax loopholes.
- Kerry will extend and make permanent the middle class tax cuts. Kerry supports a larger child tax credit, a reduction in the marriage penalty, and lower taxes for middle-class families.

"What an impressive crowd: the haves, and the have-mores. Some people call you the elite, I call you my base."

George W. Bush, speaking to an upscale gathering of his supporters

When the Bush administration sent its proposed 2004 budget to Congress in February 2003, it omitted a US Treasury Department study that predicted huge deficits far beyond the administration's projections. The Treasury study also said tax increases were needed to close the astonishing \$44 trillion deficit the study predicted.

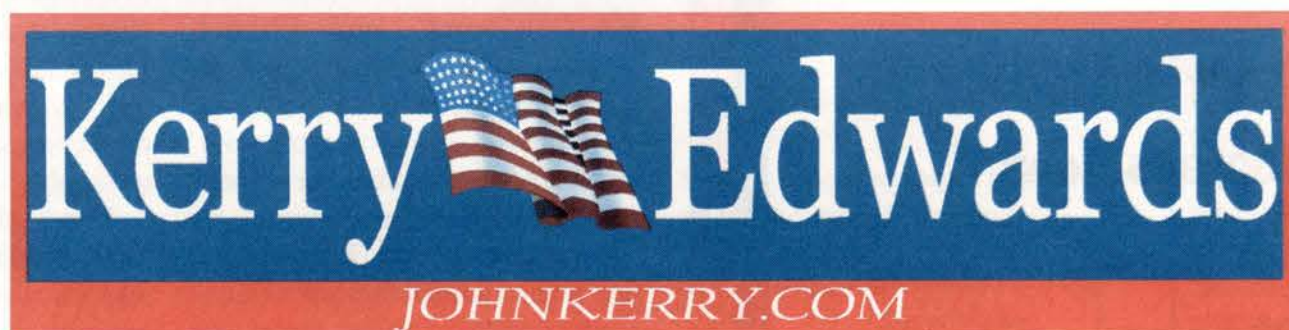
America's economy back in working order

- ⚡ Kerry will lower the cost of prescription drugs by lowering barriers for generic drugs and allowing the reimportation of safe prescription drugs from Canada.
- ⚡ The Kerry plan will use targeted tax cuts to extend affordable, high-quality coverage to 95% of Americans, including every child. Kerry will provide all Americans with access to the same coverage that members of Congress give themselves.
- ⚡ Kerry will push the McCain-Kerry Corporate Welfare Commission to eliminate unnecessary corporate welfare, estimated currently at \$65 billion annually, and use the savings to reduce the deficit.
- ⚡ Kerry has pledged that he will not allow domestic discretionary spending (excluding defense and homeland security) to grow any faster than inflation. He will press for new budget caps and constitutional line-item veto power to ensure that spending does not grow on auto-pilot.
- ⚡ Kerry believes that competition should be based on issues of quality and cost, not the suppression of workers' rights and living standards. When trade agreements allow the exploitation of workers overseas, it accelerates job flight from the United States.
- ⚡ Kerry supports stepped-up action to strengthen workers' rights and stamp out abusive child labor.
- ⚡ Kerry has pledged to order an immediate 120-day review of all existing trade agreements to make sure they are being enforced and are working properly.
- ⚡ Kerry will initiate an annual review of progress toward establishing core labor rights around the world.

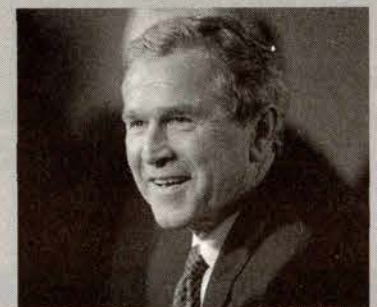
**Make Health Care
More Affordable**

**Restore Fiscal
Responsibility**

Fair Trade



Instead of facing up to this growing fiscal crisis in America's economy, Bush's budget called for a \$726 billion tax cut—once again aimed primarily at the wealthy. When the bills come due (and they will), our children are the ones who will pay for Bush's lavish party for the rich. The bills will only get higher as long as America remains on its present course.



Making all employers pay for health care insurance

California, like the rest of the nation, is experiencing a health care crisis. Over six million people in the state are uninsured, and the number is growing.

When workers without health insurance seek help from hospitals, clinics and trauma centers, employers who *do* provide insurance end up paying the bill in the form of higher premiums. Those employers then come to the bargaining table and ask



unionized workers to pay a higher percentage of the premiums, higher deductibles, and higher co-payments for office visits. Some employers are simply dropping coverage altogether for their employees.

This system makes no sense whatsoever. Bad employers are rewarded. Good employers are punished. Insured workers watch their coverage being eroded and their wallets being raided.

Now California has done something about it. The Health Insurance Act of 2003 expands California's current employer-based health care system to provide health coverage to over one million uninsured Californians. The new law requires medium and large employers to pay a user fee into a state health purchasing fund, which then purchases health

Key Vote: SB 2

insurance for eligible workers and their dependents. Employers who choose to provide coverage themselves receive a credit against this fee.

The Health Insurance Act of 2003 extends coverage to between 1 million and 1.5 million workers and their family members, including 200,000 children. Workers will pay no more than 20% of premium, and share of premium will be capped for low-wage workers at 5% of their wages. The law also provides for limits on total co-pays and deductibles.

Opponents of this important law are trying to get it repealed in a November referendum. They try to argue that the state can't afford it. But in reality, the state saves money when employers pay their fair share

of the health care burden. Right now between 40% and 50% of Medi-Cal enrollees and most Healthy Families enrollees are workers or their children. As their employers begin to pay into the new state health purchasing fund, the fund pays the state's share of these health care costs—saving taxpayers an estimated \$620-\$900 million each year.

And with more employers paying toward health care costs, it will ease the pressure that is currently driving premiums through the roof.

The Health Insurance Act of 2003 doesn't solve all the problems with our health care system. But it is a huge step in the right direction.

The Health Insurance Act of 2003 passed the Assembly 46-32 on Sept. 13, 2003, and passed the Senate 25-15 on Sept. 12, 2003.

Check the following pages to see where the candidates stand on employer-provided health insurance.

Protecting workers who speak up

Key Vote: AB 274

In California's underground economy, workers risk losing their job if they report serious workplace injuries, refuse to work with unsafe tools or equipment, or request work breaks.

Under existing law, it is illegal to fire or discriminate against an employee for filing complaints with the Labor Commissioner. The problem comes when a discharged employee tries to *prove* that filing the complaint was the reason for the firing.

Assembly Bill 274 modifies existing law to create a "rebuttable assumption" that such terminations are retaliatory against the employee. In other words, the burden is on the employer to prove that the termination was *not* an act of retaliation.

The bill contains protections for employers, too. If there is clear and

convincing evidence that the employee has fabricated a retaliation claim to forestall termination, the protections contained in this bill do not apply.

Unscrupulous employers routinely retaliate against employees who dare to speak up. Safe, productive workplaces cannot flourish in this climate of fear. AB 274, which was vetoed by Gov. Davis, could have provided much-needed relief to California's most at-risk workers.

AB 274 passed the Assembly 46-33 on Sept. 10, 2003. It passed the Senate 22-14 on Sept. 9, 2003.

Did your Assembly Member and Senator support this important protection for workers? Or did they turn their back on us? Where do the challengers stand? Find out in the following pages.

Register to Vote

It's Easy!

For an application, call:

(800) 345-8683

For on-line application, go to:

www.ss.ca.gov/elections/votereg1.html

Hurry: In Order to Vote on November 2nd you must complete the registration process by October 18th.

Penalizing employers who cheat workers

Some penalties for labor law violations have not been increased in 20 years. Without an adequate deterrent, certain employers simply flout the laws protecting California workers.

AB 276 creates a more significant deterrent to violations of labor laws by making the consequences more meaningful. The new law increases civil penalties for specified violations of the Labor Code, and earmarks a portion of the increased penalties to a fund dedicated to educating employers about their obligations under state labor law.

AB 276 increases the penalty for failure to pay wages or the unlawful withholding of wages from \$50 to \$100 for an initial violation, and from \$100 to \$200 for a subsequent or willful violation, plus 25% of the amount unlawfully held.

It also provides that 12.5% of the penalties recovered for failure to pay wages or the unlawful withholding of wages shall be paid into a fund dedicated to educating employers

about state labor laws, and the remainder will be paid into the state's General Fund.

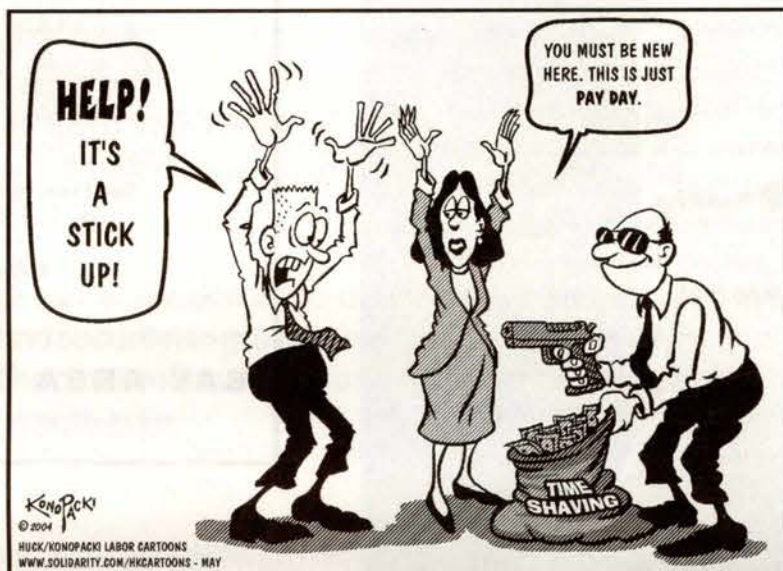
AB 276 requires an employer, at the time of each payment of wages, to provide each employee an "accurate" itemized statement showing specified information. It also increases the penalty for an initial in-

tentional failure to pay the minimum wage from \$50 to \$100 for each underpaid employee per pay period.

This bill passed the Assembly on Aug. 21, 2003 by 47-31, and passed the Senate 21-12 on July 24, 2003.

See the following pages to find out how your legislators voted, and to see where the challengers stand.

Key Vote: AB 276



Protection against corporate off-shoring

Some corporations are deliberately reincorporating offshore to avoid paying US taxes, sticking millions of working people in California with an unfair tax load.

Tyco, for example, has flouted US taxation and legal protections for investors by reorganizing in Bermuda, the Cayman Islands and other offshore locales.

These tax schemes, known as "expatriation," hurt working people, who are left with a greater share of the tax burden. Expatriation also has a direct and detrimental effect on shareholders, and undermines the trust of Americans in the essential fairness of our financial systems.

Expatriation is blatantly unfair to other publicly-traded corporations that meet their corporate responsibilities and pay their fair share of state and federal corporate income

taxes. Off-shoring to avoid taxes is particularly offensive at a time of budget shortfalls when the state is struggling to pay for critical needs.

Senate Bill 640 establishes the California Taxpayer and Shareholder Act of 2003, which prohibits a state agency from entering into any agreement or contract with a publicly-held expatriate corporation unless the corporation provides specified shareholder rights and other legal and financial arrangements.

This important bill passed the Assembly by

48-29 on Sept. 8, 2003, and the Senate by 25-13 on Sept. 11, 2003.

See the following pages to find out where the candidates stand.

Key Vote: SB 640



Did Your Legislators
Vote

FOR

Working People
or

AGAINST

Working People
on These Key Issues?

Use the Maps on Pages 12 and 16 to Identify Your State Senator and Assembly Member. Then Find Their Voting Records and Compare Them To the Challengers' Positions on These Same Issues.

Are candidates' answers credible?

The positions taken by Incumbents in the following pages are 100% accurate: their votes on these issues were recorded and are part of the public record.

But how about the Challengers? Their positions are based on their written responses to the Local 1245 survey. Are they giving honest answers, or merely telling us what they think we want to hear?

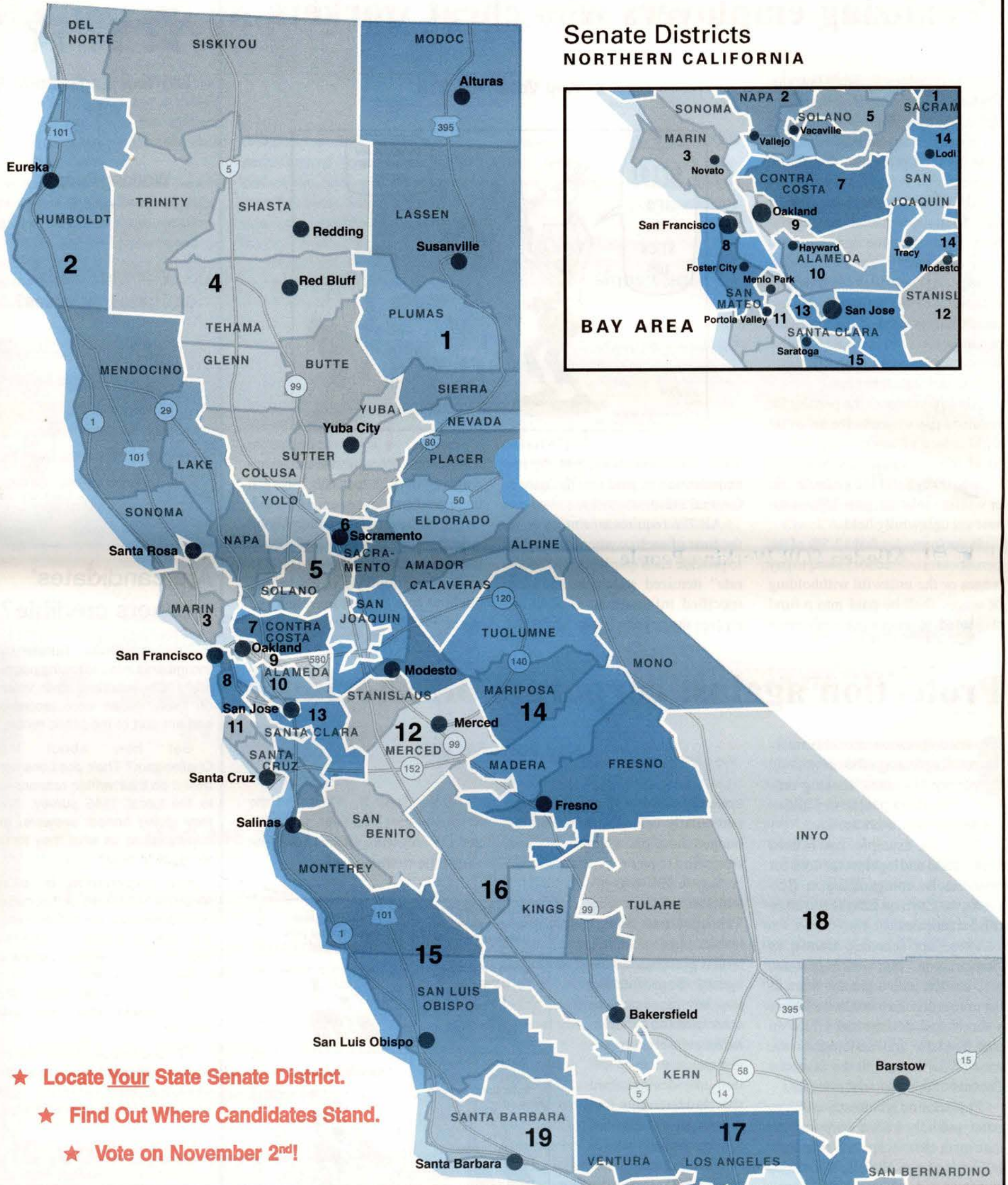
Our experience in past elections has shown us that many candidates stay true to their word. But a few candidates who express support for pro-worker positions in the survey end up voting against workers on these very same issues once they are elected.

We encourage you to use as many different sources as possible in evaluating the candidates for office in your area.

Vote Nov. 2!

Hold Your State Senators Accountable!





























Senate Districts NORTHERN CALIFORNIA



- ★ **Locate Your State Senate District.**
- ★ **Find Out Where Candidates Stand.**
- ★ **Vote on November 2nd!**

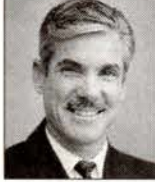




Issues











Where Do the Candidates Stand?

 No Incumbent Kristine Lang McDonald	District 1 California Senate	No Incumbent  Dave Cox
<p> Health Care Benefits (SB 2) McDonald FOR Working People</p> <p> Protection Against Off-Shoring (SB 640) McDonald FOR Working People</p> <p> Labor Law Violators (AB 276) McDonald FOR Working People</p> <p> Anti-Retaliation Against Workers (AB 274) McDonald FOR Working People</p>	<p><small>All or portions of Alpine, Amador, Calaveras, El Dorado, Lassen, Modoc, Mono, Nevada, Placer, Plumas, Sacramento and Sierra Counties (See page 12)</small></p>	<p> Health Care Benefits (SB 2) Cox AGAINST Working People</p> <p> Protection Against Off-Shoring (SB 640) Cox AGAINST Working People</p> <p> Labor Law Violators (AB 276) Cox AGAINST Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Cox AGAINST Working People</p>
 No Incumbent Carole Migden	District 3 California Senate	No Incumbent  Andrew Dennis Felder
<p> Health Care Benefits (SB 2) Migden FOR Working People</p> <p> Protection Against Off-Shoring (SB 640) Migden FOR Working People</p> <p> Labor Law Violators (AB 276) Migden FOR Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Migden FOR Working People</p>	<p><small>All of Marin County and portions of Sonoma and San Francisco Counties (See page 12)</small></p>	<p> Health Care Benefits (SB 2)</p> <p> Protection Against Off-Shoring (SB 640)</p> <p> Labor Law Violators (AB 276)</p> <p> Anti-Retaliation Against Workers (AB 274)</p> <p style="text-align: center; font-size: 2em; transform: rotate(-15deg);">Refused To Take A Stand</p>
 Incumbent Mike Machado	District 5 California Senate	Challenger  Gary Podesto
<p> Health Care Benefits (SB 2) Machado FOR Working People</p> <p> Protection Against Off-Shoring (SB 640) Machado FOR Working People</p> <p> Labor Law Violators (AB 276) Machado FOR Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Machado FOR Working People</p>	<p><small>All or portions of Sacramento, San Joaquin, Solano, and Yolo Counties (See page 12)</small></p>	<p> Health Care Benefits (SB 2)</p> <p> Protection Against Off-Shoring (SB 640)</p> <p> Labor Law Violators (AB 276)</p> <p> Anti-Retaliation Against Workers (AB 274)</p> <p style="text-align: center; font-size: 2em; transform: rotate(-15deg);">Refused To Take A Stand</p>











Issues

Where Do the Candidates Stand?

	Incumbent	District 7 California Senate	Challenger
Tom Torlakson		Contra Costa County (See page 12)	No Major Party Challenger
	Health Care Benefits (SB 2)	Torlakson FOR Working People	
	Protection Against Off-Shoring (SB 640)	Torlakson FOR Working People	
	Labor Law Violators (AB 276)	Torlakson FOR Working People	
	Anti-Retaliation Against Workers (AB 274)	Torlakson AGAINST Working People	

	Incumbent	District 9 California Senate	Challenger	
Don Perata		Alameda and part of Contra Costa Counties (See page 12)	Patricia Deutsche	
	Health Care Benefits (SB 2)	Perata FOR Working People		
	Protection Against Off-Shoring (SB 640)	Perata FOR Working People		
	Labor Law Violators (AB 276)	Perata FOR Working People		
	Anti-Retaliation Against Workers (AB 274)	Perata FOR Working People		
	Health Care Benefits (SB 2)	Deutsche AGAINST Working People		
	Protection Against Off-Shoring (SB 640)	Deutsche AGAINST Working People		
	Labor Law Violators (AB 276)	Deutsche AGAINST Working People		
	Anti-Retaliation Against Workers (AB 274)	Deutsche AGAINST Working People		

Refused To Take A Stand

	No Incumbent	District 11 California Senate	No Incumbent	
Joe Simitian		Parts of San Mateo, Santa Clara and Santa Cruz Counties (See page 12)	Jon Zellhoefer	
	Health Care Benefits (SB 2)	Simitian FOR Working People		
	Protection Against Off-Shoring (SB 640)	Simitian FOR Working People		
	Labor Law Violators (AB 276)	Simitian FOR Working People		
	Anti-Retaliation Against Workers (AB 274)	Simitian FOR Working People		
	Health Care Benefits (SB 2)	Zellhoefer AGAINST Working People		
	Protection Against Off-Shoring (SB 640)	Zellhoefer FOR Working People		
	Labor Law Violators (AB 276)	Zellhoefer FOR Working People		
	Anti-Retaliation Against Workers (AB 274)	Zellhoefer FOR Working People		

Issues

Where Do the Candidates Stand?



No Incumbent

Elaine Alquist

**District 13
California Senate**
Santa Clara County (See page 12)

No Incumbent

Shane Patrick Connolly



Health Care Benefits (SB 2)

Alquist FOR Working People



Protection Against Off-Shoring (SB 640)

Alquist FOR Working People



Labor Law Violators (AB 276)

Alquist FOR Working People



Anti-Retaliation Against Workers (AB 274)

Alquist FOR Working People



Health Care Benefits (SB 2)

Connolly AGAINST Working People



Protection Against Off-Shoring (SB 640)

Connolly AGAINST Working People



Labor Law Violators (AB 276)

Connolly AGAINST Working People



Anti-Retaliation Against Workers (AB 274)

Connolly AGAINST Working People



No Incumbent

Margaret 'Peg' Pinard

**District 15
California Senate**
Parts of San Luis Obispo, Santa Cruz
Monterey and Santa Clara Counties (See
page 12)

No Incumbent

Abel Maldonado



Health Care Benefits (SB 2)

Pinard FOR Working People



Protection Against Off-Shoring (SB 640)

Pinard FOR Working People



Labor Law Violators (AB 276)

Pinard FOR Working People



Anti-Retaliation Against Workers (AB 274)

Pinard FOR Working People



Health Care Benefits (SB 2)

Maldonado AGAINST Working People



Protection Against Off-Shoring (SB 640)

Maldonado FOR Working People



Labor Law Violators (AB 276)

Maldonado AGAINST Working People

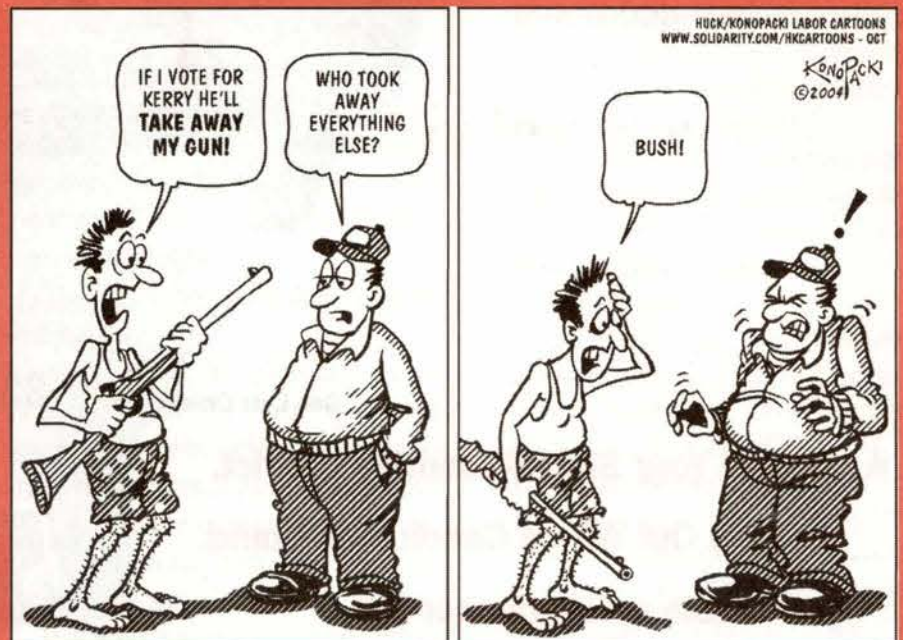


Anti-Retaliation Against Workers (AB 274)

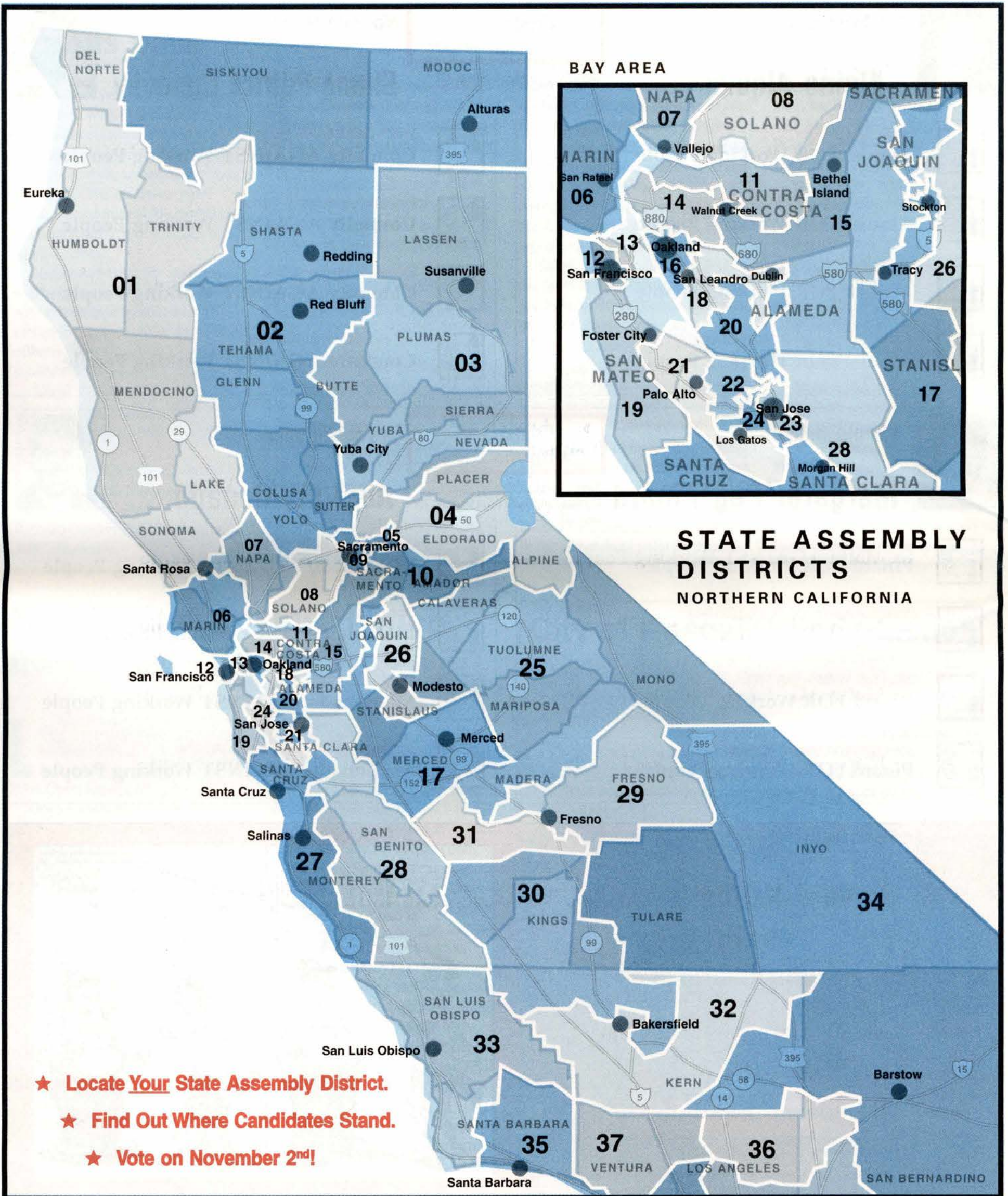
Maldonado AGAINST Working People

OCTOBER 18
Deadline for Registering
to Vote in California.

NOVEMBER 2
General Election









Hold Your State Assembly Member Accountable!



Issues

Where Do the Candidates Stand?

Incumbent	District 1 California Assembly	Challenger
 <p>Patty Berg</p> <p>Health Care Benefits (SB 2) Berg FOR Working People</p> <p>Protection Against Off-Shoring (SB 640) Berg FOR Working People</p> <p>Labor Law Violators (AB 276) Berg FOR Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Berg FOR Working People</p>	<p>All or portions of Del Norte, Humboldt, Mendocino, Lake and Sonoma Counties (See page 16)</p>	 <p>Ray Tyrone</p> <p>Health Care Benefits (SB 2) Tyrone AGAINST Working People</p> <p>Protection Against Off-Shoring (SB 640) Tyrone FOR Working People</p> <p>Labor Law Violators (AB 276) Tyrone FOR Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Tyrone AGAINST Working People</p>
Incumbent	District 2 California Assembly	Challenger
 <p>Doug La Malfa</p> <p>Health Care Benefits (SB 2) La Malfa AGAINST Working People</p> <p>Protection Against Off-Shoring (SB 640) La Malfa AGAINST Working People</p> <p>Labor Law Violators (AB 276) La Malfa AGAINST Working People</p> <p>Anti-Retaliation Against Workers (AB 274) La Malfa AGAINST Working People</p>	<p>All or portions of Shasta, Siskiyou, Tehama, Glenn, Colusa, Sutter, Yolo and Butte Counties (See page 16)</p>	 <p>Barbara McIver</p> <p>Health Care Benefits (SB 2) McIver FOR Working People</p> <p>Protection Against Off-Shoring (SB 640) McIver FOR Working People</p> <p>Labor Law Violators (AB 276) McIver FOR Working People</p> <p>Anti-Retaliation Against Workers (AB 274) McIver FOR Working People</p>
Incumbent	District 3 California Assembly	Challenger
 <p>Richard Keene</p> <p>Health Care Benefits (SB 2) Keene AGAINST Working People</p> <p>Protection Against Off-Shoring (SB 640) Keene AGAINST Working People</p> <p>Labor Law Violators (AB 276) Keene AGAINST Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Keene AGAINST Working People</p>	<p>All or portions of Lassen, Plumas, Sierra, Nevada, Yuba, Butte, and Placer Counties (See page 16)</p>	 <p>Robert Woods</p> <p>Health Care Benefits (SB 2) Woods FOR Working People</p> <p>Protection Against Off-Shoring (SB 640) Woods FOR Working People</p> <p>Labor Law Violators (AB 276) Woods FOR Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Woods FOR Working People</p>

Issues

Where Do the Candidates Stand?



Incumbent

Tim Leslie

**District 4
California Assembly**

All or portions of Placer, El Dorado, Amador, Calaveras, Alpine and Mono Counties (See page 16)

Challenger

Todd Schwenk



Health Care Benefits (SB 2)

Leslie AGAINST Working People



Protection Against Off-Shoring (SB 640)

Leslie AGAINST Working People



Labor Law Violators (AB 276)

Leslie AGAINST Working People



Anti-Retaliation Against Workers (AB 274)

Leslie AGAINST Working People



Health Care Benefits (SB 2)

Schwenk FOR Working People



Protection Against Off-Shoring (SB 640)

Schwenk FOR Working People



Labor Law Violators (AB 276)

Schwenk FOR Working People



Anti-Retaliation Against Workers (AB 274)

Schwenk FOR Working People



No Incumbent

Sandra Carey

**District 5
California Assembly**

Portions of Sacramento County (See page 16)

No Incumbent

Roger Niello



Health Care Benefits (SB 2)

Carey FOR Working People



Protection Against Off-Shoring (SB 640)

Carey FOR Working People



Labor Law Violators (AB 276)

Carey FOR Working People



Anti-Retaliation Against Workers (AB 274)

Carey FOR Working People



Health Care Benefits (SB 2)



Protection Against Off-Shoring (SB 640)



Labor Law Violators (AB 276)



Anti-Retaliation Against Workers (AB 274)

Refused To Take A Stand



Incumbent

Joe Nation

**District 6
California Assembly**

All or portions of Marin and Sonoma Counties (See page 16)

Challenger

Carolyn Patrick

No Photo Available



Health Care Benefits (SB 2)

Nation FOR Working People



Protection Against Off-Shoring (SB 640)

Nation FOR Working People



Labor Law Violators (AB 276)

Nation FOR Working People



Anti-Retaliation Against Workers (AB 274)

Nation FOR Working People



Health Care Benefits (SB 2)



Protection Against Off-Shoring (SB 640)



Labor Law Violators (AB 276)



Anti-Retaliation Against Workers (AB 274)

Refused To Take A Stand

Issues

Where Do the Candidates Stand?



No Incumbent

Noreen Evans



Health Care Benefits (SB 2)

Evans FOR Working People



Protection Against Off-Shoring (SB 640)

Evans FOR Working People



Labor Law Violators (AB 276)

Evans FOR Working People



Anti-Retaliation Against Workers (AB 274)

Evans FOR Working People

**District 7
California Assembly**

All or portions of Napa and Sonoma Counties (See page 16)

No Incumbent

Patricia 'Pat' Krueger

No Photo Available



Health Care Benefits (SB 2)



Protection Against Off-Shoring (SB 640)



Labor Law Violators (AB 276)



Anti-Retaliation Against Workers (AB 274)

Refused To Take A Stand



Incumbent

Lois Wolk



Health Care Benefits (SB 2)

Wolk FOR Working People



Protection Against Off-Shoring (SB 640)

Wolk FOR Working People



Labor Law Violators (AB 276)

Wolk FOR Working People



Anti-Retaliation Against Workers (AB 274)

Wolk FOR Working People

**District 8
California Assembly**

All or portions of Solano, Yolo and Sacramento Counties (See page 16)

Challenger

John Munn



Health Care Benefits (SB 2)

Munn AGAINST Working People



Protection Against Off-Shoring (SB 640)

Munn AGAINST Working People



Labor Law Violators (AB 276)

No Position



Anti-Retaliation Against Workers (AB 274)

Munn AGAINST Working People



No Incumbent

Dave Jones



Health Care Benefits (SB 2)

Jones FOR Working People



Protection Against Off-Shoring (SB 640)

Jones FOR Working People



Labor Law Violators (AB 276)

Jones FOR Working People



Anti-Retaliation Against Workers (AB 274)

Jones FOR Working People

**District 9
California Assembly**

Portions of Sacramento County (See page 16)

No Incumbent

Gaspar Garcia



Health Care Benefits (SB 2)

Garcia FOR Working People



Protection Against Off-Shoring (SB 640)

Garcia FOR Working People



Labor Law Violators (AB 276)

Garcia FOR Working People







Anti-Retaliation Against Workers (AB 274)

Garcia FOR Working People

Issues

Where Do the Candidates Stand?

 <p>Incumbent</p> <p>Alan Nakanishi</p> <p>Health Care Benefits (SB 2) Nakanishi AGAINST Working People</p> <p>Protection Against Off-Shoring (SB 640) Nakanishi AGAINST Working People</p> <p>Labor Law Violators (AB 276) Nakanishi AGAINST Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Nakanishi AGAINST Working People</p>	<p>District 10 California Assembly</p> <p>All or portions of Sacramento and San Joaquin Counties (See page 16)</p> <p>Challenger</p> <p>No Major Party Challenger</p>
 <p>Incumbent</p> <p>Joe Canciamilla</p> <p>Health Care Benefits (SB 2) Canciamilla FOR Working People</p> <p>Protection Against Off-Shoring (SB 640) Canciamilla FOR Working People</p> <p>Labor Law Violators (AB 276) Canciamilla FOR Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Canciamilla FOR Working People</p>	<p>District 11 California Assembly</p> <p>Portions of Contra Costa County (See page 16)</p> <p>Challenger</p> <p>Paul Santiago</p> <p>No Photo Available</p> <p>Health Care Benefits (SB 2) Santiago AGAINST Working People</p> <p>Protection Against Off-Shoring (SB 640) Santiago AGAINST Working People</p> <p>Labor Law Violators (AB 276) Santiago AGAINST Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Santiago AGAINST Working People</p>
 <p>Incumbent</p> <p>Leland Yee</p> <p>Health Care Benefits (SB 2) Yee FOR Working People</p> <p>Protection Against Off-Shoring (SB 640) Yee FOR Working People</p> <p>Labor Law Violators (AB 276) Yee FOR Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Yee FOR Working People</p>	<p>District 12 California Assembly</p> <p>Portions of San Francisco and San Mateo Counties (See page 16)</p> <p>Challenger</p>  <p>Howard Epstein</p> <p>Health Care Benefits (SB 2) Epstein AGAINST Working People</p> <p>Protection Against Off-Shoring (SB 640) Epstein AGAINST Working People</p> <p>Labor Law Violators (AB 276) Epstein AGAINST Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Epstein AGAINST Working People</p>

Issues Where Do the Candidates Stand?



Incumbent

Mark Leno

**District 13
California Assembly**

Portions of San Francisco County (See page 16)

Challenger

Gail Neira



Health Care Benefits (SB 2)

Leno FOR Working People



Protection Against Off-Shoring (SB 640)

Leno FOR Working People



Labor Law Violators (AB 276)

Leno FOR Working People



Anti-Retaliation Against Workers (AB 274)

Leno FOR Working People



Health Care Benefits (SB 2)

Neira FOR Working People



Protection Against Off-Shoring (SB 640)

Neira FOR Working People



Labor Law Violators (AB 276)

Neira FOR Working People



Anti-Retaliation Against Workers (AB 274)

Neira FOR Working People



Incumbent

Loni Hancock

**District 14
California Assembly**

Portions of Contra Costa and Alameda Counties (See page 16)

Challenger

Lance Montauk



Health Care Benefits (SB 2)

Hancock FOR Working People



Protection Against Off-Shoring (SB 640)

Hancock FOR Working People



Labor Law Violators (AB 276)

Hancock FOR Working People



Anti-Retaliation Against Workers (AB 274)

Hancock FOR Working People



Health Care Benefits (SB 2)



Protection Against Off-Shoring (SB 640)



Labor Law Violators (AB 276)



Anti-Retaliation Against Workers (AB 274)

Refused To Take A Stand



Incumbent

Guy Spencer Houston

**District 15
California Assembly**

Portions of Contra Costa, Sacramento, San Joaquin and Alameda Counties (See page 16)

Challenger

Elaine Shaw



Health Care Benefits (SB 2)

Houston AGAINST Working People



Protection Against Off-Shoring (SB 640)

Houston AGAINST Working People



Labor Law Violators (AB 276)

Houston AGAINST Working People



Anti-Retaliation Against Workers (AB 274)

Houston AGAINST Working People



Health Care Benefits (SB 2)

Shaw FOR Working People



Protection Against Off-Shoring (SB 640)

Shaw FOR Working People



Labor Law Violators (AB 276)

Shaw FOR Working People













Anti-Retaliation Against Workers (AB 274)











Shaw FOR Working People

Issues






Where Do the Candidates Stand?

	Incumbent	District 16 California Assembly	Challenger	
Wilma Chan		<small>Portions of Alameda County (See page 16)</small>	Jerald Udinsky	
	<small>Health Care Benefits (SB 2)</small> Chan FOR Working People		<small>Health Care Benefits (SB 2)</small>	
	<small>Protection Against Off-Shoring (SB 640)</small> Chan FOR Working People		<small>Protection Against Off-Shoring (SB 640)</small>	
	<small>Labor Law Violators (AB 276)</small> Chan FOR Working People		<small>Labor Law Violators (AB 276)</small>	
	<small>Anti-Retaliation Against Workers (AB 274)</small> Chan FOR Working People		<small>Anti-Retaliation Against Workers (AB 274)</small>	

Refused To Take A Stand






























	Incumbent	District 17 California Assembly	Challenger	
Barbara Matthews		<small>All or portions of Stanislaus, San Joaquin and Merced Counties (See page 16)</small>	Nellie McGarry	
	<small>Health Care Benefits (SB 2)</small> Matthews FOR Working People		<small>Health Care Benefits (SB 2)</small>	
	<small>Protection Against Off-Shoring (SB 640)</small> Matthews FOR Working People		<small>Protection Against Off-Shoring (SB 640)</small>	
	<small>Labor Law Violators (AB 276)</small> Matthews FOR Working People		<small>Labor Law Violators (AB 276)</small>	
	<small>Anti-Retaliation Against Workers (AB 274)</small> Matthews AGAINST Working People		<small>Anti-Retaliation Against Workers (AB 274)</small>	

Refused To Take A Stand

	No Incumbent	District 18 California Assembly	No Incumbent	
Johan Klehs		<small>Portions of Alameda County (See page 16)</small>		
	<small>Health Care Benefits (SB 2)</small> Klehs FOR Working People			
	<small>Protection Against Off-Shoring (SB 640)</small> Klehs FOR Working People			
	<small>Labor Law Violators (AB 276)</small> Klehs FOR Working People			
	<small>Anti-Retaliation Against Workers (AB 274)</small> Klehs FOR Working People			
			No Major Party Challenger	






























Issues

Where Do the Candidates Stand?

 <p>Incumbent</p> <p>Eugene Mullin</p> <p> Health Care Benefits (SB 2) Mullin FOR Working People</p> <p> Protection Against Off-Shoring (SB 640) Mullin FOR Working People</p> <p> Labor Law Violators (AB 276) Mullin FOR Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Mullin FOR Working People</p>	<p>District 19 California Assembly Portions of San Mateo (See page 16)</p>	<p>Challenger</p>  <p>Catherine Brinkman</p> <p> Health Care Benefits (SB 2)</p> <p> Protection Against Off-Shoring (SB 640)</p> <p> Labor Law Violators (AB 276)</p> <p> Anti-Retaliation Against Workers (AB 274)</p> <p style="text-align: center; font-size: 2em; transform: rotate(-15deg);">Refused To Take A Stand</p>
 <p>No Incumbent</p> <p>Alberto Torrico</p> <p> Health Care Benefits (SB 2) Torrico FOR Working People</p> <p> Protection Against Off-Shoring (SB 640) Torrico FOR Working People</p> <p> Labor Law Violators (AB 276) Torrico FOR Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Torrico FOR Working People</p>	<p>District 20 California Assembly Portions of Alameda and Santa Clara Counties (See page 16)</p>	<p>No Incumbent</p>  <p>Cliff Williams</p> <p><input type="checkbox"/> Health Care Benefits (SB 2) No Position</p> <p> Protection Against Off-Shoring (SB 640) Williams FOR Working People</p> <p> Labor Law Violators (AB 276) Williams FOR Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Williams FOR Working People</p>
 <p>No Incumbent</p> <p>Ira Ruskin</p> <p> Health Care Benefits (SB 2) Ruskin FOR Working People</p> <p> Protection Against Off-Shoring (SB 640) Ruskin FOR Working People</p> <p> Labor Law Violators (AB 276) Ruskin FOR Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Ruskin FOR Working People</p>	<p>District 21 California Assembly Portions of San Mateo and Santa Clara Counties (See page 16)</p>	<p>No Incumbent</p>  <p>Steve Poizner</p> <p> Health Care Benefits (SB 2)</p> <p> Protection Against Off-Shoring (SB 640)</p> <p> Labor Law Violators (AB 276)</p> <p> Anti-Retaliation Against Workers (AB 274)</p> <p style="text-align: center; font-size: 2em; transform: rotate(-15deg);">Refused To Take A Stand</p>











Issues










Where Do the Candidates Stand?










Incumbent	District 22 California Assembly Portions of Santa Clara County (See page 16)	Challenger
 <p>Sally Lieber</p> <ul style="list-style-type: none"> Health Care Benefits (SB 2) Lieber FOR Working People Protection Against Off-Shoring (SB 640) Lieber FOR Working People Labor Law Violators (AB 276) Lieber FOR Working People Anti-Retaliation Against Workers (AB 274) Lieber FOR Working People		 <p>Marie Dominguez-Gasson</p> <ul style="list-style-type: none"> Health Care Benefits (SB 2) Protection Against Off-Shoring (SB 640) Labor Law Violators (AB 276) Anti-Retaliation Against Workers (AB 274) <p>Refused To Take A Stand</p>
No Incumbent	District 23 California Assembly Portions of Santa Clara County (See page 16)	No Incumbent
 <p>Joe Coto</p> <ul style="list-style-type: none"> Health Care Benefits (SB 2) Coto FOR Working People Protection Against Off-Shoring (SB 640) Coto FOR Working People Labor Law Violators (AB 276) Coto FOR Working People Anti-Retaliation Against Workers (AB 274) Coto FOR Working People		<p>No Photo Available</p> <p>Mark Patrosso</p> <ul style="list-style-type: none"> Health Care Benefits (SB 2) Protection Against Off-Shoring (SB 640) Labor Law Violators (AB 276) Anti-Retaliation Against Workers (AB 274) <p>Refused To Take A Stand</p>
Incumbent	District 24 California Assembly Portions of Santa Clara County (See page 16)	Challenger
 <p>Rebecca Cohn</p> <ul style="list-style-type: none"> Health Care Benefits (SB 2) Cohn FOR Working People Protection Against Off-Shoring (SB 640) Cohn FOR Working People Labor Law Violators (AB 276) Cohn FOR Working People Anti-Retaliation Against Workers (AB 274) Cohn FOR Working People		 <p>Ernest Konnyu</p> <ul style="list-style-type: none"> Health Care Benefits (SB 2) Protection Against Off-Shoring (SB 640) Labor Law Violators (AB 276) Anti-Retaliation Against Workers (AB 274) <p>Refused To Take A Stand</p>

Issues

Where Do the Candidates Stand?



 <p>Incumbent</p> <p>David Cogdill</p>	<p>District 25 California Assembly</p> <p>All or portions Calaveras, Mariposa, Mono, Tuolumne, Madera and Stanislaus Counties (See page 16)</p>	<p>Challenger</p>  <p>Bryan Justin Marks</p>
<p> Health Care Benefits (SB 2) Cogdill AGAINST Working People</p> <p> Protection Against Off-Shoring (SB 640) Cogdill AGAINST Working People</p> <p> Labor Law Violators (AB 276) Cogdill AGAINST Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Cogdill AGAINST Working People</p>	<p> Health Care Benefits (SB 2) Marks FOR Working People</p> <p> Protection Against Off-Shoring (SB 640) Marks FOR Working People</p> <p> Labor Law Violators (AB 276) Marks FOR Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Marks FOR Working People</p>	

 <p>Incumbent</p> <p>Greg Aghazarian</p>	<p>District 26 California Assembly</p> <p>All or portions of San Joaquin and Stanislaus Counties (See page 16)</p>	<p>Challenger</p> <p>Tim Weintz, Sr.</p>	<p>No Photo Available</p>
<p> Health Care Benefits (SB 2) Aghazarian AGAINST Working People</p> <p> Protection Against Off-Shoring (SB 640) Aghazarian AGAINST Working People</p> <p> Labor Law Violators (AB 276) Aghazarian AGAINST Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Aghazarian AGAINST Working People</p>	<p> Health Care Benefits (SB 2) Weintz FOR Working People</p> <p> Protection Against Off-Shoring (SB 640) Weintz FOR Working People</p> <p> Labor Law Violators (AB 276) Weintz FOR Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Weintz FOR Working People</p>		

 <p>Incumbent</p> <p>John Laird</p>	<p>District 27 California Assembly</p> <p>All or portions of Monterey, Santa Clara and Santa Cruz Counties (See page 16)</p>	<p>Challenger</p> <p>Jack Barlich</p>	<p>No Photo Available</p>
<p> Health Care Benefits (SB 2) Laird FOR Working People</p> <p> Protection Against Off-Shoring (SB 640) Laird FOR Working People</p> <p> Labor Law Violators (AB 276) Laird FOR Working People</p> <p> Anti-Retaliation Against Workers (AB 274) Laird FOR Working People</p>	<p> Health Care Benefits (SB 2)</p> <p> Protection Against Off-Shoring (SB 640)</p> <p> Labor Law Violators (AB 276)</p> <p> Anti-Retaliation Against Workers (AB 274)</p> <p style="text-align: center; font-size: 2em; transform: rotate(-15deg);">Refused To Take A Stand</p>		

Issues

Where Do the Candidates Stand?

 <p>Incumbent</p> <p>Simon Salinas</p> <p>Health Care Benefits (SB 2) Salinas FOR Working People</p> <p>Protection Against Off-Shoring (SB 640) Salinas FOR Working People</p> <p>Labor Law Violators (AB 276) Salinas FOR Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Salinas FOR Working People</p>	<p>District 28 California Assembly</p> <p>All or portions of San Benito, Monterey, Santa Clara and Santa Cruz Counties (See page 16)</p>	<p>Challenger</p>  <p>Robert Perkins</p> <p>Health Care Benefits (SB 2)</p> <p>Protection Against Off-Shoring (SB 640)</p> <p>Labor Law Violators (AB 276)</p> <p>Anti-Retaliation Against Workers (AB 274)</p> <p>Refused To Take A Stand</p>
 <p>No Incumbent</p> <p>Michael Macias</p> <p>Health Care Benefits (SB 2) Macias FOR Working People</p> <p>Protection Against Off-Shoring (SB 640) Macias FOR Working People</p> <p>Labor Law Violators (AB 276) Macias FOR Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Macias FOR Working People</p>	<p>District 29 California Assembly</p> <p>All or portions of Fresno, Madera and Tulare Counties (See page 16)</p>	<p>No Incumbent</p>  <p>Michael Villines</p> <p>Health Care Benefits (SB 2)</p> <p>Protection Against Off-Shoring (SB 640)</p> <p>Labor Law Violators (AB 276)</p> <p>Anti-Retaliation Against Workers (AB 274)</p> <p>Refused To Take A Stand</p>
 <p>Incumbent</p> <p>Nicole Parra</p> <p>Health Care Benefits (SB 2) Parra FOR Working People</p> <p>Protection Against Off-Shoring (SB 640) Parra FOR Working People</p> <p>Labor Law Violators (AB 276) Parra FOR Working People</p> <p>Anti-Retaliation Against Workers (AB 274) Parra FOR Working People</p>	<p>District 30 California Assembly</p> <p>All or portions of Kings, Fresno, Kern and Tulare Counties (See page 16)</p>	<p>Challenger</p>  <p>Dean Gardner</p> <p>Health Care Benefits (SB 2)</p> <p>Protection Against Off-Shoring (SB 640)</p> <p>Labor Law Violators (AB 276)</p> <p>Anti-Retaliation Against Workers (AB 274)</p> <p>Refused To Take A Stand</p>

Issues

Where Do the Candidates Stand?



No Incumbent

Juan Arambula

**District 31
California Assembly**

All or portions of Fresno and Tulare Counties (See page 16)



Health Care Benefits (SB 2)

Arambula FOR Working People



Protection Against Off-Shoring (SB 640)

Arambula FOR Working People



Labor Law Violators (AB 276)

Arambula FOR Working People



Anti-Retaliation Against Workers (AB 274)

Arambula FOR Working People



Health Care Benefits (SB 2)

Paul Betancourt



Protection Against Off-Shoring (SB 640)

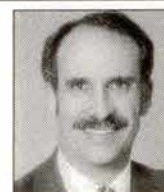


Labor Law Violators (AB 276)



Anti-Retaliation Against Workers (AB 274)

Refused To Take A Stand



Incumbent

Kevin McCarthy

**District 32
California Assembly**

All or portions of Kern and San Bernardino Counties (See page 16)



Health Care Benefits (SB 2)

McCarthy AGAINST Working People



Protection Against Off-Shoring (SB 640)

McCarthy AGAINST Working People



Labor Law Violators (AB 276)

McCarthy AGAINST Working People



Anti-Retaliation Against Workers (AB 274)

McCarthy AGAINST Working People



Health Care Benefits (SB 2)

Armas FOR Working People



Protection Against Off-Shoring (SB 640)

Armas FOR Working People



Labor Law Violators (AB 276)

Armas FOR Working People



Anti-Retaliation Against Workers (AB 274)

Armas FOR Working People

No Photo Available

Challenger

Marvin Armas



No Incumbent

Stew Jenkins

**District 33
California Assembly**

All or portions of San Luis Obispo and Santa Barbara Counties (See page 16)



Health Care Benefits (SB 2)

Jenkins FOR Working People



Protection Against Off-Shoring (SB 640)

Jenkins FOR Working People



Labor Law Violators (AB 276)

Jenkins FOR Working People



Anti-Retaliation Against Workers (AB 274)

Jenkins FOR Working People



Health Care Benefits (SB 2)



Protection Against Off-Shoring (SB 640)



Labor Law Violators (AB 276)



Anti-Retaliation Against Workers (AB 274)

Refused To Take A Stand



No Incumbent

Sam Blakeslee

Issues

Where Do the Candidates Stand?



Incumbent

Bill Maze



Health Care Benefits (SB 2)

Maze AGAINST Working People



Protection Against Off-Shoring (SB 640)

Maze AGAINST Working People



Labor Law Violators (AB 276)

Maze AGAINST Working People



Anti-Retaliation Against Workers (AB 274)

Maze AGAINST Working People

**District 34
California Assembly**

Inyo and parts of Kern, San Bernardino & Tulare Counties (See page 16)

Challenger



Maggie Florez



Health Care Benefits (SB 2)

Florez FOR Working People



Protection Against Off-Shoring (SB 640)

Florez FOR Working People



Labor Law Violators (AB 276)

Florez FOR Working People



Anti-Retaliation Against Workers (AB 274)

Florez FOR Working People

Where the chickens come from

IBEW Local 1245 created the Candidate Survey to show where candidates for the California Assembly and Senate stand on issues important to working families. We want to provide our members a way to evaluate the candidates based on facts. Facts are available in the form of voting records.

The issues we selected were all voted on during the current (2003-2004) session of the California Legislature. The survey shows how the incumbents actually voted on the issues. Where the incumbent was absent or abstained, we list them as "Did Not Vote."

Non-incumbent candidates (challengers and candidates in districts where there is no incumbent running) were sent a survey asking them to declare whether they were generally for or against these same selected bills. We also sent a summary of the bills' general content. All surveyed candidates received a follow-up letter extending the deadline for them to return the survey.

If a non-incumbent refused to respond to our survey, they were awarded a "chicken." This seems an appropriate symbol for candidates who don't have the courage to

say where they stand. If a non-incumbent candidate had the courage to respond to the survey, but chose not to take a position on a particular issue, their position on that issue was listed as "No Position."

In the past we have found that challengers in some races indicated a greater degree of support for working people than they actually exhibited once they got into office. We cannot attest to a candidates' truthfulness in this survey; we can only report what they say.

We have made every effort to include in our Candidate Survey all major party candidates for California Assembly and state Senate within Local 1245's geographical jurisdiction. If a candidate failed to participate, it was by his or her own choice. Space did not permit us to survey candidates from minor parties, nor to print the written statements that some candidates sent in to explain their positions.

We hope these surveys are helpful in providing you with objective information to assist you in evaluating the candidates.

Local 1245's endorsements can be found on Pages 30-31.

A democracy
needs voters.

Don't let
America
down.

Vote!
Nov. 2nd

United States Senator: **Where do the Candidates Stand?**



**Senator
Barbara
Boxer**



**Challenger
Bill
Jones**

Access to Health Insurance

Co-sponsored and voted for a bill to create the State Children's Health Insurance Program, providing millions of low-income children access to health care. Introduced legislation to give Americans access to the same health insurance program as Members of Congress.

Voted against efforts to extend coverage to the uninsured in 1988 and 1989 and voted against establishing a task force to review ways to address the rising number of uninsured in 1989.

Health Care

Introduced a Patients Bill of Rights in 2004 to ensure patients and doctors, not HMO bureaucrats, have control over medical decisions, including choosing a primary doctor, receiving care from specialists, and access to the closest emergency room.

Voted "No" on a measure to bring California into compliance with federal guidelines which would have made the state eligible for millions in federal dollars for emergency assistance for needy families.

Health Insurance

Introduced legislation to help small businesses offer health insurance for their employees by providing a 50% tax credit.

Voted against creating a plan to help small businesses provide health insurance to employees.

Family & Medical Leave

Original co-sponsor of the 1993 Family and Medical Leave Act to permit leave to care for a sick family member or newborn child. Currently cosponsors legislation to expand the law to include more working families.

Voted against the California Legislature's efforts to enact Family and Medical Leave eight times.

Minimum Wage

Strong supporter of increasing the minimum wage. Boxer recently offered an amendment to increase the current minimum wage from \$5.15 to \$7 an hour. She voted for the last increase approved in 1997.

Voted against increasing California's minimum wage twice and against penalizing employers who violate state minimum wage law.

Workplace Safety

Fought for safe working conditions and decent health and safety standards. She protected worker safety laws during the regulatory reform debate in 1995.

Voted against allowing the Division of Occupational Safety and Health Administration to temporarily prohibit the use of equipment likely to cause death or serious injury.

Working Parents

Supports a bill to allow employees to use the Family and Medical Leave Act to attend parent teacher conferences.

Voted against allowing parents to leave work to attend parent-teacher conferences when advance notice is given.

Energy Deregulation

Led the fight to make unregulated power companies reimburse Californians for the money ripped off during the state's disastrous experiment with electric deregulation.

Has made it a top priority to launch a new experiment in electric deregulation by "removing regulatory barriers" to an electric market.

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 Vote YES on Prop. 72

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
California Medical Association
Consumers Union
Calif. Alliance for Retired Americans

* The families of Wal-Mart employees in California use an estimated 40% more in taxpayer-funded health care than the average for families of all large retail employees.

U.C. Berkeley Labor Research Center

Join the Fight!

Save Your Healthcare

Yes!
on Prop. 72

www.SaveYourHealthcare.com

Action **How You Can Make a Difference!**

Union members have made the difference in many recent elections because we have turned out in larger numbers than the general voting public.

We can make the difference in several key races in November. Your local Central Labor Council can show you how. Volunteer now!

Alameda County CLC

Judy Goff, Exec. Secy.
7992 Capwell Drive
Oakland, CA 94621
Phone: (510) 632-4242
FAX: (510) 632-3993
www.alamedalabor.org
mail@alamedalabor.org

Butte - Glenn Counties CLC

Mickey Harrington, President
1009 Sycamore Street, Suite B
Chico, CA 95928
Phone: (530) 343-9474
FAX: (530) 342-9414
http://now2000.com/bgclc/
bgclc@chico.com

Contra Costa County CLC

John Dalrymple, Exec. Secy-Treas.
1333 East Pine St., #E
Martinez, CA 94553
Phone: (925) 228-0161
FAX: (925) 228-0224

Five Counties CLC

Gary Sharette, Secy-Treas.
900 Locust St., Room 7
Redding, CA 96001
Phone: (530) 241-0319
FAX: (530) 221-0964

Fresno-Madera-Tulare-Kings CLC

Randy Ghan, Secy-Treas.
3485 West Shaw Avenue,
Suite 103
Fresno, CA 93711
Phone: (559) 275-1151
FAX: (559) 275-1331
www.valleylaborcitizen.com/

Humboldt and Del Norte Counties CLC

Jim Smith, President
840 E St Suite 9
Eureka, CA 95501
Phone: (707) 443-7371
FAX: (707) 443-0819

Kern, Inyo and Mono Counties CLC

Ward Wollensen
200 W. Jeffrey Street
Bakersfield, CA 93305
Phone: (661) 324-6451
FAX: (661) 327-8379
kernbtc@lightspeed.net
www.kernlabor.org/

Merced-Mariposa Counties CLC

Jerry Martin, President
625 W. Oliver Avenue, Suite 103
Merced, CA 95348
Phone: (209) 722-3636
FAX: (209) 722-9640

Monterey Bay CLC

(Monterey and Santa Cruz have merged)
Paul Johnston, Secy-Treas.
10353 Merritt Street
Castroville, CA 95012-3306
Phone: (831) 633-1869
FAX: (831) 633-1859
laborcouncil@igc.org
www.montereybaylabor.org

Napa-Solano Counties CLC

Anes Lewis-Partridge
945 Empire St
Fairfield CA 94533
Phone: (707) 428-1055
FAX: (707) 428-1393

North Bay Labor Council

Alec Mallonee, Secy-Treas.
1700-C Corby Avenue
Santa Rosa, CA 95407
Phone: (707) 545-6970
FAX: (707) 544-6336
http://northbayclc.home.mindspring.com
northbayclc@mindspring.com

Sacramento Central Labor Council

Bill Camp, Exec. Secy.
2840 El Centro Rd., Suite 111
Sacramento, CA 95833
Phone: (916) 927-9772
FAX: (916) 927-1643
www.sacramentolabor.org/

San Francisco Labor Council, AFL-CIO

Walter Johnson, Secy-Treas.
1188 Franklin Street, Suite 203
San Francisco, CA 94109
Phone: (415) 440-4809
FAX: (415) 440-9297
sflc@sbcglobal.net
www.sflaborcouncil.org

San Joaquin-Calaveras Counties CLC

Ray Recinos, Secy-Treas.
1045 N. El Dorado Suite 8
Stockton, CA 95202
Phone: (209) 948-5526
FAX: (209) 948-2652

San Mateo County CLC

Shelley Kessler, Exec. Secy-Agitor
1153 Chess Drive, Suite 200
Foster City, CA 94404
Phone: (650) 572-8848
FAX: (650) 572-2481

South Bay AFL-CIO Labor Council

Phaedra Ellis-Lamkins, Business Manager/
Chief Executive Officer
2102 Almaden Road, Room 100
San Jose, CA 95125-2190
Phone: (408) 266-3790
FAX: (408) 266-2653
southbayafclcio@atwork.org
www.atwork.org/atwork/clc/

Stanislaus and Tuolumne Counties CLC

Lucille Palmer Byrd, Secy-Treas.
1125 Kansas Ave
Modesto CA 95351
Phone: (209) 523-8079
FAX: (209) 523-2619

Tri-Counties Central Labor Council

Marilyn Wollard Valenzuela, Exec. Secy-
Treas.
21 South Dos Caminos Avenue
Ventura, CA 93003
Phone: (805) 641-3712
FAX: (805) 643-9426

Invest three hours of your time this fall to defend
your livelihood against legislative attack.

It will be one of the most important investments you make this year.

IBEW Local 1245 Endorsements: State of California

U.S. PRESIDENT

John Kerry

U.S. SENATOR

Barbara Boxer

U.S. CONGRESS

District

1. Mike Thompson
2. Mike Johnson
3. Gabe Castillo
4. No Endorsement
5. Robert Matsui
6. Lynn Woolsey
7. George Miller
8. Nancy Pelosi
9. Barbara Lee
10. Ellen O. Tauscher
11. Gerald "Jerry" McNerney
12. Tom Lantos
13. Fortney (Pete) Stark
14. Anna G. Eshoo
15. Mike Honda
16. Zoe Lofgren
17. Sam Farr
18. Dennis A. Cardoza
19. No Endorsement
20. Jim Costa
21. No Endorsement
22. No Endorsement
23. Lois Capps
24. Brett Wagner
25. Tim Willoughby
26. Cynthia M. Matthews
27. Brad Sherman
28. Howard L. Berman
29. Adam B. Schiff
30. Henry A. Waxman
31. Xavier Becerra
32. Hilda L. Solis
33. Diane E. Watson
34. Lucille Roybal-Allard
35. Maxine Waters
36. Jane Harman
37. Juanita Millender-McDonald
38. Grace F. Napolitano
39. Linda T. Sanchez
40. J. Tilman Williams
41. No Endorsement
42. No Endorsement
43. Joe Baca
44. Louis Vandenberg
45. John W. Thomas
46. Jim Brandt
47. Loretta Sanchez
48. No Endorsement
49. Mike Byron

50. Francine P. Busby
51. Bob Filner
52. No Endorsement
53. No Endorsement

CALIFORNIA SENATE

District

1. Kristine Lang McDonald
3. Carole Migden
5. Michael Machado
7. Tom Torlakson
9. Don Perata
11. Joe Simitian
13. Elaine Alquist
15. Margaret Pinard
17. Jonathon Daniel Kraut
19. Paul Graber
21. Jack Scott
23. Sheila James
25. Edward Vincent
27. Alan Lowenthal
29. No Endorsement
31. Marjorie Musser Mikels
33. Randall Daugherty
35. Rita Siebert
37. Pat Johansen
39. Christine Kehoe

CALIFORNIA ASSEMBLY

District

1. Patty Berg
2. Barbara McIver
3. Robert A. Woods
4. Todd Schwenk
5. Sandra A. Carey
6. Joe Nation
7. Noreen Evans
8. Lois Wolk
9. Dave Jones
10. No Endorsement
11. Joe Canciamilla
12. Leland Yee
13. Mark Leno
14. Loni Hancock
15. Elaine Shaw
16. Wilma Chan
17. Barbara S. Matthews
18. Johan Klehs
19. Gene Mullin
20. Alberto Torricco
21. Ira Ruskin
22. Sally J. Lieber
23. Joe Coto
24. Rebecca Cohn
25. No Endorsement
26. No Endorsement
27. John Laird
28. Simon Salinas
29. No Endorsement
30. Nicole M. Parra
31. Juan Arambula
32. Marvin Armas
33. Stew Jenkins
34. Maggie Florez
35. Pedro Nava
36. No Endorsement
37. Ferial Masry
38. No Endorsement
39. Cindy Montanez
40. Lloyd E. Levine
41. Fran Pavley
42. Paul Koretz
43. Dario Frommer
44. Carol Liu
45. Jackie Goldberg
46. Fabian Nunez

47. Karen Bass
48. Mark Ridley-Thomas
49. Judy Chu
50. Hector de la Torre
51. Jerome E. Horton
52. Mervyn M. Dymally
53. Mike Gordon
54. Betty Karnette
55. Jenny Oropeza
56. Rudy Bermudez
57. Ed Chavez
58. Ronald S. Calderon
59. Don Harden
60. Patrick Martinez
61. Gloria Negrete McLeod
62. Joe Baca Jr.
63. No Endorsement
64. Robert Melsh
65. Rita Ramirez-Dean
66. Laurel Nicholson
67. David Silva
68. Al Snook
69. Tom Umberg
70. Carl Mariz
71. Bea Foster
72. Ross W. Johnson
73. Kathleen Calzada
74. Karen Underwood
75. Karen Heumann
76. Lori Saldana
77. Chris Larkin
78. Patty Davis
79. Juan Vargas
80. Mary Ann Andreas

CALIFORNIA PROPOSITIONS

PROPOSITION 59: YES

Access to Government Information
Provides right of public access to meetings of government bodies and writings of government officials.

PROPOSITION 60/60A: NO RECOMMENDATION

Primary Elections/Surplus Property
Originally one proposition, divided into two by the courts.

PROPOSITION 61: YES

Children's Hospital Projects
Authorizes \$750,000,000 in general obligation bonds, to be repaid from state's General Fund, to fund grants to eligible children's hospitals for the construction, expansion, remodeling, renovation, furnishing and equipping of children's hospitals.

PROPOSITION 62: NO

Primary Elections (Open Primaries)
Requires primary elections in which voters may vote for any state or federal candidate regardless of party registration. Exempts presidential nominations.

PROPOSITION 63: YES

Mental Health Services Expansion and Funding
Provides funds to counties to expand services and develop innovative programs and integrated service plans for mentally ill children, adults and seniors.

PROPOSITION 64: NO

Limitations on Enforcement of Unfair Business Competition Laws
Amends unfair business competition laws to: limit individual's right to sue.

PROPOSITION 65: NO

Local Government Funding and State Mandates

Requires voter approval for any legislation that provides for any reduction, based on January 1, 2003 levels, of local governments' vehicle license fee revenues, sales tax powers and revenues, and proportionate share of local property tax revenues.

PROPOSITION 66: YES

Limitations on "Three Strikes" Law
Amends "Three Strikes" law to require increased sentences only when current conviction is for specified violent and/or serious felony.

PROPOSITION 67:

NO RECOMMENDATION

Telephone Surcharge for Emergency and Medical Services

Provides funding for emergency personnel training and equipment, reimbursement for uncompensated emergency physician care, uncompensated community clinic care, emergency telephone system improvements, and to hospitals for emergency services.

PROPOSITION 68: NO

Tribal Gaming Compacts (Racetracks & Card Clubs Measure)

Authorizes Governor to renegotiate tribal-state compacts to require that tribes: Pay 25% of slot machine/gaming device revenues to government fund; comply with multiple state laws; accept state court jurisdiction.

PROPOSITION 69: NO

Collection of DNA Samples for State DNA Database

Requires collection of DNA samples from all felons, and from adults and juveniles arrested for or charged with specific crimes, and submission to state DNA database; and, in five years, from adults arrested for or charged with any felony.

PROPOSITION 70: NO

Tribal Gaming Compacts (Agua Caliente Measure)

Requires Governor to offer renewable 99-year gaming compacts to federally recognized Indian tribes, subject to various provisions.

PROPOSITION 71:

NO RECOMMENDATION

Stem Cell Research and Funding

Establishes "California Institute for Regenerative Medicine" to regulate stem cell research and provide funding, through grants and loans, for such research and research facilities.

PROPOSITION 72: YES

Vote Yes to Preserve Health Insurance Act of 2003

Provides for individual and dependent health care coverage for employees working for large and medium employers. Requires that employers pay at least 80% of coverage cost. Requires employers to pay for health coverage or pay fee to medical insurance board that purchases primarily private health coverage.



IBEW Local 1245 Endorsements: State of Nevada



U.S. SENATE

Harry Reid

CONGRESS DIST. 1

Shelley Berkley

CONGRESS DIST. 3

Tom Gallagher

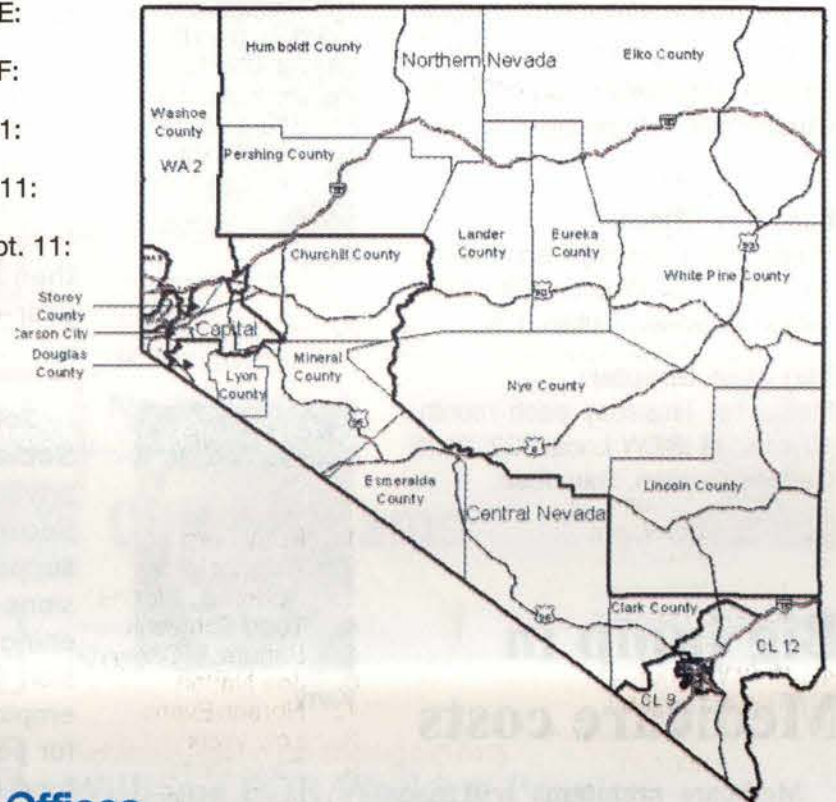
NEVADA STATE SENATE

State Senate Dist. 1: John Lee
 State Senate Dist. 3: Valerie Wiener
 State Senate Dist. 4: Steven Horsford
 State Senate Dist. 5: Joe Heck
 State Senate Dist. 6: Sidney Mondell
 State Senate Dist. 7: Dina Titus
 State Central Dist.: No Endorsement
 State Senate Washoe 3: Bill Raggio
 State Assembly Dist. 1: Marilyn Kirkpatrick
 State Assembly Dist. 2: Geoffrey VanderPal
 State Assembly Dist. 3: Peggy Pierce
 State Assembly Dist. 4: Justin Doucette
 State Assembly Dist. 5: Kirk Kaplan
 State Assembly Dist. 6: Harvey Munford
 State Assembly Dist. 7: Morse Arberry Jr.
 State Assembly Dist. 8: Barbara Buckley
 State Assembly Dist. 9: Chris Giunchigliani
 State Assembly Dist. 10: Joseph Hogan
 State Assembly Dist. 11: Bob McCleary
 State Assembly Dist. 12: Genie Ohrenschall
 State Assembly Dist. 13: Justin Jones
 State Assembly Dist. 14: Ellen Koivisto
 State Assembly Dist. 15: Kathy McClain
 State Assembly Dist. 16: John Ocequeraq
 State Assembly Dist. 17: Kelvin Atkinson
 State Assembly Dist. 18: Mark Manendo
 State Assembly Dist. 19: Jerry Claborn
 State Assembly Dist. 20: No Endorsement
 State Assembly Dist. 21: No Endorsement
 State Assembly Dist. 22: Caren Levenson
 State Assembly Dist. 23: Richard Perkins
 State Assembly Dist. 24: David Love
 State Assembly Dist. 25: No Endorsement
 State Assembly Dist. 26: Paul Mozen
 State Assembly Dist. 27: Sheila Leslie
 State Assembly Dist. 28: Mo Denis
 State Assembly Dist. 29: Susan Gerhardt
 State Assembly Dist. 30: Debbie Smith
 State Assembly Dist. 31: Bernie Anderson
 State Assembly Dist. 32: Joan Morrow
 State Assembly Dist. 33: No Endorsement
 State Assembly Dist. 34: William Horne
 State Assembly Dist. 35: Marcia de Braga
 State Assembly Dist. 36: No Endorsement
 State Assembly Dist. 37: Marcus Conklin
 State Assembly Dist. 38: Cathylee James
 State Assembly Dist. 39: Randy Green
 State Assembly Dist. 40: Bonnie Parnell
 State Assembly Dist. 41: David Parks
 State Assembly Dist. 42: Harry Mortenson

State Non-Partisan Offices

Supreme Court Seat A: James Hardesty
 Supreme Court Seat E: Ron Parraguirre
 Supreme Court Seat F: Michael Douglas
 Clark Co. Dist. Court Judge Dept. A: Bill Voy
 Clark Co. Dist. Court Judge Dept. B: Gloria Sanchez
 Clark Co. Dist. Court Judge Dept. C: Steven Jones
 Clark Co. Dist. Court Judge Dept. D: Gerald Hardcastle
 Clark Co. Dist. Court Judge Dept. E: Robert Lueck
 Clark Co. Dist. Court Judge Dept. F: Robert Gaston
 Clark Co. Dist. Court Judge Dept. 1: Kenneth Cory
 Clark Co. Dist. Court Judge Dept. 11: Mike Davidson
 Washoe Co. Dist. Court Judge Dept. 11: Pete Sferrazza
 St. Board of Education Dist. 1: Sharon Frederick
 St. Board of Education Dist. 3: Marcia Washington
 St. Board of Education Dist. 4: John Hawk
 St. Board of Education Dist. 7: Merv Iverson
 St. University Regent Dist. 6: Doug Seastrand
 St. University Regent Dist. 7: Steve Sisolak
 St. University Regent Dist. 11: Bob Price
 St. University Regent Dist. 13: No Endorsement

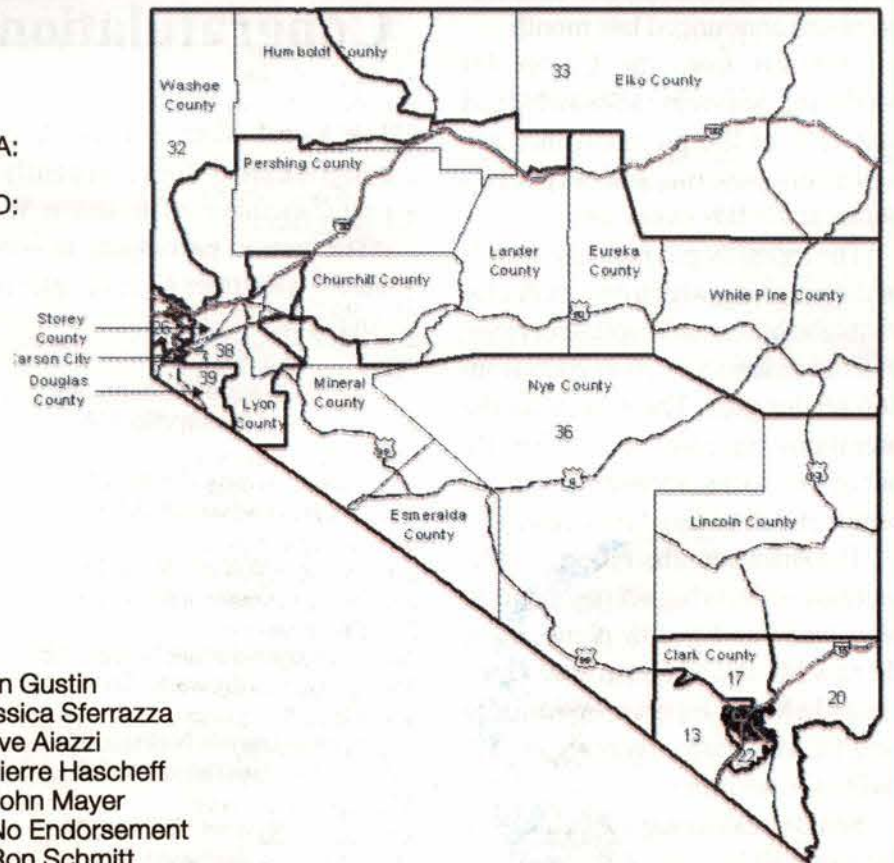
Nevada State Senate Districts



County Non-Partisan Offices

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

Nevada State Assembly Districts



County Partisan Offices

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

City Council

Reno City Council Ward 1: Dan Gustin
 Reno City Council Ward 3: Jessica Sferrazza
 Reno City Council Ward 5: Dave Ajazzi
 Reno City Council At-Large: Pierre Hascheff
 Sparks City Council Ward 1: John Mayer
 Sparks City Council Ward 3: No Endorsement
 Sparks City Council Ward 5: Ron Schmitt



Where they stand: compare for yourself

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.

Big jump in Medicare costs

Medicare premiums will rise more than 17% next year, or \$11.60 a month, the largest dollar increase in the program's 40-year history, the US Health and Human Services Department announced last month.

Officials from the Center for Medicare Services acknowledged that 15% of the premium increase will go directly from seniors pocket-books to HMOs every year.

The monthly payment for Part B of the program, which covers doctor visits and other nonhospital services, will increase to \$78.20 in 2005 from \$66.60 this year. The money for the premiums typically comes directly out of the Social Security checks of senior and disabled Americans.

The Bush administration said the increase reflects higher payments to physicians and health plans under the new Medicare reform law, which created a Medicare prescription drug benefit. Medicare covers about 41.8 million Americans.

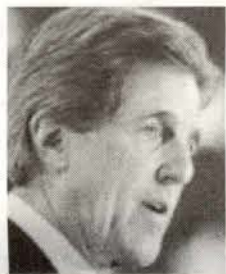
Senior health care advocates say the rise will be especially tough on seniors with fixed incomes.



Bush

Social Security

George Bush plans to privatize Social Security, making workers retirement security subject to the whims of Wall Street while costing \$2 trillion in "transition" costs. In one of the plans recommended by Bush's Social Security privatization commission, workers who are 37 or older today would face benefit cuts of more than 17% when they retire. Today's two-year-olds would see benefits cut by 41%.



Kerry

John Kerry has pledged to strengthen Social Security and opposes any privatization plan to hand over Social Security funds to Wall Street firms. He supports protecting the retirement pensions of America's workers by strengthening and enforcing rules to guard pension funds from raids by unscrupulous employers and creating new protections for pension funds invested in the mutual fund market.

Medicare

George Bush championed a flawed Medicare drug bill that forces many seniors to pay more for medications and creates a huge gap in coverage that could cost seniors thousands of dollars each year. The law forbids Medicare from negotiating lower drug prices, prohibits importing cheaper drugs from Canada, and encourages employers to drop health care coverage for retirees.

John Kerry has pledged to revamp Bush's flawed Medicare drug law. Kerry's plan will encourage companies to maintain retiree health care, allow the federal government to negotiate lower drug prices, and forbid forcing seniors into private HMOs. Kerry supports legislation to enable American consumers to buy prescription medications from Canada, where prices are 33-80% lower than in the US.

Congratulations to new retirees!

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.

Wayne Johnson, 35
Coulterville, CA

Larry Jones, 30
Woodland, CA

William Mills, 25
Grass Valley, CA

Stanley Mitchinson, 35
Newark, CA

Dennis Nathan, 31
Sacramento, CA

Kenneth Turner, 34
Sutherlin, OR

Timothy Abalayan, 24
Concord, CA

Richard Brannon Jr, 35
Elk Grove, CA

John Copeland, 32
Orangevale, CA

Ann Crossman, 20
Modesto, CA

Christopher De Casper, 26
Roseville, CA

Martin Fisk, 30
Elk Grove, CA

Shirley Gorley, 21
Sacramento, CA

Laura Ice, 8
Citrus Heights, CA

Judith Mc Elwee, 26
Folsom, CA

Financial advisor at Nov. meeting of East Bay chapter

Nancy Logan, a financial Advisor from Merrill Lynch, will attend the Nov. 11 meeting of the East Bay Chapter of the Local 1245 Retirees Club. Logan will address any topic the members are interested in, including financial planning during retirement, long-term care, living trusts, etc.

The meeting will be held at our usual location: IBEW Local 595, 6250 Village Parkway, in Dublin.

We hope to have many Local 1245 retirees join us for this informative meeting. Bring a guest!

Mike Silva, President



By the Local 1245
Safety Committee



Some thoughts on driving

Because of many years of driving experience, and being lucky enough to be trained by some very good instructors, I offer these thoughts on driving.

Driving today is more difficult and more challenging than ever because of increased traffic—more automobiles, motorcycles, and trucks than ever before. Much of today's freight goes over the road on trucks. They have gotten bigger and longer and sometimes cannot avoid blocking the street to make deliveries.

Road construction makes for hazardous conditions. We should be kind and show respect for other drivers, even if we think they are doing wrong. We don't know what they may be thinking, nor their attitude.

A few hints are: Be a defensive driver by using your peripheral vision to monitor the vehicles to the side of you. Do not drive in their blind spot. If you feel they may be getting too close to you, you may want to slow up or tap your horn to make them aware of your presence, because they may not see you, or they may be distracted by something.

Obey the rules. Stop before turning on a red light. Do not speed—allow more time to reach your destination. If you are concerned about being late, leave earlier!

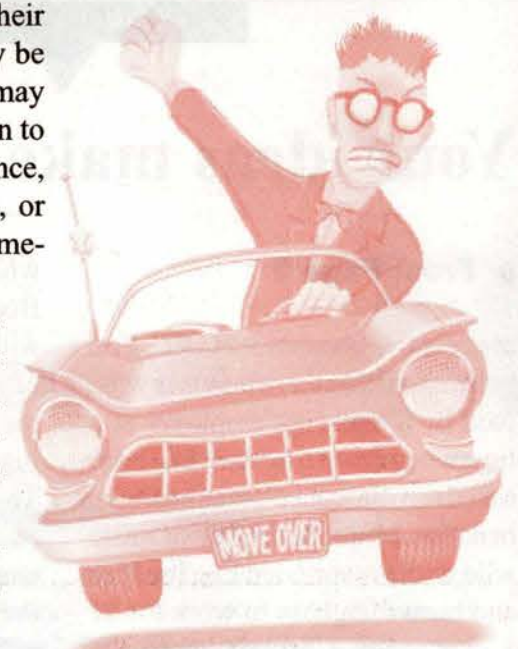
Don't follow too close—the vehicle in front of you may stop quickly.

Practice reserve by allowing other drivers the time and space they need to complete the driving task they are doing. Examples are U-turns, right and left turns, Right of Way's, backing into and pulling out of parking spaces, etc..

Road rage—only two words to say: avoid it. The country and world are going through some tough times at this moment, and it is affecting all of us even if we don't know it. Try to take an extra moment to be kind to other drivers, and maybe if everyone did, accidents would be reduced, and we'd all reach our destinations on time.

If we all try, maybe we can bring about a more peaceful environment, and have an affect on our society.

Stoney Burk



Did you know? ...

For three years straight President George W. Bush proposed cutting the budgets for the Occupational Safety and Health Administration, the Mine Safety and Health Administration, and the National Institute for Occupational Safety and Health. The President was attempting to reduce money for enforcement and standards programs that protect workers' health and lives on the job. In place of these programs, Bush favors "voluntary assistance" programs for employers. However, due to the efforts of labor unions, Congress has rejected these proposed cuts and maintained the budgets for the job safety agencies.

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.

Don't worry Florida: GC is on the way

By Eric Wolfe

Clobbered by four hurricanes in six weeks, Floridians finally have some good news: GC is on the way.

Approximately 120 members of Local 1245 employed by PG&E General Construction boarded planes for Orlando the morning of Sept. 28 in response to a plea for help from Florida Power & Light.

Jeanne, the fourth major hurricane to hit Florida this season, has left 2.3 million Floridians without power, posing a threat to public safety and massive disruption of normal life.

In response to the local utility's request for aid, PG&E identified 20 five-man crews and 4 four-man crews for the emergency assignment. Many traveled to the Sacramento area the night of Sept. 27, spent the night at a hotel, and flew out Sept. 28.

Local 1245 Business Manager Perry Zimmerman and Assistant Business Manager Howard Stiefer met with some of the members the night before they departed. Stiefer said the crews were in good spirits.

"It's kind of like an adventure—they're hopped up."

Stiefer, who's had many years of line experience himself, said the members were excited about this unusual opportunity to apply their trade, as well as the prospect of helping the hurricane victims.

"They're proud to be a lineman, and proud to be able to make an impact on people's lives," Stiefer said.

Stiefer noted that some of the members have previous experience responding to major emergencies—after storms in Hawaii in the early 1990s and massive fires in southern California last year.

Those members are well aware that working in the wake of a disaster is no picnic.

"Working in Hawaii, it was no power, cold food and cold showers," said Stiefer.

PG&E trucks, being transported by land, were expected to arrive in Florida a couple of days after the crews. In the meantime, the PG&E crews will use local equipment.

The departure of so many crews is expected to increase the workload of employees who remain in California. PG&E said it intended to priori-

tize its work in the state and move crews and support people as necessary to cover critical work and minimize the impact to customers.

Although PG&E's response was lightning fast, Bill Coleman, regional manager for Florida Power & Light, told National Public Radio that his utility had been having trouble rounding up assistance.

"This storm is a challenge because normally we can call and get 8,000 crews relatively easily...." But this time, he said, "we're struggling."

Crews will be bussed from their hotels to staging areas each morning for breakfast, and then dispatched with box lunches to their worksites. Crews will return to the staging areas for dinner, then go back to their hotels for a few hours sleep before starting the process all over again.

It is expected to take three weeks to fully restore power. Meanwhile, local crews are already encountering warm greetings from customers.

"I love Florida Power & Light," one Florida resident told National Public Radio.

Very soon they're going to love PG&E GC, too.

Make a Difference!

V O T E

YOUR UNION

Your ideas make us stronger

► From Page 2

in executive bonuses at PG&E. You pointed out that these bonuses were paid by a bankrupt employer at a time when union members had been asked to make concessions on fringe benefits. More than a few of those who wrote mentioned Lee Iococca and his willingness to work for \$1 a year when Chrysler asked the federal government for a \$1 billion bailout in 1979. His gesture resonated with people in a positive way, just as the PG&E executive bonuses resonated in a negative way.

To those of you who wrote me about these bonuses, let me say

what I have said before—what the Board of Directors chooses to do with executive compensation is none of my business, other than fueling the arguments that we will be making in wage negotiations next year. To PG&E's board of directors and executives I would say this: your employees are a proud group and they are not happy with the current public perception of PG&E. The damage to the public perception of PG&E as well as employee morale as a result of those bonuses lingers.

Fourth, staffing levels at PG&E. More of you wrote me about this issue than any other. You urged me to do everything in my power to

convince PG&E that staffing levels have been falling for ten years and that the resulting degradations in service and customer satisfaction are approaching a critical point.

Once again, these complaints are coming from employees who are intensely proud of the job they do for their company. If they weren't, they wouldn't care. They know that staffing levels are entirely within the purview of management rights, but their dedication to PG&E has led them to my door, asking me to help intervene.

Their stories are profound and powerful. It is one thing to look at numbers on a piece of paper and see how staffing levels have fallen; it is another thing to hear from yard after yard, to hear how things were 15 years ago and how things are today.

Ten years ago, PG&E escaped a near-miss when it rescinded orders

to lay off 800 Title 200 employees, most of whom were highly trained, highly skilled employees. The personal effort then of two bargaining unit employees had a tremendous impact on the company's thinking, and I hope that members' opinions today will have a similar impact as the company approaches what I think is a tipping point. I will continue to speak up, and I urge you to continue to speak up, so that we can look back in a year and talk about another near-miss.

My request for your comments did not have an expiration date on the side. When you see something that you don't like about the way we are doing our job, let me know. When you see something you like, let me know. When you think of something that you think we should be doing, let me know. Your ideas make us a stronger organization.