



# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## Contract ratified at Citizens Utilities

The second time around a contract offer was accepted by IBEW Local 1245 members at Citizens Utilities Company. More than three fourths of those eligible to vote cast ballots, 230 members. 154 voted to accept the offer, 76 voted to reject.

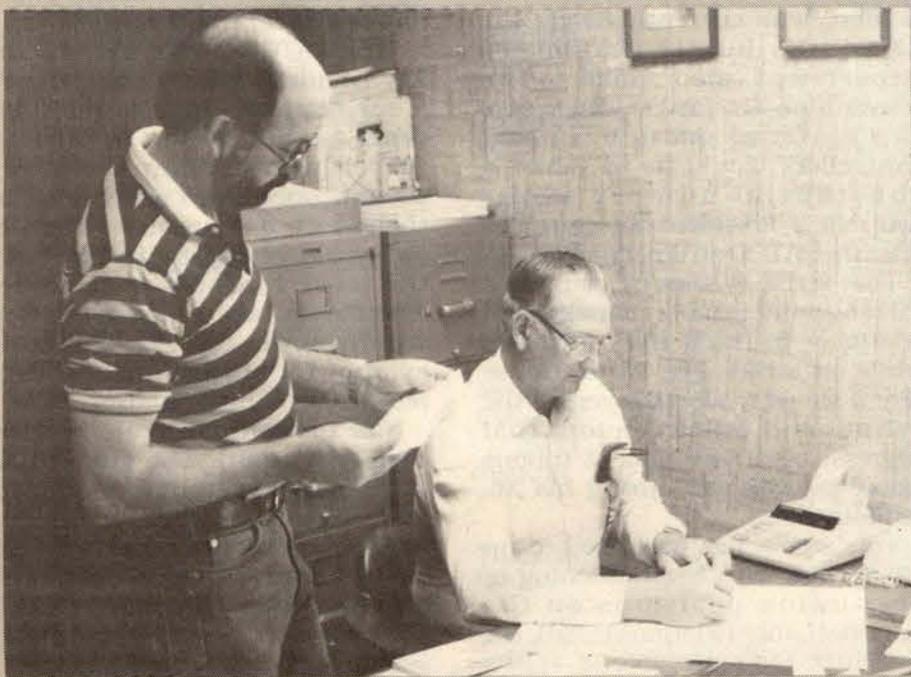
The votes were counted on December 1 at the IBEW office in Walnut Creek by vote tellers Monte Nelson and Bill Cowden.

An earlier contract offer had been rejected because of members' concern about pension improvements, the Cost of Living Adjustment clause and health care cost containment language. The

Company has now agreed to join in a labor-management interim pension committee to evaluate and review the current pension plan and make suggestions for improvements when this contract comes up for renewal.

The Company also conducted work-time presentations to explain the health care cost containment language.

Serving on the IBEW Local 1245 negotiating committee at Citizens were: John Chelonis, Duane Gress, Wayne Gilmer, Michael Graggs, Christine Oakey, Janet Pulcifer, Vivian Simmons, Jack Osburn, and Orv Owen.



## USBR, WAPA

### Roadblocks to settlement in federal negotiations

IBEW representatives in contract negotiations with the Federal Government must now look to outside agencies for assistance in ongoing contract disputes with the Western Area Power Administration and the United States Bureau of Reclamation.

At WAPA, management declared wages to be "Non-negotiable" because of a ceiling placed on federal wage increases by the Reagan Administration and Congress. But results of a wage survey conducted jointly by WAPA management and the Union indicate that IBEW employees of the agency are "considerably behind" employees in similar classifications at other Western utilities, according to IBEW Local 1245 Business Representative Rich Hafner. Hafner also chairs the IBEW Government Coordinating Council #1, which represents WAPA employees.

The survey found that Linemen are paid as much as \$21.25 per hour, with most averaging around \$17.00 per hour. Electricians are paid as much as \$19.33 per hour, with the average also around \$17.00 per hour. The average wage increase for 1987 for the surveyed employees is 3.9%.

In responding to the survey results, WAPA management admits that a 3.9% increase "would appear appropriate." But WAPA offered only a 3% increase and even that will be delayed three months until January 18, 1987. WAPA management contends that their hands are tied

by Federal law.

The 3% increase would pay Linemen and Electricians \$16.58 per hour — 22% behind the best paid Linemen in the survey and 15% behind the best paid Electricians.

But the same law, PL 99-272, also allows a higher wage increase if it is "necessary for the recruitment and retention of well-qualified personnel," Hafner said.

IBEW accepted the proposed offer but "without prejudice to our initial proposal" of a 7.9% increase (4% for 1986 and 3.9% for 1987). The Union has formally requested that WAPA management open bargaining on the wage issue. At the same time, IBEW has asked the Federal Labor Relations Authority to review the dispute.

A similar problem exists at the United States Bureau of Reclamation, where the same pay ceiling is in effect. After three days of extensive bargaining at the end of November, both parties declared negotiations at an impasse.

The assistance of a federal mediator has been requested, IBEW Local 1245 Business Representative Pete Dutton said.

"During the course of bargaining," Dutton said, "the Union's negotiating committee made every effort to formulate an acceptable package. At one point, the Union's committee even offered a package which included some concessions on double-time overtime. This proposal finally drew

a wage proposal from management: an offer of a 2% increase for 1987."

The negotiating committee at USBR is made up of the following Union members: Bill Chambers, Dave Gomez, Larry Mather, Jim Muilenberg, Al Wright, Barry Vandermolen, Rodrick Knehans, and Pete Dutton.

Inside:

Special Report:  
A Decade of Deregulation

See pages 6-7

## Kaiser workers end walkout

A seven week strike by more than nine thousand workers at the Kaiser Permanente Hospitals ended this month when union members voted three to one to accept a new three year offer. The unions on the picket line included the Service Employees International Union (Locals 250 and 505), the Engineers and Scientists of California and Local 28 of the Hotel and Restaurant Employees.

Workers were forced to compromise on one key issue in the strike, the implementation of a two-tier wage structure. The new

See PAGE TWELVE

## Mediator called in to settle Sonic bargaining

Pressure to negotiate a new collective bargaining agreement at Sonic Cable TV continued this month when IBEW Local 1245 asked a Federal mediator to intervene in the stalled negotiations.

Bargaining ended at Sonic last October, when the Company's attorney announced that negotiations had reached an impasse. An attempt by the Company to claim that the contract was no longer in effect was thwarted by the Union. The old contract remains in effect for one more year.

The Company then insisted that the IBEW Bargaining Committee

put the Company's final offer to the membership for a vote. They did and the offer was defeated 27-0.

The Company's attempts to redefine overtime and regular hours of work led to the membership's rejection of the offer. The offer also included a first year wage freeze and the elimination of overtime pay for the sixth and seventh days of work.

IBEW Local 1245 has represented Sonic employees for twelve years. Serving on the Union negotiating committee are: Dale Rogers, Scott Lawson, David Jones, and Larry Pierce.

Season's Greetings IBEW Local 1245



# Air Controllers Union off the ground

Five years after a controversial strike led to the dismissal of 11,500 air traffic controllers, a new union held its founding convention recently and announced plans to organize current controllers. The National Air Traffic Controllers Association (NATCA) met in Chicago "pledging to improve working conditions for federal workers who monitor the nation's air lanes and to achieve long-overdue improvements in air traffic safety," according to the AFL-CIO *News*. NATCA is an affiliate of the AFL-CIO's Marine Engineers Beneficial Association.

NATCA will request that the Federal Labor Relations Authority conduct a representation election among the 14,262 controllers. At the convention of 200 delegates, John Thornton, NATCA national coordinator, announced that the Association had 4,200 signatures on a representation petition. This number is just shy of the thirty percent required by law for an election.

In his remarks to the meeting, Thornton said that NATCA "is

determined to work with the FAA (Federal Aviation Administration) and Congress to promote the safety of the American flying public and the welfare of the nation's air traffic controllers."

Former PATCO president John Leyden, who currently heads the AFL-CIO's Public Employees Department, also spoke to the convention. The fastest way to ease the staffing crunch among controllers would be to rehire a substantial number of the controllers President Reagan fired after the PATCO strike, he said.

That strike is seen by many as a turning point in labor-management relations. In firing the controllers while on strike, the White House sent a signal to all employers in the private and public sectors that aggressive actions against unions would be welcome during his Administration.

This signal has been backed up since then with the hardening of anti-union positions on the National Labor Relations Board, the pressure for concessions at the

bargaining table, and the willingness of employers to hire permanent replacements during strikes.

At the same time, the loss of the skilled controllers all at once led to an increase in flight delays and a decrease in air traffic safety.

"The PATCO strike became the key incident which conditioned labor relations for the next five years," labor historian Michael Hirsch writes. "Employers who sought concessions now went after them with a vengeance. Even in industries where profits were high, the issue for labor became not whether to take concessions, but which ones. PATCO became a symbol for union busting and resistance to union busting."

Now the controllers are back on their feet again. The convention approved a constitution, elected an executive board and an interim national coordinator, and set plans for the representation election to regain collective bargaining rights.

## Utility Reporter

DECEMBER 1986

VOLUME XXXV NUMBER 12

CIRCULATION: 24,500

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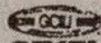
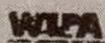
**Ron Field**

Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, CA 94596.

Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965.

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

Single copies 10 cents, subscription \$1.20 annually.



Thanks to the following for their help with this issue: Lynne Chase, Virginia Browne, Ethel Davis, Steve Diamond, Laramie Dorcy, Sharon Madison and Fran Zamora.



*Seasons Greetings to all*

from your **IBEW LOCAL UNION 1245**  
**OFFICERS and STAFF**



# APPOINTMENTS

## PACIFIC TREE EXPERT COMPANY

### 1986 Pacific Tree Negotiating Committee

Ray Abernathy  
Douglas Bonham  
Mike Higgins  
Bill Colbert, Jr.  
Jim Travis(Alternate)  
Scott Riddle(Alternate)

## CITY OF SANTA CLARA

### City of Santa Clara Negotiating Committee

Allan Cordes  
Neil Feldthouse  
Pat Greco  
James Parker  
Peter Welch

## CITIZENS UTILITIES

### Citizens Utilities Ballot Committee

Charles Criswell  
Monte Nelson

## CENTRAL LABOR COUNCILS

### Sonoma, Mendocino, Lake Counties Central Labor Council

Barbara Symons

### Santa Clara County Central Labor Council

Dale Mann

## CONFERENCES AND CONVENTIONS

### National Safety Council Congress and Exposition

Ron Fitzsimmons

### California Labor Federation Women-in-the-Workforce Conference

Michelle Perriera  
Ruth Best  
Litha Saunders  
Sandi Damitz  
Christine Lay  
Coriene Wadlow  
Jeffrie VanHook  
Chris Becker  
Barbara Orofino  
Susan Chelonis  
Chris Habecker  
Roger Stalcup

### IBEW Inter-Union Gas Workers Conference

Bob Olsen  
Rudy Woodford  
Jack McNally  
Howard Stiefer  
Manny Mederos  
Ron Fitzsimmons  
Ken Ball  
Ron Field

### Coalition of Labor Union Women 1986 Biennial Convention

Dorothy Fortier  
Kathy Tindall

## LOCAL UNION 1245, IBEW

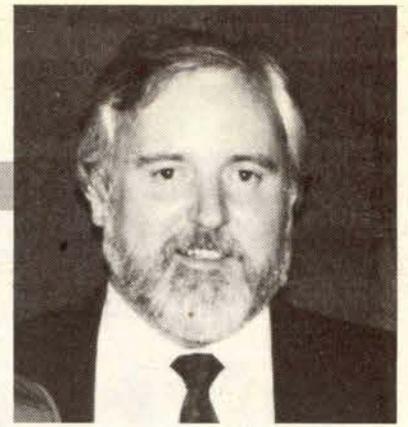
### Local Union Health and Safety Committee

Robert Martin

# POINT OF VIEW

By Jack McNally

## IBEW 1245 Business Manager



## Accomplishments in 1986, Challenges in 1987

1986 is fast becoming history, yet it was a very significant year.

Local 1245 conducted its own internal election and elected officers, advisory council members, and unit officers for a new three-year term. In addition, fifteen International Convention delegates were elected to attend the 33rd IBEW convention held in September at Toronto, Canada.

In California and Nevada, general elections were held for congressional, state, and local offices. With the exception of the U. S. Senate majority swinging back to the Democrats and the rejection of three California Supreme Court Justices, the political arena didn't change much.

Collective bargaining continued throughout the year with some tough, wide-open negotiations at Sierra Pacific Power Company and Citizens Utilities Company. We are now actively involved in bargaining with a number of employers with anniversary dates at the year's end.

1986 saw for the first time the use of the bare-hand technique on high voltage transmission lines in California and exposed just how weak Cal/OSHA really is. On the other hand, we were successful in getting a bill passed in the California legislature which provides a measure of protection from the hazards of portable generator back-feed. This effort came about as a result of a fatality involving a portable generator. On the national level, legislation was passed which provides current owners of hydro plants the first right of license renewal. This bill was heavily sponsored by PG&E and other utilities, and with widespread support of organized labor was passed and signed into law. This law provides protection for Local 1245 members as well as utility customers.

In 1986 we again were very active at the California Public Utilities Commission defending our members' wage rates and benefits in PG&E's general rate case. With the assistance of the Coalition of California Utility Workers we mounted a vigorous defense against the Public Staff Division of the PUC, and a decision is forthcoming in December.

This year we updated the Union's *Retirement Planning Guide* and in the fall conducted retirement planning seminars for all members and their spouses at various locations throughout our service territory. These seminars provided information on financial and tax planning. The seminars were highly successful as large numbers of our members attended and complimented the sessions.

As the 1986 good and not so good becomes history, we are looking at a number of new and great challenges in 1987.

Two of our largest investor-owned utilities will be open for general negotiations in 1987 — Sierra Pacific Power Company in the first half of the year and Pacific Gas and Electric Company in the second half. Both of these companies are going through drastic changes to deal with the ever-changing issues in the utility industry. This will create new challenges to solve some very difficult issues at the bargaining table. Local 1245 has enjoyed a long and excellent relationship with both Sierra Pacific and PG&E, and history shows that difficult issues and problems were amicably resolved in the past. I am confident the issues in the future can also be amicably resolved.

On behalf of the Officers and the Staff of Local 1245, I wish all of our members a happy Holiday season and prosperous New Year.

In Unity,

# Don't gamble with safety

By Ron Fitzsimmons

In response to a request by Local 1245, PG&E agreed last month to issue guidelines which they say will curb any improper use of the Company's Safety contests. The Union raised its concerns at a November 19 meeting of the Joint Health and Safety Committee.

The Union pointed out that the use of Bingo and other safety awards discouraged employees from filing the pink slips which document legitimate workplace injuries. The Union noted that in several instances workers had been pressured by management and some co-workers to not file records of on-the-job injuries so that work crews would win prizes.

The prizes offered in return for

the sacrifice of the Company's longstanding commitment to "Safety First" included a free coffee mug, a free turkey or a free dinner for two.

At first the Company contested the Union's claim that the contest was putting safety second to the giveaway prizes, but after an investigation conducted that very day, they admitted to the Union that the filing of pink slips was being discouraged in at least one headquarters.

The Union once again stressed the importance of such records to both accurate workplace recordkeeping and possible Workers' Compensation claims. The Company agreed and will now put its guidelines in writing for consideration by the Union.

# Workers' right to know improved by OSHA, but not enough

Final rules issued by the Occupational Safety and Health Administration governing access to trade secrets were issued recently, but they quickly came under fire from the AFL-CIO.

The new rules narrow the definition of a trade secret and expand the right of a worker or union to know about the contents of materials used in a workplace. The "right to know" issue has been fiercely contested by labor and management for many years. Employers argue that they cannot reveal the ingredients used in their products or manufacturing process because they fear giving away valuable information to competitors.

But union health and safety advocates point out that safety must come first and full disclosure of the materials to which workers are exposed on the job is critical to the success of a safety program.

To guide labor and management in defining a trade secret, OSHA issued an appendix to its rule which lists six factors that are "well-accepted" under common law in determining the legitimacy of a trade secret. These include: (1) the extent to which the information is known outside of the business, (2) the extent to which it is known by employees and others involved in the business, (3) the extent of the measures taken to guard the

secrecy of the data, (4) the value of the information, (5) the amount of effort and money expended in developing the information, and (6) the ease with which the data properly can be acquired or duplicated by others.

The rules also provide wider access to trade secret information. Employers must now make such information available in non-emergency situations to workers, their representatives, occupational health nurses, and health professionals as long as certain confidentiality requirements are met. Originally, only health professionals had access to trade secrets.

Despite the apparent added protection, AFL-CIO representatives were disappointed with the new ruling. The final rule "is not really going to change things very much," Margaret Seminario, associate director of the Federation's health and safety department said.

"We have yet to see what OSHA will do to enforce illegal claims of trade secrets" as a device for refusing to disclose toxic dangers, she said. Many employers still issue Material Safety Data Sheets which are censored under the allegation that to tell workers about the chemicals they work with would reveal a trade secret.

# OSHA expands warning tag requirements

New rules issued by the Occupational Safety and Health Administration will require visible tagging of defective equipment and maintenance-related hazards until the hazard is corrected or permanent protection is provided.

The rules, which went into effect on November 3, 1986, require the following:

1) Tags are required when there is no other effective warning measure, such as a barrier, sign, or guard, and when explicitly required by an existing OSHA standard. For example, tags should be used to warn employees that equipment is malfunctioning, or to warn them against turning on a machine or electrical circuit that another employee is working on.

2) Tags should contain a "signal word," such as "danger," to indicate an immediate hazard, or "caution," to indicate a potential hazard or unsafe practice. Tags must be fastened as close as safely possible to the hazard and be readable from at least five feet away.

3) Tags should also include a message or pictographic symbol that identifies the specific nature of the hazard to employees.

4) In the case of biological hazards, tags must include the signal word "Biohazard" and the uniform symbol for biological hazards.

5) Employers must also instruct employees in the meaning of the warnings or symbols in use.

T & S DEPARTMENT

# B-SAFE

4	16	35	59	74
9	21	33	58	67
12	24	SAFETY PAYS AT PGandE	56	72
13	20	37	47	71
10	27	38	53	65

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# Al Sandoval Memorial Competitive Scholarship

## PG&E appeal of special glove order heard

PG&E's appeal of a Cal/OSHA order that it provide employees with work gloves at company expense was heard on December 2 and 3 by Administrative Law Judge Robert W. Farnsworth.

The Company filed the appeal after receiving an order from Cal/OSHA that it provide long gauntlet-style leather gloves to all employees in climbing classifications and short canvas-backed gloves to employees in many physical classifications.

The gauntlet gloves have long been required by PG&E for protection in climbing. The shorter "work gloves" are also required for hand protection in many classifications such as Cablesplicer and Lineman, but are provided by the Company at only certain locations or for only some classifications.

Evidence presented at the hearing demonstrated the many hazards to hands that are posed by underground and overhead line work. Under careful questioning by Cal/OSHA attorney Suzanne Maria and IBEW Local 1245 attorney Ann Miley, the witnesses all provided an in-depth picture of the work performed by each classification and the physical and chemical dangers to which their hands might be exposed, including pole splinters, sharp metal edges, rope burns, hot machinery, pentachlorophenol and solvents.

Testifying on behalf of Cal/OSHA were IBEW Local 1245 members

Danny Romero, Roger Stephenson, Cliff Hall, Art Farnner, Len Watson, Dean Gurke, and Roger Wallis.

The Cal-OSHA order followed court action by Local 1245 against PG&E in 1980. The Union based its action on a California Supreme Court case, *Bendix Forest Products*, which held that the employer's duty to "furnish . . . safety equipment," found in Labor Code Section 6401, meant the Company was obligated to pay for all safety equipment. So far, Cal/OSHA has issued only an order for the Company to pay for work gloves.

In defense of its appeal, the Company provided testimony from only one witness. The Company did not deny the health and safety concerns behind the Cal/OSHA order for gloves. Instead, they contended that the gloves were too expensive. They argued that they would cost a half million dollars for all named classifications and would require three months to purchase. They contended that such a burden was unreasonable.

The half million dollars includes only \$180,000 for the gloves themselves and \$320,000 for "administrative costs" alleged by PG&E to be associated with the purchasing of the gloves.

Each party in the hearing, including Local 1245, will file briefs by January 13, 1987, with reply briefs to be filed two weeks later. A final decision is expected by March 1, 1987.

## PG&E pregnancy leave policy clarified

In response to complaints that PG&E management was inconsistent in its application of company leave policies for pregnant workers, the Union raised the issue for discussion at the November 19 Joint Health and Safety Committee meeting.

The Company agreed to abide by the limitations imposed on a worker by her treating physician. If the doctor requests that the employee no longer do heavy lifting, strenuous work, be exposed to certain chemicals or experience other job-related stress, the Company will abide by his/her recommendation.

Under state and federal law,

pregnancy must be treated by the Company in the same manner as it treats any other disability. A pregnant worker is eligible for the same paid leave provisions available to other disabled workers.

The Union contract with PG&E also provides that "a regular employee who has given birth to, or has adopted a child, shall be entitled to an unpaid 'leave of absence' for a period not to exceed six consecutive months . . ." Such an employee will be returned to their former classification and headquarters. (See Section 6.2(a) of the Clerical contract and Section 101.2(b) of the Physical Contract.)

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

- The grant will be as follows:  
\$500 per year, up to four (4) years, as long as a C (2.0) average is maintained and the parent maintains their membership in good standing in Local Union 1245.
- In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1987. A copy of your diploma or a letter from your high school stating that you will graduate in 1987 must be attached to your scholarship application.
- The scholarship grant will be made only to that candidate who intends to enroll full time in any college certified by their State Department of Education and accredited by the local accrediting association.
- Applications may be secured by addressing the Recording Secretary of Local Union 1245 or by calling the Union office, or by using the form printed below.
- Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
- All applications shall be accompanied by a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
- Essays should be submitted on 8½" by 11" paper, on one side, preferably typed and double spaced, with applicant's written signature at the conclusion of the essay.
- Applications and essays must be mailed to IBEW Local Union 1245, P.O. Box 4790, Walnut Creek, CA 94596, by registered or certified mail only, and be postmarked no later than Monday, March 2, 1987.
- Each year the scholarship shall be presented at the Advisory Council meeting in May; the judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the scholarship award.
- A suitable trophy or plaque shall be purchased by the Local Union, at a cost not to exceed \$75, to be presented to the scholarship recipient.

NOTE: THE TOPIC FOR THE 1987 AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP ESSAY IS "IS MY ONE VOTE REALLY IMPORTANT?"

### APPLICATION FOR THE AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP

Sponsored by  
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DATE \_\_\_\_\_

I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, IBEW, AFL-CIO:

NAME \_\_\_\_\_ DATE OF BIRTH \_\_\_\_\_

(Last) (First) (Initial) CITY \_\_\_\_\_

ADDRESS \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_ PHONE ( ) \_\_\_\_\_

NAME OF PARENT \_\_\_\_\_

COMPANY \_\_\_\_\_

WORK LOCATION \_\_\_\_\_

HIGH SCHOOL \_\_\_\_\_

GRADUATION DATE \_\_\_\_\_

ADDRESS OF HIGH SCHOOL \_\_\_\_\_

I EXPECT TO ATTEND \_\_\_\_\_ COLLEGE OR SCHOOL

LOCATION \_\_\_\_\_

(Candidate's Signature)

This is to certify that the above named candidate is currently enrolled as a student at \_\_\_\_\_

and has or will be graduating in \_\_\_\_\_, 1987.

(Official's Signature and Position)

This is to certify that I am a member in good standing of Local Union 1245, IBEW, and the candidate, whose name is signed to this application is my \_\_\_\_\_

and graduated during the term ending \_\_\_\_\_, 1987.

(Parent's Signature and Card Number)

# Special Report: A decade of de

Over the past ten years major American industries have undergone dramatic changes as the Federal and state laws regulating their price structures and working conditions have been steadily eroded. Competitive pressures are taking hold of the economy in a manner not seen since the days of the robber barons at the turn of the century. This month's Utility Reporter will examine the new deregulation wave with special emphasis on unions' and workers' rights.

## Who wins and who loses?

By Steve Diamond

There are two forces at work within American business and society. Free competition is thought by many to be the basis of our economy. But at work side by side with this competitive spirit — and often in conflict with it — is the spirit of cooperation. Cooperation is found in trade unions, the civil rights' and women's movements, and in the action of federal and state laws which regulate economic competition.

These regulatory laws are what makes any society work. From the color of traffic lights to the protective clothing required in chemical plants, one can see the positive effects of these laws. As Harvard Professor of Government Steven Kelman wrote for the AFL-CIO, regulation is essential "if we are to continue to be a decent people living in a decent society."

More and more in the past ten years, American business leaders have argued that they are unable to profit with the current restrictions on competition. They have organized and succeeded in ending many of the legal protections once provided to both workers and consumers by such laws. Even at companies still protected by regulation, an effort is underway to impose the pressures of deregulation on the workforce. PG&E's efforts to institute a "market-driven" consciousness is one good example.

Price structures in airlines and trucking are no longer set by either the Civil Aeronautics Board or the Interstate Commerce Commission. The telecommunications industry, once dominated by American Telephone and Telegraph, with phone rates set by various state Public Utilities Commissions, has now been broken up. Rates are still regulated, but the pressure to subject them to the whims of the free market is growing.

A second type of regulation, not aimed at costs, but at the conditions under which businesses operate, is also under attack. These include the Environmental Protection Agency (EPA), the Occupational Safety and Health Administration (OSHA), the National Highway Safety Transportation Board, the Consumer Product Safety Commission and the Equal Employment Opportunities Commission (EEOC).

Unions are very familiar with the attacks on OSHA. Under the Reagan Administration, OSHA's budget has been slashed and its workforce cut by 25 percent. Only two new health standards have been issued which actually improve workplace conditions. Penalties charged against corporate violators of the law "have fallen substantially," according to labor economist Sar Levitan, so that "the economic incentive for compliance in the absence of an inspection has declined to the point of being trivial." Levitan notes that OSHA officials are much less likely now to respond to worker complaints of unsafe conditions.

Business leaders gloat over the reduced pressure on worker safety, but in the long run the cost to them will hit home. The National Safety Council estimated that the price tag of work-related injuries in 1983 amounted to \$33.4 billion! But business spent only \$4.9 billion in that same year to improve workplace health and safety.

### The New Competition

With the fall of regulatory agencies, it is now much easier to start a trucking company or airline. And in the vast majority of cases, these new operations are non-union. Efforts to organize these companies have yet to be successful. The larger and older firms in the same industry then begin a "Whipsaw" action against their own unions.

A *Business Week* survey of the impact of deregulation noted that 10,000

new operators have entered the trucking business and 14 new airlines were launched in the first five years of airline deregulation.

In that same report, where *Business Week* says the benefits of deregulation far outweigh its costs, it notes that "labor costs in the deregulated sector are being slashed . . . deregulation is a major contributor to what Marvin H. Kosters of the American Enterprise Institute calls 'disinflation in the labor market.'"

"Labor costs," of course, is just an accountant's way of talking about a union contract and decent wages, hours and working conditions. Across the board, companies are forcing unions to take concessions in work rule and wages under the pressure of the new competition.

But the period of free competition has now given way to the era of "Mergers and Acquisitions." Hundreds of the new companies are unable to survive, even with cheap, non-union labor. The financial strength of the giants has prevailed, now boosted by lower wages and weakened unions. Corporate raiders like Carl Icahn or financial wizards like Ivan Boesky make hundreds of millions overnight, while thousands of workers join the unemployment lines.

### The Utility Industry

To implement the cost cutting programs essential to the deregulation wave, many companies prepare their employees with sophisticated public relations campaigns. AT&T, for example, hired a new chairman, Charles Brown, to steer the company through the break-up of the telephone industry.

When he came on board, Brown announced to the million or so AT&T employees that "Ma Bell was dead." The family atmosphere which the company had promoted over the years, including the job security that came with it, would no longer be profitable to the company's shareholders.

Employees of PG&E are now subject to similar pressures. Chairman Richard Clarke, fearing deregulation, has announced a "market-driven" strategy, where the pressures which workers in airline and trucking now face are to be brought home to PG&E despite continued regulation.

Clarke has assured Wall Street investors that their dividends are secure. Instead, cost-cutting measures will be implemented. These are to include "weed[ing] out employees who do not meet our standards for performance." The company even anticipates, as has been the experience in other industries, "strained labor relations" as employees "become more anxious about future job security, working conditions and career opportunities."

And, just like AT&T, PG&E contends that it is no longer a family, but instead must respond "to today's new economic environment — an environment that elsewhere is causing mergers and layoffs."

### The Role of Collective Bargaining

In the face of these new conditions and the "unrelenting pressure" PG&E says must be a part of the competitive era, it is through the collective bargaining process that the other force in American life, cooperation, can survive. Respect for and enforcement of the contract, as negotiated in good faith by both labor and management, is the only means ever devised to respond to the problems of both parties. It is the only way for the two forces to live in harmony.

# regulation

## BOOK REVIEW

### "Protecting American workers"

A decade and more of pressure to deregulate American business is eating away at the federal laws aimed to protect the rights and conditions of U.S. workers, concludes a recent study of this issue by three economists at George Washington University.

In their book, *Protecting American Workers: An Assessment of Government Programs*, Sar A. Levitan, Peter E. Carlson, and Isaac Shapiro write that "budget cuts, tax administration and inadequate legislative oversight have reduced the federal role in the workplace with little regard for need or merit."

The authors analyze in detail several key areas: federal funding for employment and training assistance to the unemployed, unemployment insurance, the minimum wage, health and safety laws, equal employment opportunity, the NLRB, and pensions.

For example, "since 1981 federal agencies have downgraded the enforcement of equal employment opportunity policies affecting women and minorities," the authors note. The EEOC's budget has been cut 20% in real terms from 1980 to 1985.

**PROTECTING AMERICAN WORKERS** is published by the Bureau of National Affairs in Washington, D.C.



## GROUNDING

# The flight attendants strike at TWA

By Cindy Hounsell

Passage of the 1978 Airline Deregulation Bill put a noose around the necks of airline workers and their unions, and in the case of Trans World Airlines (TWA) may have led some workers to inadvertently help tighten the knot.

When TWA flight attendants (FAs) struck last spring, it was against a new chief executive that the union had initially supported in a corporate takeover. Five thousand FAs were left jobless after a ten-week strike, although they hope eventually to win their jobs back through litigation.

Their predicament illustrates special hurdles faced by unions with a predominantly female membership and raises questions about alternative strategies in today's virulently anti-union climate.

## DEREGULATION

With deregulation, new airlines such as People Express and New York Air cut into the profits of the big carriers by offering low fares and operating with cheap, nonunion personnel. The management theme for the 1980s became concessions and givebacks.

The "major" airlines wanted cheaper labor in order to remain competitive with the "upstarts." When union-busting Texas Air, headed by Frank Lorenzo, attempted a takeover of TWA, employees backed well-known corporate raider Carl Icahn, who, as an unknown quantity seemed a safer choice.

Faced with a \$217 million loss in 1985, Icahn moved quickly to restore profitability to TWA, getting the pilots, represented by the Airline Pilots Association, to agree to new work rules and wage cuts of 35 percent (on an average salary of \$80,000), as well as an agreement not to honor any strike by other unions.

The International Association of Machinists (IAM), representing mechanics as well as baggage handlers, cleaners, and ramp servicers, agreed to a 15 percent giveback and pledged not to honor other strikes. Icahn asked TWA's Independent Federation of Flight Attendants (IFFA) for concessions of 22 percent in salaries and \$62 million per year in other labor costs. When IFFA President Vicki Frankovich said that 15 percent was the union's bottom line, Icahn said that since FAs were not "breadwinners" he wanted greater concessions.

## THE STRIKE

When IFFA struck TWA on March 7, 1986, the airline had hired 1,500 extra FAs (average age, 22) and had insider "contingents" ready to cross the picket line. Nevertheless, the union was optimistic. During the first week of the strike, IAM members honored the picket line and TWA was forced to cancel more than half its flights.

Unfortunately, a federal judge soon ordered IAM members back to work and, as the strike wore on, everything seemed to go against the union. Terrorism in Europe increased as the value of the dollar decreased. Travel across the Atlantic slumped so that TWA was able to consolidate its flight schedule, thereby reducing the number of FAs needed.

TWA had cut the training time of the new hires, raising safety questions in many minds. But despite reports of safety violations and congressional hearings forced by the IFFA after several emergency situations were mishandled by the inadequately trained replacements, the FAA looked the other way. The American public continued flying the striking airline, enticed by cheap fares, special bonus mileage, free drinks and champagne.

The union recommended that its members return to work without a contract on May 17, 1986. But only 200 strikers were rehired. TWA claimed it had no more vacancies, although 463 of the "scabs-in-training" were put to work before IFFA members. Union members voted 97 percent against TWA's final offer: 45% reductions in salary, \$100 million in concessions on work rules, elimination of dues check-off, and elimination of paid union representatives.

IFFA's current strategy is to pursue a settlement through the courts and apply political and economic pressure. IFFA has started a Boycott of Conscience, asking the public to boycott TWA until the 5,000 FAs are returned to work. Support for the Boycott has come from celebrities who created the Coalition for Corporate Responsibility: Cesar Chavez, Jane Alexander, Ed Asner, Patti Duke, and many others. The Coalition hopes to focus public attention on the deterioration of workers' rights in recent years.

*Cindy Hounsell has been a flight attendant for 18 years and is head of the New York local of the Independent Union of Flight Attendants, which represents Pan American flight attendants.*

# Advisory Council Assembly

The Fall session of the IBEW Local 1245 Advisory Council met at the Sheraton Hotel in Concord last month. Composed of elected delegates from the major employee subgroups within the Local, the Council heard reports from Local staff about ongoing activities. The members of the Council then presented their own reports about activities around the local. The exchange of information and ideas between staff, officers and the membership is considered vital by all to the continuing success of the Local.

A highlight of the two-day meeting was a presentation by Sylvia Segal, Executive Director of Towards Utility Rate Normalization (TURN). TURN is a public interest organization which advocates for utility consumers in front of the Public Utilities Commission. Her talk brought to the members of the Council the viewpoint of the wide constituency affected by the utility industry throughout California.



Sylvia Segal of TURN answers questions raised by the Advisory Council after her presentation. To her left are Howard Stiefer, President of Local 1245, and Jack McNally, Local 1245 Business Manager.



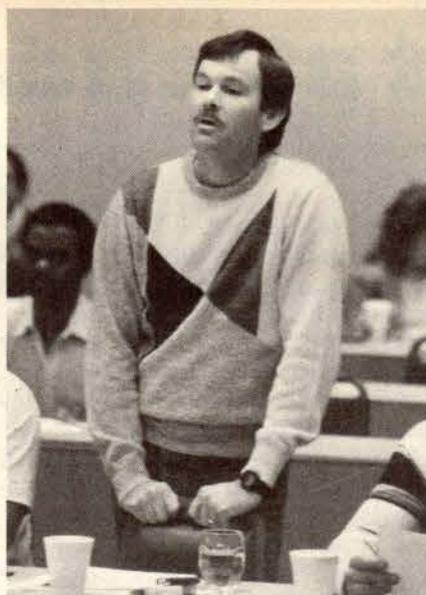
Skip Harris and Jimmy Russell are sworn in as new members of the Advisory Council by President Stiefer.



Local Treasurer Ron Field and Executive Board Members Kathy Tindall and Barbara Symons at the recent Advisory Council session.



Ann Miley presents a report on Health and Safety to the Advisory Council.



Dave Mason speaks his mind.



Larry Layton



Some of the IBEW sisters in attendance: from left to right, Kathy Tindall, Paula Ramsey, Pat Collins, Cheri Roberson and Barbara Symons.



David Pittman, Barry Humphrey, and Skip Harris

Photos: Mickey Harrington

## Wage booklets now available from your Business Representatives

**EXHIBIT X**  
(AS AMENDED JANUARY 1, 1987)  
SCHEDULE OF WAGE RATES OF AGREEMENT APPLICABLE TO  
OPERATION, MAINTENANCE AND CONSTRUCTION EMPLOYEES

*Between*

PACIFIC GAS AND ELECTRIC COMPANY  
and  
LOCAL UNION NO. 1245  
of  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

 Affiliated with  
AMERICAN FEDERATION OF LABOR  
CONGRESS OF INDUSTRIAL ORGANIZATIONS

EFFECTIVE JANUARY 1, 1987

**EXHIBIT F**  
(AS AMENDED JANUARY 1, 1987)  
SCHEDULE OF WAGE RATES OF AGREEMENT APPLICABLE TO  
OFFICE AND CLERICAL EMPLOYEES

*Between*

PACIFIC GAS AND ELECTRIC COMPANY  
and  
LOCAL UNION NO. 1245  
of  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

 Affiliated with  
AMERICAN FEDERATION OF LABOR  
CONGRESS OF INDUSTRIAL ORGANIZATIONS

EFFECTIVE JANUARY 1, 1987

PG&E Wage Rate Books, Exhibit X, and Exhibit F, will be available for members by the end of December. Contact your Shop Steward or Business Representative to request a copy.

## One year contract voted up at Telecommunications, Inc.

IBEW Local 1245 members at Telecommunications, Inc., formerly Group W-Reno, voted to accept a one year contract early this month. The vote total was 31 in favor, 3 against, and 1 abstention.

An earlier offer by the company was soundly defeated by the membership because of the company's refusal to provide dependent coverage in its health plan and refusal to contribute to a pension plan. That offer was voted down 30 to 1.

After that initial rejection, the Local 1245 bargaining team returned to negotiations with the company and was able to come up with the one year offer. It was accepted with the understanding that outstanding issues will be raised once again with the company when the contract expires.

The IBEW bargaining committee was made up of: Bill Wilkinson, Mike Cason, Nancy Brooks, Craig Miraglia, John Stralla and Orv Owen.

## Improvements in National Electrical Benefit Fund announced

The National Employee Benefit Board has recommended and the parties to the Employees Benefit Agreement have approved an increase in base pension benefit payments from thirteen dollars a month to fourteen dollars a month for each year of service credits to those retiring under the NEBF plan on or after January 1, 1987. They have also approved a flat four percent across-the-board increase for those presently on the NEBF Pension rolls to become effective with the January 1987 benefit month.

## Dues increase announced

By a decision of the International Convention at its recent meeting in Toronto, dues for all IBEW members will be increased by one dollar a month across the board. The increase goes into effect on January 1, 1987.

# Shop Stewards training held in Fresno

More than two dozen shop stewards convened on November 15 at the Hacienda Resort and Convention Center in Fresno, for a day long training session. IBEW Local 1245 Business Representatives Ron Van Dyke, Dan Mitchell, and Frank Hutchins organized the session. Pete Guidry of the University of California spoke to the stewards on grievance handling.

The stewards came from the following locations: PG&E Selma, Balch Camp, Fresno, Merced, Los Banos, Coalinga, Bakersfield, Crane Valley, and Pipeline Operations. Attendees included: Apple Flores, Linda Jurado, John Cordoza, Jan Cannon, Sal Perales, Tess Bock, Gil Mendez, Al Acosta, Bob Gutierrez, Dan Morey, Jolene Clark, Tom Garcia, Ed Mallory, Marc Hackler, Sam Grigsby, Al Simms, Jimmy Morales, Jennifer Varner, Ann McClintock, Rick Brendmont, Sal Mesa, Sam Samaniego, Bill Howard, Pete Altamirano, Robert Engstrom, and Tom Hebrard.



# IBEW LOCAL 1245 UNIT MEETINGS

January -  
June 1987

			Jan	Feb	Mar	Apr	May	Jun	
<b>San Joaquin</b>									
1111	FRESNO Old Fresno* Hofbrau Tulare & R Sts.	Chairman: J. Cannon	<b>Tuesday</b> 5:30 p.m.	6	3	3	7	5	2
1112	BAKERSFIELD The Labor Hall 200 W. Jeffrey	Chairman: J. Levesque	<b>Thursday</b> 7:30 p.m.	15	12	12	9	14	11
1113	MADERA Di Cicco's* 516 So. I St.	Chairman: J. Souza	<b>Thursday</b> 7:30 p.m.	8*	5	5	2	7	4
1117	WASCO Bob's Place 221 "F" St.	Chairman: D. Wilson	<b>Monday</b> 5:00 p.m.	12	9	9	6	11	8
1118	CRANE VALLEY Sierra Sky Ranch Hwy 41, Oakhurst	Chairman: R. Newton	<b>Wednesday</b> 7:30 p.m.	7	4	4	1	6	1
1119	BALCH Rec. Hall Balch Camp	Chairman: A. Simms	<b>Tuesday</b> 5:30 p.m.	13	10	10	14	12	9
1120	SELMA El Conquistador Restaurant	Chairman: T. Thomas	<b>Thursday</b> 5:00 p.m.	8	12	12	9	14	11
1121	COALINGA Dist. Library* N. 4th Street	Chairman: J. Varner*	<b>Tuesday</b> 5:15 p.m.*	13	10	10	7	12	9
1122	MERCED IRRIGATION DISTRICT Pine Cone Coffee Shop 2000 E. Childs	Chairman: B. Coleman	<b>Thursday</b> 7:30 p.m.	8	12	12	9	14	11
1123	MERCED Pine Cone Coffee Shop 2000 E. Childs	Chairman: D. Mayo	<b>Wednesday</b> 7:30 p.m.	14	11	11	8	13	10
1124	LOS BANOS Wool Growers Inn 609 "H" St.	Chairman: Tom Hunt	<b>Thursday*</b> 5:00 p.m.	15	12	12	9	14	11
1125	HELMS Wishon Store Wishon Village	Chairman: R. Cheney*	<b>Tuesday</b> 5:30 p.m.	13	10	10	14	12	9
1127	TAFT Papa's Pizza 538 Finley Dr.	Chairman: D. Thomas	<b>Wednesday</b> 5:15 p.m.	14	11	11	8	13	10
<b>Coast Valleys</b>									
1211	SALINAS Amer. Legion Hall 14 W. Laurel Dr.	Chairman: K. Richards	<b>Tuesday</b> 5:00 p.m.	6	3	3	7	5	9
1212	MONTEREY Two Guys From Italy 2030 Fremont St.	Chairman: M. Anastasia	<b>Wednesday</b> 5:15 p.m.	21	18	18	22	20	24
1216	SANTA MARIA Round Table Pizza* 1437 So. Broadway	Chairman: C. Bartlett	<b>Tuesday</b> 5:00 p.m.	6	3	3	7	5	9
1217	PASO ROBLES Wings Park 545 Spring St.	Chairman: J. Johnson	<b>Tuesday</b> 5:00 p.m.	13	10	10	14	12	16
1218	MONTEREY PENINSULA TV Two Guys From Italy 2030 Fremont St.	Chairman: P. Gaudoin	<b>Tuesday</b> 7:00 p.m.	20	17	17	21	19	23
1219	HOLLISTER Paine's Rest. 421 East	Chairman: J. Johnson	<b>Wednesday</b> 5:00 p.m.	7	4	4	8	6	10
1220	DIABLO CANYON San Luis Bay Inn Avila Beach	Chairman: W. Wellman	<b>Monday</b> 5:00 p.m.	12	9	9	13	11	15
1221	BUELLTON (Previously Solvang) Valley Hunter 350 E. Hwy 246	Chairman: S. Worden	<b>Thursday</b> 5:00 p.m.	15	12	12	16	14	18
1222	MORRO BAY Dorn's Original Breaker's Cafe 801 Market Avenue	Chairman: E. Havemann*	<b>Wednesday</b> 4:45 p.m.	7	4	4	8	6	10
<b>Pipe Line</b>									
1311	BARSTOW Psea Rec. Hall* Hinkley Comp. Station	Chairman: V. Cooke	<b>Wednesday</b> 5:00 p.m.	7	4	4	1	6	3
1313	TOPOCK* Recreation Room Park Moabi Needles-Topock	Chairman: C. More	<b>Thursday</b> 4:00 p.m.	8	—	5	—	7	—
<b>CP National</b>									
1312	NEEDLES Eagles Club Front St.	Chairman: M. Walters*	<b>Thursday</b> 5:00 p.m.	—	5	—	2	—	4
<b>Santa Clara</b>									
1411	CITY OF SANTA CLARA Round Table Pizza* El Camino Santa Clara	Chairman: J. Parker	<b>Thursday</b> 5:30 p.m.	8*	5	5	2	7	4
<b>San Jose</b>									
1501	SAN JOSE CLERICAL TO BE ANNOUNCED*	Chairman: B. Brill	<b>Tuesday</b> 6:00 p.m.						

			Jan	Feb	Mar	Apr	May	Jun	
<b>San Jose</b>									
1511	SAN JOSE, PHYSICAL TO BE ANNOUNCED*	Chairman: R. Fitzpatrick	<b>Tuesday</b> 8:00 p.m.	6	3	3	7	5	2
1512	BELMONT Round Table Pizza 1030 El Camino San Carlos	Chairman: R. Field	<b>Wednesday</b> 5:15 p.m.	14	11	11	8	13	10
1513	SANTA CRUZ Adolph's 525 Water Street	Chairman: A. Garza	<b>Wednesday</b> 7:00 p.m.	7	4	4	1	6	3
1515	GILROY Watsonville Federal Savings 801 "I" Street	Chairman: H. Johnson	<b>Tuesday</b> 7:00 p.m.	20	17	17	21	19	16
<b>Davey Tree</b>									
4412	DAVEY TREE-APTOS Old Country Pizza #1 Post Office Drive	Chairman: K. Neal	<b>Wednesday</b> 6:00 p.m.	14	18	18	15	20	17
4415	DAVEY TREE-SAN JOSE Labor Council 2102 Almaden	Chairman: E. Bias*	<b>Monday</b> 5:30 p.m.	12	9	9	13	11	8
4416	DAVEY TREE-SELMA El Conquistador Restaurant	Chairman: J. Wilson	<b>Wednesday</b> 6:30 p.m.	13	10	10	14	12	9
<b>City of Oakland</b>									
2211	OAKLAND GENERAL The Flanker 45 Hegenberger Loop	Chairman: R. Murphy	<b>Thursday</b> 5:00 p.m.	8*	5	5	2	7	4
<b>East Bay</b>									
2301	EAST BAY CLERICAL Holiday Inn 1800 Powell St. Emeryville	Chairman: T. Ferreira	<b>Wednesday</b> 6:00 p.m.	14	11	11	8	13	10
2311	OAKLAND The Flanker 45 Hegenberger Loop	Chairman: P. Ramsey	<b>Tuesday</b> 5:00 p.m.	6	3	3	7	5	2
2314	HAYWARD/FREMONT The Office* 3575 Peralta Blvd. Fremont	Chairman: J. French	<b>Wednesday</b> 6:00 p.m.	14	11	11	8	13	10
2316	CONCORD I.B.E.W. Local 1245 3063 Citrus Circle Walnut Creek	Chairman: D. Sutton	<b>Thursday</b> 7:30 p.m.*	8	12	12	9	14	11
2317	ANTIOCH Moose Lodge 4th & "H" Streets	Chairman: A. Reed*	<b>Tuesday</b> 7:00 p.m.	13	10	10	14	12	9
<b>San Francisco</b>									
2401	SAN FRANCISCO CLERICAL Sheraton Palace #2 New Montgomery*	Chairman: G. Wynn	<b>Wednesday</b> 5:30 p.m.	14	11	11	8	13	10
2412	SAN FRANCISCO St. Emydius Church* 255 Jules Ave.	Chairman: R. Woodford	<b>Wednesday</b> 7:30 p.m.	7	4	4	1	6	3
<b>Stockton</b>									
2511	STOCKTON Ed Stewart Post #803 3110 No. West Lane	Chairman: M. Rasmussen	<b>Thursday</b> 7:30 p.m.	8	12	12	9	14	11
2513	JACKSON Native Sons Hall Court Street	Chairman: D. Schulze	<b>Tuesday</b> 7:30 p.m.	6	3	3	7	5	2
2514	TRACY Rico's Pizza 2227 Tracy Blvd.	Chairman: R. Pender	<b>Tuesday</b> 4:30 p.m.	6	3	3	7	5	2
2515	MODESTO Sundial Lodge 808 McHenry, #138	Chairman: J. Loades	<b>Wednesday</b> 7:30 p.m.	14	11	11	8	13	10
2516	LODI Carpenters Hall Local 1418 15417 North Lower Sacramento Road	Chairman: W. Schmer, Sr.	<b>Wednesday</b> 7:30 p.m.	7	4	4	1	6	3
2517	SONORA Elk's Hall	Chairman: W. McCord	<b>Tuesday</b> 4:00 p.m.	13	10	10	14	12	9
2518	MODESTO IRRIGATION DISTRICT Sundial Lodge 808 McHenry, #138	Chairman: D. Pittman	<b>Thursday</b> 7:30 p.m.	5*	5	5	2	7	4
2519	SO. SAN JOAQUIN IRRIGATION DISTRICT Manteca Inn* 150 Northwoods Ave.	Chairman: J. Vienna	<b>Tuesday</b> 5:00 p.m.*	13	10	10	14	12	9
<b>Pacific Gas Transmission</b>									
3023	WALLA WALLA Jack's Fountain c/o Book Nook Main Street	Chairman: C. Pacheco	<b>Wednesday</b> 7:00 p.m.	14	11	11	15	12	10
3024	REDMOND Pietro's Pizza 413 W. Glacier St.	Chairman: T. Touchon	<b>Tuesday</b> 7:00 p.m.	13	10	10	14	12	9



# IBEW LOCAL 1245 UNIT MEETINGS

				Jan	Feb	Mar	Apr	May	Jun
<b>Humboldt</b>									
3111	EUREKA Labor Temple 9th & "E" Streets	Chairman: J. Russell	<b>Tuesday</b> 7:30 p.m.	13	10	10	14	12	9
<b>Shasta</b>									
3212	REDDING Hospitality House 532 N. Market	Chairman: J. Kropholler*	<b>Tuesday</b> 7:30 p.m.	6	3	3	7	5	2
3213	BURNEY Sam's Pizza Johnson Park	Chairman: R. Trunnel	<b>Thursday</b> 5:30 p.m.	8*	5	5	9	7	4
3214	RED BLUFF Pappa Joe's Pizza	Chairman: H. Iness*	<b>Thursday</b> 5:30 p.m.	15	12	12	16	14	11
3216	TRINITY New York Hotel Weaverville	Chairman: A. Wells	<b>Tuesday</b> 7:30 p.m.	13	10	10	14	12	9
<b>Nevada</b>									
3311	RENO IBEW Hall 2713 E. 4th St.	Chairman: D. Moler	<b>Wednesday</b> 7:30 p.m.	7	4	4	1	6	3
3312	CARSON CITY Carson Fire Station	Chairman: H. Landis	<b>Monday</b> 6:00 p.m.	12	9	9	13	11	8
3313	YERRINGTON* Fire Station	Chairman: Ballen	<b>Tuesday</b> *	6	3	3	7	5	2
3314	SOUTH LAKE TAHOE Moose Lodge	Chairman: S. Poore	<b>Thursday</b> 6:30 p.m.	8*	5	5	2	7	4
3315	ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: D. Strausburg	<b>Tuesday</b> 4:15 p.m.	13	10	10	14	12	9
3316	RENO MANUFACTURING Carpenter's Hall 1150 Terminal Way	Chairman: J. Davis	<b>Thursday</b> 4:45 p.m.	NA	5	5	2	7	4
3317	WINNEMUCCA Library	Chairman: R. Osborn	<b>Tuesday</b> 7:00 p.m.	13	10	10	14	12	9
3318	ELKO Stockmen's Hotel Elko	Chairman: C. Roberson*	<b>Wednesday*</b> 7:30 p.m.	14	11	11	15	13	10
<b>DeSabra</b>									
3411	CHICO Pizon's Pizza Hwy 32, Chico	Chairman: R. Callender	<b>Wednesday</b> 7:30 p.m.	14	11	11	15	13	10
3412	QUINCY Moons Restaurant Lawrence Street Stone Building	Chairman: N. Adamson	<b>Wednesday</b> 7:00 p.m.	7	4	4	8	6	3
3417	PARADISE Red Lion Pizza 6011 Skyway	Chairman: B. Lovett	<b>Thursday</b> 7:30 p.m.	8*	5	5	9	7	4
<b>Drum</b>									
3511	AUBURN Moose Lodge Sacramento & High	Chairman: C.D. Felkins	<b>Tuesday</b> 7:00 p.m.	13	10	10	14	12	9
3512	ROSEVILLE Zorro's 315 Washington	Chairman: D. Shell	<b>Wednesday</b> 5:00 p.m.	14	11	11	8	13	10
3513	GRASS VALLEY Nevada County Sportsman Banner Mtn. Trail	Chairman: L. Richerson	<b>Wednesday</b> 7:30 p.m.	14	11	11	8	13	10
<b>Colgate</b>									
3611	MARYSVILLE Petrocelli's 1235 Bridge St. Yuba City	Chairman: J. Kuhn	<b>Tuesday</b> 6:00 p.m.	6	3	3	7	5	2
3613	OROVILLE Eagles Hall 2010 Montgomery	Chairman: A. Knudsen	<b>Thursday</b> 6:00 p.m.	8*	5	5	2	7	4
<b>North Bay</b>									
3711	MARIN COUNTY Sams, 209 Third San Rafael	Chairman: J. Findley*	<b>Thursday</b> 5:30 p.m.	8*	12	12	9	14	11
3712	SANTA ROSA Round Table Pizza 421 Stonypoint	Chairman: B. Giannecchini	<b>Tuesday</b> 8:00 p.m.	6	3	3	7	5	2
3713	GEYSERS Starview Rest. Cobb	Chairman: R. Runnings	<b>Wednesday</b> 6:00 p.m.	14	11	11	8	13	10
3714	UKIAH Lu Ann Motel 1340 No. State	Chairman: K. Wilson	<b>Wednesday</b> 7:30 p.m.	7	4	4	8	6	3
3715	LAKEPORT West America Bank Main St.	Chairman: W. Dawson	<b>Tuesday</b> 8:00 p.m.	6	3	3	7	5	2

				Jan	Feb	Mar	Apr	May	Jun
<b>North Bay</b>									
3716	NAPA/VALLEJO House of Pizza* 3085 Jefferson Napa	Chairman: T. Jacobson*	<b>Thursday</b> 7:00 p.m.	7*	5	5	2	7	4
3717	FORT BRAGG/PT. ARENA Masonic Temple 428 No. Main Ft. Bragg	Chairman: D. McDonnell	<b>Thursday</b> 5:00 p.m.	8*	5	5	2	7	4
<b>Sacramento</b>									
3011	SACRAMENTO REGIONAL TRANSIT Union Hall 1414 - 21st St.	Chairman: L. Gill	<b>Thursday</b> 4:45 p.m.	8*	5	5	2	7	4
3811	SACRAMENTO Florin Odd Fellow 8021 Florin Avenue	Chairman: D. Norris	<b>Wednesday</b> 6:00 p.m.	21	18	18	15	20	17
3812	VACAVILLE Brigadoon Lodge 1571 E. Monte Vista	Chairman: J. Runswick	<b>Thursday</b> 7:00 p.m.	8	12	12	9	14	11
3813	PLACERVILLE The Hoosegow 2864 Ray Lawyer	Chairman: G. Park	<b>Wednesday</b> 5:00 p.m.	14	11	11	8	13	10
3814	WOODLAND American Legion Hall Post 77 523 Bush Street	Chairman: G. Cooper	<b>Thursday</b> 5:30 p.m.	15*	5	5	2	7	4
3815	RIOVISTA Striper Club Main Street	Chairman: R. Greenwood	<b>Tuesday</b> 5:00 p.m.	6	3	3	7	5	9
3911	SACRAMENTO MUNICIPAL UTILITY DISTRICT Jose's* 5451 Fair Oaks	Chairman: J. Callahan	<b>Wednesday</b> 4:30 p.m.	7	4	4	1	6	3
3912	FRESH POND(SMUD) Moose Lodge Hwy. 50-Frontage Road Camino	Chairman: D. Reishus	<b>Tuesday</b> 6:00 p.m.*	6	3	3	7	5	2
3913	RANCHO SECO(SMUD) Community Center Herald Store Herald	Chairman: J. Payseno	<b>Tuesday</b> 4:30 p.m.	13	10	10	14	12	9
3914	HIDDEN VALLEY (SMUD-GEO) Starview Lodge* Cobb Mountain	Chairman: S. Ahern	<b>Wednesday</b> 6:00 p.m.	21	18	18	15	20	17
<b>Citizens Utilities Company</b>									
4012	SUSANVILLE Roundtable Pizza 2655 Main	Chairman: P. Thomas	<b>Wednesday</b> 5:30 p.m.	7	4	4	8	6	3
4013	ALTURAS King Wah Inn Hwy. 299 West	Chairman: J. Belle	<b>Wednesday</b> 5:30 p.m.	14	11	11	15	13	10
4014	ELK GROVE Pizza Barn 8610 Elk Grove Blvd.	Chairman: J. Beck	<b>Thursday</b> 5:30 p.m.	22	19	19	23	21	18
4015	BURNEY-C.U.C.C. Sam's Pizza Hwy. 299E	Chairman: K. Fitzgerald*	<b>Thursday</b> 5:30 p.m.	15	12	12	16	14	11
4016	REDDING-C.U.C.C. Round Table Pizza 900 Dianna Drive	Chairman: J. Chelonis	<b>Tuesday</b> 5:00 p.m.*	20	17	17	21	19	16
<b>Outside Line</b>									
4911	OUTSIDE LINE CONSTRUCTION-SACRAMENTO Brigadoon Lodge 1571 E. Monte Vista Vacaville	Chairman: B. Branson	<b>Saturday</b> 10:00 a.m.	10	14	14	11	9	13
4912	OUTSIDE LINE CONSTRUCTION-CLAREMONT 170 W. San Jose Claremont	Chairman: T. Dudley*	<b>Wednesday</b> 8:00 p.m.	14	11	11	8	13	10

\*Indicates change  
\*\*To be announced

Jan Feb Mar Apr May Jun




# PLAN TO ATTEND January thru June 1987

# CLUW convention looks to the future for working women

More than 1,000 delegates to the Coalition of Labor Union Women gathered in St. Louis last month to discuss issues of concern to trade union women. The theme for the fourth biennial CLUW assembly was "Challenged By Our Past . . . Forging Change For Our Future."

The delegates came from all across the country, as far away as Alaska, and from every occupation represented by the American labor movement — the assembly line to the office, from garment shops and coal mines.

The International Brotherhood of Electrical Workers was also well represented at the session by eight members of our union. Pictured here they included: (Bottom row, from left to right) Thelma Boyd, Shop Steward, Local 1288, Memphis, Tennessee; Charity Puhl, President and Business Manager, Local 2373, Oshkosh, Wisconsin; Yvonne Coleman, International Representative, Washington, D.C.; (Top row, left to right) Annemarie Galasso, Business Representative, Local 18, Los Angeles, California; Royetta Sanford, Business Representative, Local 18; Kathy Tindall, Executive Board, Local 1245, Walnut Creek, California; Diana Kamen, President and Business Manager, Local 1968, Spring Valley, New York; and Dorothy Fortier, Business



CLUW President Joyce Miller joins members of the IBEW delegation.

Representative, Local 1245.

Several key issues were highlighted by CLUW President Joyce Miller in her report to the convention. She noted that "women work for the same reasons men do — we need the money." What is not needed, she said, is the "tension, stress and guilt" that working women feel from trying to balance too many responsibilities and too few options.

"We represent millions of women without the luxury to choose

whether to work or not," she said. CLUW will not be satisfied until it achieves the improvements necessary to make this work tolerable and possible: child care, care of elderly parents, and adequate health care.

Another key priority for labor union women, she said, is the establishment of pay equity. Women continue to be trapped in low-status, lower-wage jobs, Miller said. "A union contract is the only sure way" for working women to achieve

economic freedom.

An important step towards these goals will be taken at CLUW's conference on organizing the unorganized which the Convention agreed to sponsor next year.

The Convention was addressed by several guest speakers, including leaders of the Communications Workers of America, the Service Employees International Union, and the United Auto Workers. AFL-CIO Secretary-Treasurer Tom Donahue pointed to the advantages a union contract has for working women.

"We must get the word out that a woman's place is in her union," he said. "Women who are covered by union contracts fare far better than non-union women workers. The pay envelopes of unionized women contain one-third more than those of their unorganized sisters."

The IBEW delegates were pleased to be able to work together with their sisters and brothers on these important issues. They look forward to building successful CLUW chapters across the country by recruiting fellow members of the IBEW. Contact your local union for more information. If you do not have a CLUW activist in your area, you can contact CLUW at its national office: Coalition of Labor Union Women, 15 Union Square, New York, NY 10003



IBEW delegation to CLUW Convention.

## Kaiser...

From PAGE ONE

contract calls for a 15 percent wage cut for newly hired employees in Santa Rosa, Vallejo, Napa, Fairfield, Sacramento, South Sacramento, Roseville and Stockton.

Management originally proposed that new hires living outside of the Bay Area would be paid 30 percent less than workers doing the same jobs in the immediate Bay Area. Workers rejected that contract offer in two earlier votes.

### Union gains

In return for the wage cut, the unions won management agreement to hold joint labor-management discussions of the quality of patient care at the hospitals, greater protections against the subcontracting of bargaining unit work and a retraining program for workers who are displaced by technological change.

Hospital management also agreed to delete contract language which would have prevented the union from taking disciplinary action against strikebreakers.

"No one's happy about having to take two-tier at all," Maureen Anderson, representative of SEIU Local 250 said. "I think everyone felt we would have gotten even more by staying out a few more weeks, but

they didn't think it was the correct decision for the organization.

### Two-tier's hidden costs

The two-tier wage structure has come under fire from several sources over the past few years. "This introduction of a geographic wage cut is another wrinkle in the constant attempt of business to divide its workers and weaken their unions," Jack McNally, IBEW Local 1245 Business Manager said.

"Two-tier arrangements are now being modified because along with cost savings have often come unexpected costs," Joel Popkin, a labor economist said. "The fundamental principle of equal pay for equal work is overturned. Morale goes down and turnover and training costs go up.

In reviewing the course of the strike, one union official told the *Utility Reporter* that the lengthy preparations made by the unions were a key to their ability to hold out during the seven week walkout.

The unions began a public campaign about the quality of patient care almost six months prior to the strike. The campaign included outreach to the public and other unions. Backing up the campaign were internal discussions and training of union representatives.



Coalition of  
Labor Union  
Women