



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

OPEN TO MODIFICATION

'Positive discipline' go-ahead pending

IBEW Local 1245 is close to reaching an agreement with PG&E that would replace the present constructive discipline process with a new concept called positive discipline.

Positive discipline provides for discussions between employers and supervisors regarding alleged performance problems without using time off from work without pay as punishment.

Local 1245 and PG&E had previously agreed to conduct a trial program in Redwood Region. The trial included the North Bay, Santa Rosa, Vallejo-Napa, and Ukiah areas in addition to the Geysers Power Plant. The trial program was periodically reviewed by a joint union and management meeting.

Local 1245 agreed to start discussing extending the program based upon favorable results during the trial period. These discussions have led to a tentative agreement.

The Union intends to have staff and shop steward training sessions covering the new procedures. Additionally, printed material on positive discipline will be made available for shop stewards and members.

See PAGE ELEVEN

Subcommittees reach table agreement

Subcommittees to the General Bargaining Committee have reached tentative table agreements, which although agreed to, may still be modified during final negotiations.

On Friday, September 4 the General Construction General Bargaining Subcommittee reached agreement with Pacific Gas Electric.

The package has been given to the General Bargaining Team to incorporate into the final tentative proposal when negotiations draw to a close. Assistant Business Manager Roger Stalcup announced.

Highlights of the items include:

- Maintained current zones and distances, while improving per diem for Zone 6 to \$36.75 per day.
- Increased meal amounts while on Special Assignment under Section 301.9(a).
- Improved language relating to hardship transfers.
- Improved language relating to rotation of employees who have been beyond a commutable distance from home for 6 to 12 months.
- Improved language on the definition of "accessible by automobile" for the purposes of per diem.
- Modified temporary upgrade language to provide temporary upgrades in one-hour implements

if the employee formerly held the higher classification.

- Company agreed to make direct deposit available to employees who elect it.

- Company has agreed to make good faith effort to notify employees at least 24-hours in advance if they are going to be required to work pre-arranged overtime on a weekend, or holiday.

- Employees hired after January 1, 1988 may be headquartered within 50 miles of their hiring location without per diem, unless transferred across a Promotion-Demotion Geographic Area. However P-D area changes must be negotiated.

Negotiations stepped up

Local 1245 and PG&E negotiators are officially on 24-hour, 7-day-a-week notice for bargaining talks. Prior to Labor Day they had been negotiating twice weekly but at Utility Reporter deadline were prepared for the new accelerated meeting schedule.

Assistant Business Manager Manny Mederos said all efforts are being made to arrive at a tentative settlement in a timely manner.

- Travel time will not be paid on transfers when both old and new headquarters are within 25 miles of each other, and both are within 60 miles of the employee's Residence, and both headquarters are normally commuted.

Stalcup and the Subcommittee met with the Company over a five-week period. During that time the Company pressed hard for modifications in language that would have required employees to work weekends and unusual hours at straight time; the Local's Subcommittee stood firm and the Company's proposals were withdrawn.

- Negotiation sessions were long with one marathon day lasting 20-hours, and another going for 11 hours, Stalcup said.

The Meter Reader Subcommittee agreed to the following items:

- Headquarters currently starting at 6:00 a.m. during summer months will continue with the same practice until voted out from the headquarters. Senior Meter Readers' starting time at these headquarters will be designated by the Customer Services Supervisor and if mutually agreed to. Senior Meter Readers' lunch period may be extended to one (1) hour during summer months. All other headquarters will keep their current

See BACK PAGE

Troubleman killed in helicopter crash



Business Representative Frank Saxsenmeier, right, and IBEW Local 1245 Safety Committee member Bob Bustamante survey crash site in Vallejo where Transmission Troubleman Larry Carr lost his life along with the helicopter pilot and PG&E general foreman.

PG&E Transmission Troubleman Larry Carr, 53, a popular and widely respected Unionist, was killed when a helicopter he was aboard, crashed after contacting a 230kv conductor during a line inspection on Wednesday, September 9 in Vallejo.

The pilot, who was an employee of Commodore Helicopters, Sausalito; and another passenger, PG&E general foreman James Guaraglia, were also killed in the 11:40 a.m. crash.

Business Representatives Sam Tamimi and Frank Saxsenmeier immediately initiated a preliminary investigation at the crash site at the Exxon refinery, along with Local Union Safety Committee member Bob Bustamante.

First reports indicated the helicopter had contacted the static wire of a 115-foot-high power line. An eye witness said he heard a sizzling noise when the helicopter struck the wire, then it dropped to the ground.

Following the Local's initial

investigation, Business Representatives Tamimi and Saxsenmeier went to the Troubleman's home in Novato to express condolences to Carr's widow Patricia and children, David, Kathleen, Carolyn and Debra.

Carr was a very active Unionist during his 30 years as a member

IBEW Local 1245. He will be missed by his many, many friends.

Investigation of the accident is under the formal jurisdiction of the Federal Aviation Administration. The Local's investigation will continue with the appropriate agencies.



Close-up of helicopter which crashed after contacting 230kv power line at the Exxon refinery. A power outage resulted in the surrounding area.



Farewell picnic held for Lynch members



Sing-a-long . . .



Remembering with friends.



Food for all . . .

Photos: Mack Wilson
Mickey Harrington
Darrel Mitchell



Union memories . . .



Business Manager Orv Owen, left, and Business Representative Mack Wilson, say good-bye to Shop Steward, and Advisory Council member, Anne Spencer.

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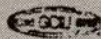
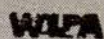
Ron Field

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Thanks for your loyal support

Representatives from IBEW Local 1245 staff gathered with members from Lynch Communications in Reno in August for a farewell picnic.

Lynch will close its doors the end of September.

Spirits were good at the picnic where friends shared their thoughts about the solid relationship between the Union and the dedicated group at Lynch over the years.

It's rough losing such a supportive group in this tragic way.

Our very best wishes are extended to all our loyal friends at Lynch.



Senior Assistant Business Manager Darrel Mitchell with member Melba Gregory.

SECOND ANNUAL TURKEY SHOOT

"TWO PERSON BEST BALL"

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Saturday, October 24, 1987

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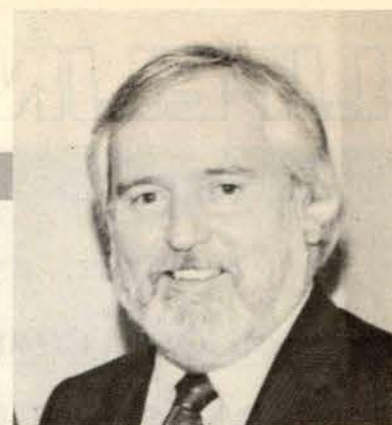
In Memoriam
Lawrence R. Carr
October 18, 1933

September 9, 1987

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



Unit changes listed

Unit	Incorrect Date	Correct Date
3315 Ely	2nd Tuesday October 13 November 10 December 8	2nd Thursday October 8 November 12 December 10

PG&E bargaining, SMUD buyout, balloting issue reviewed

As this issue goes to press, our negotiating team is very busy bargaining with PG&E for a new agreement to be effective January 1988.

As both sides modify their positions, the issues begin to narrow which will eventually lead to a tentative settlement. It would appear that the issues of wages, medical plan, and modification of some job descriptions will be the issues most difficult to resolve. We are working very hard to meet a deadline of October 1 for a tentative offer of settlement. Watch the negotiating bulletins for updates.

PG&E'S OFFER TO BUY SMUD

PG&E recently made an offer to the Board of Directors of the Sacramento Municipal Utility District to buy out the complete electric utility system.

This offer comes after SMUD offered to sell their Rancho Seco Nuclear Power Plant to anyone interested. Rancho Seco, which has not operated since December 1985, has had more than its share of problems and has put SMUD into financial difficulties.

The Sacramento Municipal Utility District has provided the electric distribution system for Sacramento County since the 1940s when the system was annexed from PG&E. However, PG&E continues to supply the gas and provides gas distribution to Sacramento County.

To complete such a sale, many issues and legal questions would have to be resolved. Local 1245 currently represents SMUD employees in the electric distribution department and at Rancho Seco Power Plant. While many classifications and wages are comparable between PG&E and SMUD, some benefits are different. Obviously, meetings would have to be held to discuss the effects of the sale on bargaining unit employees.

The SMUD situation will be closely monitored for developments.

CAL/OSHA RESTORATION

Discussions on the possibility of restoring Cal/OSHA through the ballot initiative process were held recently between labor attorneys, the California Labor Federation, and the Democratic leadership of the State Senate and Assembly.

Members of the California Labor Federation Executive Council will meet in October to make the essential determinations so that plans for a ballot initiative to restore Cal/OSHA can proceed.

Ballot proposition wording must be approved by the Attorney General before the collection of petition signatures can begin. The petition will call for the placing of the Cal/OSHA initiative on the General Election ballot in November of next year.

California union members will be called upon to help collect the necessary one-half million signatures in order to qualify the initiative for the ballot.

In Unity,

Jack McNally

Calendar

SEPTEMBER

- 17 Trustees
- 18 Safety Committee
- 18 Pin Dinner, Auburn
- 19 5th Annual IBEW Golf Tournament, San Ramon
- 25 Executive Board
- 26 Golf Tournament, Alameda

OCTOBER

- 10 Sacramento Area, Shop Steward Training Pin Dinner
- 17 Public Sector Shop Steward Training Conference; Woodlake Inn, Sacramento

NOVEMBER

- 8 Advisory Council
- 12 Trustees
- 14 SMUD Shop Stewards Training Conference
- 20 Safety Committee
- 25 Trustees

DECEMBER

- 10 Trustees
- 12 Sacramento Area Shop Stewards Training Conference
- 18 Safety Committee
- * Executive Board
- 24 Trustees

AFL-CIO Coors boycott called off

The AFL-CIO has declared the Coors boycott over, ending a 10-year demonstration of the economic power that organized labor and its allies are capable of wielding against even a rich and powerful corporation.

Lane Kirkland, president of the AFL-CIO, announced in Washington that a settlement had been reached. He said Coors had agreed to an expedited union election at its brewery in Golden, Colo., where the boycott began in May of 1977, and had promised to employ union workers in the construction of any new Coors brewery.

A statement issued at Denver in the name of Peter Coors, the brewery president, said the corporation would assure employee "freedom of choice" regarding union representation.

Kirkland called the boycott "a complete success, a resounding success."

Dave Sickler, long-time national coordinator of the boycott and now AFL-CIO regional director, agreed that victory was complete.

"After 10 years and four months of fighting one of the most viciously anti-union companies in the history of the labor movement, we have achieved victory through the boycott," said Sickler, who was employed in the brewery at Golden before Joseph Coors set out to bust Brewers Local 366.

"I want to thank all the affiliates and all the other organizations that participated. This was truly a cause supported by the rank and file, nationwide."

"We have proved a number of things," Sickler declared at Los Angeles on Wednesday.

"First, we've shown that the boycott works. We've shown that if labor and its friends get together, we can win no matter how powerful the opponent or how long the fight lasts."

FEDERAL OSHA CITATIONS ISSUED

Injury falsification revealed

Widespread falsification of injury and illness records by employers has been revealed by a series of willful citations issued by OSHA.

The most prominent case was a \$910,000 fine against Chrysler Corporation for failing to report cases in its Belvidere, Illinois, assembly plant. Chrysler settled citations in this plant and two others for about \$300,000.

The nationwide scope of the problem was shown by similar citations against Ford, Caterpillar, AMC, Volkswagen, USX, Shell Oil, Union Carbide, and other employers.

Motivation for a Cover-up

These citations demonstrate that the occupational injury and disease problem is much larger than official statistics show.

Reports prepared by company safety departments or published by the government are likely to show less than half of the actual number of injuries.

This means that the need for improved health and safety protections was falsely discounted and that preventable injuries and illnesses are allowed to happen again and again, because they are covered up.

Recording on the Daily Injury and Illness Log, OSHA 200 form, is important because OSHA exempts plants from scheduled safety inspections and restricts complaint inspections if the recorded lost workday incidence rate on the log is below 4.2/100 full-time workers.

The UAW had strongly criticized this Reagan Administration policy, because it exempted every major plant in the auto industry from inspections, including all the big plants where occupational fatalities occurred.

Avoiding OSHA inspections is only a part of the motive for non-recording of injuries. Companies advertise their low injury rates, especially the chemical industry. Awards are given by the National Safety Council. Competitions are run between plants within companies for the lowest rates, and safety personnel are evaluated based on the injury rates. Sometimes awards are given to workers for not reporting lost time accidents. For years these incentives to hide injuries were not balanced by any enforcement.

Two Sets of Books and Other Methods of Hiding the Truth

The most frequent violations identified by OSHA in these cita-

tions were:

1. Instances where workers' compensation claims were paid and were not recorded on the log. A paid claim is an admission that the case was caused on the job and caused time off the job; only in very rare cases is a compensation case nonrecordable.

2. Cases where workers were assigned light duty jobs but were called injuries without lost workdays. An injury which prevents a worker from returning to his or her regular job on his or her next regular shift must legally be recorded as a lost workday injury.

3. Injuries in which workers received medical treatment as defined by OSHA (such as sutures) were discounted as "first aid" cases. The Bureau of Labor Statistics has published extensive guidelines for defining a medical treatment case.

The most frequent types of hidden cases were repeated trauma illnesses, like carpal tunnel syndrome, back injuries, or strains and sprains. The violations were brought to light by OSHA investigators who subpoenaed workers' compensation and medical department records. These records would generally not be available to the union representative or workers in the plants.

In addition, a very large number of workers with recordable injuries and illnesses are routinely being ignored completely. Symptoms or signs of occupational illness, such as headaches from solvent exposure, noise-induced hearing loss, pain or numbness from carpal tunnel syndrome, or skin irritation from repeated chemical contacts must be recorded even if no medical treatment is given. Injuries, such as bruises or strains, which prevent a worker from doing his or her normal job must be recorded even if no medical treatment is given. Whenever a job transfer or work restriction is given after an occupational injury, the case is recordable, even if only first aid is given.

OSHA Recordkeeping Requirements

Illnesses: The law requires that any work-related illness that is "diagnosed or recognized" must be recorded. They do not necessarily have to be diagnosed by a physician or other medical personnel, but can be made by a "person who, by training or experience, is capable to make such a determination. Employers, employees, and others may be able to detect some illnesses, such as skin diseases or disorders.

Injuries: The law requires work-related injuries that meet the criteria, shown in the accompanying chart, to be recorded. Minor injuries, requiring only first aid treatment, are not recordable — unless they result in restriction of work, transfer, or loss of consciousness. Here is the regulation definition of first aid:

... any one-time treatment, and any follow-up visit for the purpose of observation, or minor scratches, cuts, burns, splinters, and so forth, which do not ordinarily require medical care. Such one-time treatment, and follow-up visit for the purpose of observation, is considered first aid even though provided by a physician or registered professional personnel.

Worker Access to Logs

OSHA standard 29 CFR 1904.7 requires access to these records.

Employers who refuse to allow Union Representatives access to this daily log are guilty of willful violation of OSHA regulations, which carries a potential \$10,000 fine. Falsifying records may carry criminal penalties.

§1904.7 Access to records.

(b)(1) The log and summary of all recordable occupational injuries and illnesses (OSHA No. 200) (the log) provided for in Section 1904.2 shall, upon request, be made available by the employer to any employee, former employee, and to their representatives for examination and copying in a reasonable manner and at reasonable times. The employee, former employee, and their representatives shall have access to the log for any establishment in which the employee is or has been employed.

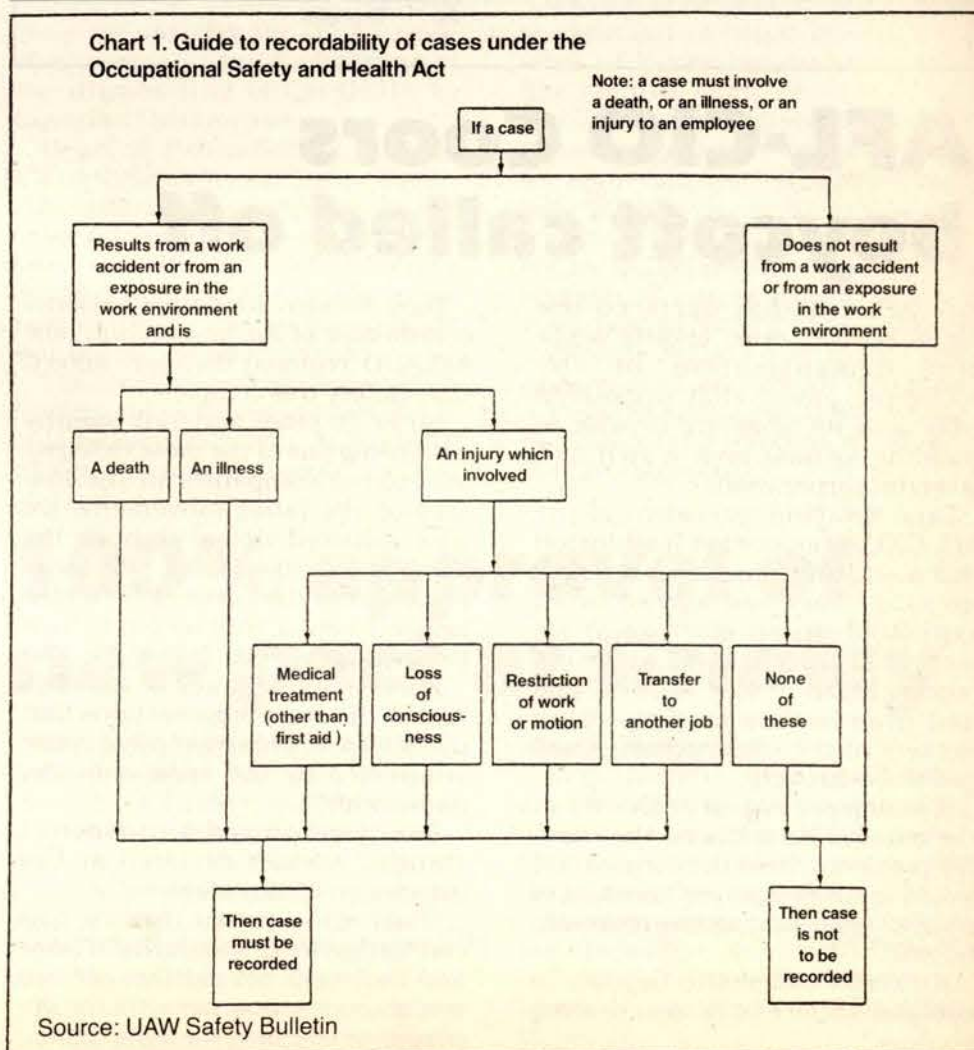
OSHA RECORDKEEPING REQUIREMENTS

What is "recordable" under OSHA?

A case is recordable if any of the following conditions exist:

1. a death
2. any illness
3. an injury which involved any one of the following:
 - A. medical treatment (other than First Aid)
 - B. loss of consciousness
 - C. restriction of work or motion
 - D. transfer to another job

The chart below summarizes OSHA's Guidelines for recording illnesses and injuries:



Pole goes over; pins apprentice

Outside Line Third Step Apprentice Frank Lazard Jr., 25, suffered severe internal injuries when a newly set 45-foot pole which he had climbed to remove a winch line, fell over, landed on his torso, and drug him 15 feet down a hillside.

The pole was the last being set for the day as part of a rerouting job in rough terrain, about a mile and one-half Southwest of Reno on Tuesday, July 7, at approximately 2:30 p.m.

The Line truck had been brought in to set the pole after a backhoe cut a hole, then about 5 to 5-1/2 feet of dirt was filled in.

Lazard climbed to remove the winch line, as he was coming down the pole, and about six feet above the ground, the crew prepared to move the Line truck, and opened the grabbers.

Members of the crew then saw the pole going over, and yelled to Lazard, but it was too late. He had been on the low side of the pole and was unable to reposition to the high side to get clear.

Paramedics were summoned and Lazard was airlifted to Washoe Medical Center in Reno. Initially it appeared he had sustained only cuts and abrasions, but internal injuries became apparent when he was held for medical observation. Successful emergency surgery was performed, and he was able to return home to Durham, California, near Chico, shortly thereafter. A planned second surgery was scheduled when he got to his home town and he now is out of the hospital and recuperating. Recovery is expected to take two to four months.

Local Union Business Representatives Tom Conrad and Tom Heyl investigated at the accident site as did Bill Brockmann, Director Joint Apprentice Training Committee; and Frank Lazard, Sr., JATC instructor, Northern California.

Lazard Sr. arrived at his sons' side only a couple hours after the incident and later reported to the accident area to begin part of the investigation.

NEW OFFICE: The Local Union expects to be in its new Northern California Dispatch Office on by October 1. Address: 3453 Romona Avenue, Suite 5, Sacramento. Highway 50 to Power Inn Road to Romona. Phone: 916-739-0112



JATC instructor, Frank Lazard, Sr., points to depth-of-fill, on the newly set pole, which was approximately 5 feet. Inset photo of injured apprentice, Frank Lazard Jr.

Lineman burned in bucket

Outside Lineman Lyle Jones lost part of his left index finger, and sustained a serious leg burn following a bucket accident on August 7 in La Cañada.

Jones and another Lineman were on a crew converting 4kv to 16kv. Jones remained in the bucket and went up to the primary phase to take a measurement on the jumper on the old transformer. He was wearing rubber gloves at this time. He then removed his gloves, cut the jumper and installed a hot line clamp. He then laid the jumper from the transformer over the edge of the bucket. He was going to lower the bucket down so his partner could get off the pole and

get back in the bucket. At this time, the bucket moved and Jones lost his balance. His left hand made contact on the energized phase at the same time the jumper, that was hanging in the bucket with him, was touching his leg. He was burned by picking up the load on the transformer because both secondary switches on the CSP had failed to be open.

The Groundman witnessed the accident and immediately lowered the bucket, and paramedics were summoned, as the crew provided first aid.

Business Representative Tom Conrad conducted the accident investigation for the Local Union.

MEMBERS TO REVIEW

Referral procedure changes proposed for Outside Line

Business Representatives Tom Conrad, Tom Heyl, and Curt Peterson along with Senior Assistant Business Manager Darrel Mitchell have concluded drafting a proposed revised referral procedure for Outside Line Construction.

The proposed procedure is printed here for the information of the effected members of Local 1245. Members that wish to comment may do so by writing to the Claremont office or the Walnut Creek office. Members are also encouraged to make any comments they may have at the October Outside Construction Unit Meetings.

The final procedure will become effective after the input from members is reviewed, but tentatively set for November 1.

Local Union 1245, IBEW Dispatch Policy

Signing the Out-of-Work Books

1. An applicant for work must sign the appropriate out-of-work book in order to be eligible for a referral. The out-of-work books must be signed by 9:00 a.m. to be eligible for dispatch for the same day.

2. Local 1245 members must have a paid up dues receipt and

social security card in order to sign the books.

3. IBEW Travelers must have a paid up dues receipt, social security card, and a letter of introduction from the home local stating the traveler's qualifications in order to sign the books.

4. When returning from a job within the jurisdiction of Local 1245, an applicant for work must have a termination slip in order to sign the books.

5. An applicant may designate one telephone number to be called at for a referral for work. An applicant must personally write the telephone number, or a change of a number, in the appropriate out-of-work book. Telephone calls will only be placed within California and Nevada. Telephone calls will not be placed to numbers that are not listed with an area code.

6. An applicant's most recent filing of state and/or federal income tax return shall be the governing factor in determining a "resident" as stated in section 2.11 of the Outside Line Construction Agreement.

Updating the Out-of-Work Books

7. Each month applicants must update the books in person in order

to remain eligible for a referral. The second Wednesday of each month is the update day for the Los Angeles office; the third Wednesday of each month is the update day for the Sacramento office. An applicant may update up to 4:00 p.m. on the specified day.

8. In the event an applicant fails to update the books, the applicant's name will be removed from the out-of-work books.

Referrals for Work

9. Referrals to work are made from 9:00 a.m. until 12:00 noon on regular workdays.

10. Applicants must be in the appropriate union office or be personally available by telephone in order to be referred for work. (See item number 5.)

11. An applicant's name will be placed at the bottom of the out-of-work book after declining or not being available for three referrals. An applicant's name will be removed from the out-of-work book if the applicant is not available on the third instance.

12. An applicant must notify the Union by 4:00 p.m. when rejected for work in order to remain on the out-of-work book.

13. An applicant must personally obtain the referral for work at the union office when referred to work.

14. An applicant's name will be removed from the out-of-work book if a referral is rejected after such referral had been accepted. In such cases, the applicant may not resign the out-of-work books before 12:30 p.m. on the day of refusal.

Short Calls

15. A short call is defined as a referral for work and shall not exceed five (5) regular workdays. Overtime hours and non-workdays are not included in determining a short call.

16. An applicant's name will remain on the out-of-work books when referred on a short call. A refusal of a short call does not count as declining a referral. It is the applicant's responsibility to immediately notify the Union at the conclusion of a short call. If the applicant does not notify the Union by 4:00 p.m. on the workday after the conclusion of the short call, the applicant's name will be removed from the out-of-work book.

17. An applicant's name will be removed from the out-of-work book if an applicant quits a job on a short call.

Strikemakers & strikebreakers

By Sidney Lens

The history of American labor has been a turbulent one. Tens of thousands of people have been arrested, injured, or even killed in strikes that have pitted employees against management and often government, and inflamed the public. What could cause workers to leave their jobs and join the picket line, risking their livelihood and sometimes their lives? How are strikes carried out. How are strikes broken?

Sidney Lens, well-known writer and longtime union official, explores this history of strikes, from the formation of the first labor unions to the present day in his formation of the first labor unions to the present day in his book *STRIKEMAKERS*

& *STRIKEBREAKERS* (E.P. Dutton, New York, 1985).

As part of its ongoing effort to keep our membership and the public aware of the serious issues now confronting the labor movement, the Local Union purchased six copies of Len's book for donation to Northern California public libraries. We will reprint selections from Len's book in the *Utility Reporter* over the next several months. This month's selection details the struggle of railway workers in what the *New York Times* called, "the greatest battle between labor and capital that has ever been inaugurated in the United States."

Unionists struggled for rights amidst violence in Deb's revolution

I can hire one-half of the working class to kill the other half.

Jay Gould

The American Railway Union was the brainchild of the most beloved union leader of the nineteenth century, Eugene V. Debs. He was one of ten children born to French Alsatian parents in Terre Haute, Indiana. Debs' first job, at fourteen, was scraping grease from freight trains of the Vandalia Railroad for 50 cents a day. A year and a half later, he was promoted to locomotive fireman at \$1 a night. He worked at the craft for a few years, but when a friend slipped under a locomotive and was killed, Debs' mother prevailed on him to quit the railroad and get a job with a wholesale grocery.

In his free time, however, Debs visited friends at the rail yards and remained a member of the Brotherhood of Locomotive Firemen (BLF). A talented and well-liked young man, he soon was chosen secretary of the local union branch, then moved up steadily until he became the Brotherhood's national secretary-treasurer and editor of its newspaper. Debs worked a full year without pay and rebuilt the BLF so that by 1883 it had 8,000 members.

There was nothing particularly radical about Debs at the time. He had refused to support the 1877 rail strike because he believed that labor disputes should be resolved by "reason and compromise." Instead of strikes, he urged arbitration by an outside arbitrator. Ultimately he would become a socialist and the presidential candidate of the Socialist party five times; but in the 1870s and 1880s, he was still a member of the Democratic party. He was elected city clerk of Terre Haute in 1879 and a member of the state legislature five years later, both on the Democratic party ticket.

But Debs began to nurture doubts about craft unions—unions of a single craft. His own BLF had grown under his stewardship from 2,000 to 20,000 members; yet only 10 percent of the 900,000 workers in the railroad industry belonged to unions, and they seemed to be making little progress. By pitting one craft against another, the carriers were able to defeat them all.

An example of this was a strike on the Burlington line in 1888. When the company threatened to seek injunctions against the Brotherhood leaders, P. M. Arthur of the engineers' union broke ranks and ordered his members back to work. The strike collapsed. Four years later, other railway crafts refused to help Buffalo switchmen in a similar situation. Debs decided, therefore, to form an industrial union of railroad workers. "Justice to labor will never come in my judgement," he told the press, "until labor federates and wields its united power for the good of all."

The American Railway Union—composed of all crafts in a single organization—was established in June 1893 and was an instant success. When it was just a few months old, it conducted a successful eighteen-day strike against James J. Hill's Great Northern Railroad, a carrier with twenty-five hundred miles of track and 9,000 employees. The company was forced to restore almost the entire amount of three wage cuts—\$16 a month. The voice of labor was bound to be heard, said the *Salt Lake Tribune*, when "a corporation of so gigantic proportions had to yield so quickly to their men." The ARU recruited new members, sometimes at the rate of 2,000 a day. Within a year it had 150,000 members, not much smaller than the AFL at that time, and considerably larger than all the old railroad Brotherhoods combined.

It was to this ARU, at its first regular convention in 1894, that the striking Pullman workers came with their problem. They asked the ARU to boycott all Pullman cars: to refuse to operate trains that had a Pullman sleeping car attached to it.

Sitting in the president's chair, Debs was torn between logic and emotion. He sympathized fully with the strikers, of course—his attitude toward strikes had made a 180-degree turn. But he was aware of recent defeats suffered by labor. Jacob Coxey's army of 10,000 unemployed had marched on Washington demanding relief but had come back with empty hands. An eight-week strike of 180,000 mine workers had ended with the usual setback.

To take on Pullman meant dealing not only with the palace-car king but with the General Managers' Association (GMA). It represented twenty-four carriers who owned forty-one thousand miles of track and employed 221,000 workers. Nonetheless, Debs decided to help the Pullman strikers. The convention voted to cease operations at two Pullman plants, in Ludlow, Kentucky, and Saint Louis, and to institute a national boycott against all sleepers.

The boycott began slowly on June 26. At the Twelfth Street station of the Illinois Central in Chicago, the *Diamond Special* took off for St. Louis with the sleeping car still coupled to it. But the next shift of switchmen refused to handle sleepers, and the day crew did likewise. As expected, management fired those who would not switch Pullman cars—and fellow workers in turn walked off the job in sympathy. Within a day, 3,500 Illinois Central employees were out of work, and the boycott-strike had spread to fourteen other lines. Ultimately, 260,000 workers went on strike. *The New York Times* called it "the greatest battle between labor and capital that has ever been inaugurated in the United States."

Had it just been a conflict between labor and capital, the American Railway Union very likely would have won. "The country had never before seen a strike so well organized and on so large a scale," wrote historian Samuel Yellen. Of the twenty-four railroads fanning out of Chicago, thirteen were entirely stalled and the other eleven were running little more than mail and passenger cars.

The General Managers' Association, acting for the twenty-four railroads emanating out of Chicago, tried to hire strikebreakers from near and far, including 2,000 from Canada. But they were not very successful. It wasn't because of threats by strikers. On the contrary, Debs repeatedly urged against the use of violence. A government commission later reported that "there is no evidence before the commission that the officers of the American Railway Union at any time participated in or advised intimidation, violence, or destruction of property." It wasn't necessary. The union had great support from the public—tens of thousands of people wore white armbands, the ARU emblem. "You cannot go a block," wrote an AFL organizer, "without you see some people wearing a white ribbon." Railroad workers throughout the nation responded to the ARU call.

The Pullman Company, however, had the support of the influential General Managers' Association, and the GMA had the support of the federal government. The government eventually broke the strike.

Between them, the GMA and the federal government created a climate of hysteria that made it possible to use violence against the strikers on an unprecedented scale. Among the sensational headlines of the day were:

ANARCHISTS ON WAY TO AMERICA FROM EUROPE

FROM A STRIKE TO A REVOLUTION

ANARCHISTS AND SOCIALISTS SAID TO BE PLANNING THE DESTRUCTION AND LOOTING OF THE TREASURY

The GMA opened offices in a half dozen cities to recruit strikebreakers, and the federal government, through injunctions and force, made it possible for those strikebreakers to function. The result was violence during which many people were killed and injured and mountains of property destroyed.



Striking steelworkers in Homestead, Pennsylvania, watch for scabs arriving by train. LIBRARY OF CONGRESS

The president of the United States in 1894 was Grover Cleveland, a Democrat. His attorney general, Richard B. Olney, was a man with strong ties to the railroad corporations. Prior to taking the government job, he had been a corporation lawyer specializing in railroad affairs for thirty-five years. He owned a considerable amount of stock in the railroads and had been a director of a number of lines, including the strike-bound Burlington and the Boston & Maine, of which George Pullman was a codirector. He had also been a member of the General Managers' Association, the very organization that was directly pitted against the strikers.

When the boycott of Pullman cars began, Olney promised to use "overwhelming" force against the strikers and ordered federal marshals to hire special deputies to protect the mail cars usually attached to trains. Thousands were recruited, five thousand in Chicago alone. Significantly, most of those deputies were appointed by the railroad companies, though they were paid by the government. There is considerable dispute as to whether any deputies at all were needed to defend the mail cars. Eugene Debs had publicly offered to assign union crews to operate any train with a mail car providing it did not also have a sleeper on it.

Violence was in the air. Sure enough, on July 7, Illinois National Guardsmen fired into a mob after four guardsmen had been injured. At least four civilians were killed (some said twenty or thirty) and twenty wounded, including a few women. There were similar conflicts in Denver, San Francisco, and elsewhere. On July 9, President Cleveland issued an order prohibiting any kind of meetings in Illinois. The next day he extended the order to six other states, including California.

While this drama was going on in Chicago, similar ones were taking place in other areas. In Trinidad, Colorado, on July 1, strikers and their friends disarmed forty-eight deputy sheriffs. The next day, the president sent five companies of U.S. troops to the scene. They arrested forty-eight ringleaders. At Raton, New Mexico, the county sheriff refused to act against the five hundred ARU members on strike. When a U.S. marshal and eighty-five federal troops entered the town, hotel workers joined the strike. In a small mining town three miles away, a crowd shoved sixteen cars down the grade to block tracks at Raton.

In Los Angeles, five militia companies expressed sympathy for the strikers and refused to act against them. The federal government finally broke the strike in that city by placing troops on every train. At Sacramento, after many state militiamen refused to move against the strikers, 542 federal troops were landed by ship. They attacked the unionists with fixed bayonets. In a dozen other places, similar scenes were being enacted—in Oakland, California; in Wyoming, Nebraska, Utah, Nevada, Montana. The number of casualties is not known exactly, but a general estimate was that twenty-five strikers were killed and sixty seriously injured. Seven hundred and five strikers were jailed.

The behavior of the government stirred sympathy for the Pullman strike both within the labor movement and with the general public. Within the American Federation of Labor, a ground swell began to build for a nationwide strike of all unionized workers in the country. And in Chicago on July 8, representatives of a hundred unions agreed to call a citywide strike if the national rail stoppage was not settled by 4 P.M. July 10.

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It was already too late, however. That day two more people were killed by troops in Spring Valley, Illinois. That day, too, Eugene Debs and three associates were arrested on charges of criminal conspiracy. While they were in jail awaiting bond of \$10,000 each, to be put up by two friendly saloonkeepers, the deputy marshals raided ARU headquarters and ransacked the office so thoroughly that it had to be abandoned. The union had no place in which to work or to receive messages and telegrams from its affiliates.

The general strike in Chicago petered out on July 11, when only twenty-five thousand responded to the call. By then it was obvious that the federal troops were clearing the tracks and would soon restore operations. The AFL leadership, meeting the next day, concluded that "a general strike at this time is inexpedient." Debs was treated courteously and given \$1,000 for the strike, but nothing more.

The strike clearly was beaten. Debs offered to end it on the single condition that all strikers be allowed to return to their jobs, but the General Managers' Association did not even reply.

On July 17, the four ARU leaders were re-arrested, on the charge of contempt of court for violating the injunction. The bail again was \$10,000 each, but this time Debs and his associates decided to remain in jail. Two days later, twenty-three new indictments were handed down, charging the same four as well as seventy-one others with violating a host of federal statutes. In the same week, tonnage on the ten truck lines moving eastward went up by 700 percent; it was now two-thirds of prestrike levels.

Meanwhile George Pullman posted notices in his town, stating that his shops would be reopened. Only 325 workers responded to his call to return to work; but by August 1, enough were available to put the plants back in operation.

The defeat of the strike was a death blow to the ARU. On August 2, it held a special convention, with only fifty-two delegates present. Three days later it called off the strike.

The epilogue to the Debs Rebellion was written in the courts. Debs was sentenced to six months in jail, his three associates to three months each. It was not until February 1895 that the conspiracy charge came up in Judge Grosscup's court. Clarence Darrow, the former railroad attorney who now represented the union, announced that he would call Pullman and members of the General Managers' Association to the stand to prove that it was they, not the union, that had engaged in conspiracy. Pullman slipped out of town to avoid testifying. GMA members said they couldn't remember what happened. Darrow demanded that the GMA produce minutes of its meetings, but at this point a juror became ill and Judge Grosscup adjourned the trial. It never reconvened.

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In "Pottersville," a village of shacks built to house strikebreakers in Homestead, Pennsylvania. LIBRARY OF CONGRESS

Council honors loyal member, Anne



Senior Assistant Darrel Mitchell thanks Anne for her year's of service, dedication.



Council officers salute retiring member, displaced by plant closing at Lynch, Reno, Nevada.



Recognition plaque.



Anne Spencer gives her last Council report.

Unionists pulling together in 'market driven' times

By Mike Haentjens, Advisory Council Member and Temporary Business Representative

There I sat last night in my motel room,
With a lot to think about, especially nuclear doom.
I worked in the plant, the safest ever built.
But I still have my doubts if it's managed to the hilt.
I started out with a shovel in my hand
and from day one I really didn't give a damn.
All I knew was that I was making a good buck
and it seemed like the rest of the people had all the luck.
Well it took a few years to get involved
with the working conditions of my peers
and the problems that needed to be solved.
As a Steward you see things that need to be worked out.
As a Business Representative there is no doubt
that the work you do, and the time you spend
is worth the effort and the good that comes at the end.
Some members will curse you, most members won't care.
But at least you know when all is laid bare
that you gave your best for the working class
and regardless of what they think you never kissed ass.
In the political climate we find ourselves today.
We need to pull together in a very special way.
The fighting of Unions that happened in the past
is still with us today and is going to last.
Cal-OSHA is out and market-driven is in.
And now is the time for us to begin
the emotional fight for our rights, hard fought and won
and to not give up until it is done.
They would like to think that we're weak and divided.
That the benefits we share they alone provided.

But we know better and will continue to work
towards the rights of the working man, and woman
and the solidarity of the clerk
and the lineman, operator, electrician and garageman
can make this local union a brotherhood of strong women and men.
From hot stick vs. barehanding to nuclear waste we fight for
safety in the workplace.
From childcare leave to floating holidays
our negotiators have fought for us in a big way.
Now it's time for the members to unite.
To think of the good life they live because of this fight.
Let's get the message out and let it be known
that we're working for the members and
the seeds they have sown.
When everybody's fat and happy
Our support is small and that's pretty crappy.
But when things go wrong at the job for them
It's us they come to without a whim.
We do our best to protect their rights
We all pay the dues but we spend our nights
traveling the roads to make contact
to insure that our jurisdiction remains intact.
So to the members I say, think of your spouses,
your boats, your cars, and your houses.
Get involved in your own conditions of employment
Because if this union ever folds so will your enjoyment.
Of the good things you share with your friends and your neighbors
and you'll wonder what happened to the price of your labor.



Local Union Vice President, Ron Blakemore led the quarterly meeting.



Business Manager Jack McNally addressed Council.

Members of the Local Union's Advisory Council made a special presentation of a recognition plaque to Anne Spencer who has continuously represented members from Lynch Communications, Inc. in Reno on the Council.

On September 30 the plant will close its doors forever.

Senior Assistant Business Managers Darrel Mitchell, who earlier had been a Business Representative in the Reno area called the group at Lynch "an outstanding group of unionists," citing their dedicated loyalty in a right-to-work state.

Anne thanked the staff, officers and Council for the support through good times and bad, and expressed how much the Union has meant to members at Lynch.

Participants at the recent Advisory Council included alternates, Cliff Barker, Richard Bidinost, James Horton, Shirley Roberts, and members Leroy Adams, Stanley Adams, Duane Bartlow, William Branson, Grover Day, Mike Haentjens, Skip Harris, Barry J. Humphrey, Stanley P. Justis, Jay Killgore, Al Knudsen, Frank Locati, Richard Perry, Paula Ramsey, Will Rodriguez, Jimmy Russell, Anne Spencer, Jim D. Travis, and Larry Wood, and Executive Board members: Jack McNally, Ron Blakemore, Lyman Morrison, Jim McCauley, Barbara Symons, Kathy Tindall and Ron Field.



Members listen to reports during Council session.



Members present reports to the Council.

Sierra Pacific restructure closely monitored by Local

The Local Union met with representatives from Sierra Pacific Power Resources on August 18 for preliminary talks as the Company continues to move on its proposal to restructure the Reno-Sparks gas and water operations into a separate operating division called Westpac Utilities.

The Union views the proposal on the Company's part as an effort to streamline financial operations, and to separate the units for rate-making purposes.

The Local Union's committee, comprised of members Louis Johnson, Ronald Walter, Jerry L. Holt, Dorothy Lenihan, Franklin S. Chadwick, Daniel Keefe, Business Representative John Stralla, and Assistant Business Manager Orv Owen, are paying strict attention to protecting members rights in relationship to any changes that may be implemented in the restructure.

Following the joint Local Union

and Company meeting, Representative Stralla met the next evening with members from the water and gas department to answer members' questions. "We're just at the beginning stages in this process and we're working to protect and insure our members rights under the current contract," Stralla said.

There are 165 employees at Sierra Pacific who are responsible for gas and water operations, and it is being proposed that they all will be transferred to the new Westpac division.

Specialization on operations seems to be a growing trend in the utility industry, and the Local Union is carefully monitoring the potential impact on our members.

"At the August 19 meeting of members, the group reinforced the importance of all department employees' union participation at this time when major changes are being considered," Assistant Business Manager Orv Owen said.

Henkles, McCoy contract starts November 1

Business Representative Mickey Harrington will be meeting with members at Henkles and McCoy to detail new work procedures and contract specifications.

The new agreement with the Company will go into effect November 1, 1987 and runs through February 1, 1989.

Henkles, McCoy is an Outside Line telephone group based in Portland, Oregon, which works throughout Northern California and all of Nevada. The contract with Local 1245 was over two years in the making.

TCL members consider proposals

Business Representative John Stralla and a Local Union Negotiating Committee from T.C.I., Tele Communications, Inc., met September 10 to prepare proposals for a new contract opener.

The Reno-Sparks based Company previously had written a letter to cancel the contract, and the Union opted for amending.

On the Union's committee are members, Craig Maraglia, Nancy Maraglia, Bill Wilkerson and Mike Cason.

Pacific Tree contract ratified

The new Pacific Tree Contract was ratified by Local 1245 members at five separate ratification meetings in the Shasta, Colgate, Stockton and De Sabla areas, August 17 through 21.

Business Representatives get new assignments in Local's jurisdiction

Effective August 1, four Business Representatives were reassigned to new areas in the jurisdiction.

Art Murray has been assigned to East Bay Steam Plants.

Sam Tamimi has been assigned to the North Bay Division, and City of Healdsburg.

Joe Valentino has been assigned to Bay, and Diablo Divisions, East Bay.

Perry Zimmerman has been assigned to San Francisco Division; and Davey Tree, San Francisco.

The Geysers will be covered by Bob Choate.

Sonic members ratify



Members at Sonic Cable TV ratified a new two-year agreement on September 1. The package includes a 5% wage increase effective September 1, 1987, and 5% September 1, 1988. A new Grade V position was created in both Construction and Technician Lines of Progression, and a major improvement was realized in the health care area with members now paying \$45 monthly for family coverage, rather than the \$190 which had been the rate for family coverage, Staff Attorney Tom Dalzell reported. The rate change came about due to the diligence of the Union's Bargaining Committee in locating an alternative insurance program, Dalzell said. Participating on the negotiating team were, L-R, Dalzell, Business Representative Larry Pierce, Scott Lawson, Dave Jones, and Dale Rogers. Our Sonic members work in the San Luis Obispo and Watsonville areas.

SAVE CAL/OSHA

Initiative considered

Labor attorneys representing unions throughout California were recently called to Sacramento to help draft the ballot initiative to save Cal-OSHA.

John F. Henning, executive secretary-treasurer of the California Labor Federation, issued the call to lawyers for the Teamsters and International Longshoremen's and Warehousemen's Union as well as AFL-CIO affiliates.

The ballot initiative campaign moved into high gear with the refusal of the California Supreme Court to consider the state federation's constitutional challenge of the dismantling of Cal-OSHA by Governor Deukmejian.

Henning had called for all AFL-CIO affiliates to set up petition-collection teams even before the court announced its rejection of the labor suit. He said then that labor could not allow the deadline for initiative action to pass while waiting for the court to rule.

The court did not announce which justices voted to reject the challenge of Deukmejian's action. At least four of the seven had to vote against

hearing the case. There now are five Deukmejian appointees on the court.

Henning has announced that the voters will be asked to restore Cal-OSHA at the General Election in November of next year.

Local Union Business Manager Jack McNally had earlier written Henning to encourage support for a ballot initiative.

At the Local's monthly staff meeting, Representatives reported they were ready to coordinate petition signing throughout the jurisdiction.

Gathering of petition signatures is expected to begin in the first week of December and conclude five months later. Petition statements must be agreed upon and submitted to the Attorney General for approval before signatures can be solicited.

Placing a statutory initiative on the ballot will require signatures of registered voters numbering at least five percent of the total of California ballots cast in the last general election — about 370,000. A constitutional initiative would require eight percent or about 600,000 signatures.

100% approval of new pact at Gridley

Business Representative Jack Osborn reports that members at the City of Gridley ratified a new agreement calling for a 4% wage increase retroactive to July 1, 1987. Another 4% will go into effect July 1, 1988. A 1 percent longevity factor for members with 20-plus years was included in the offer.

A joint survey is set to be conducted for future wage consider-

ations, Osborn said.

Negotiations were completed after five sessions which started in April and concluded in June. Members ratified the proposed package on the first ballot.

Members serving on the Negotiating Committee along with Osborn included Barbara Roberts, Tom Wiles, Vance Moulton and Alvin Davis, Jr.

GCC#1 group goes back to table with WAPA

After two weeks of intense WAPA and Government Coordinating Council negotiations in mid-August, more talks had been set to continue the week of September 14 in Denver, according to GCC#1 Chairman, Rich Hafner.

Some major areas were addressed in the first session with tentative agreement reached on items relating to job security, unfair labor practices, joint newsletter, provision for 10-hour, 4-day workweeks upon agreement with the Union. Provisions for a Western-wide Safety Committee reached tentative agreement, as well as other minor contract language changes.

Some unresolved issues include:

- Effective date and duration of the contract.
- Overtime meal breaks.
- Deletion of various sections of Articles 7.9 and 10 of S.L.A.#1.
- The number of Utilities to use in the survey, and the deletion of two of existing utilities in the survey.

Whether to "jointly or separately" survey the utilities.

Hafner said that they went into negotiations with a 3 percent salary cap, and had been looking for a three-year package, but the GCC#1 decided to go for a one year term based upon the fact that at this time Western will not agree to a joint survey. "Hopefully, we can reach a bargaining table agreement during the next round of talks" Hafner added.

The GCC#1 negotiators balked at WAPA's proposals to change Utility groups to be surveyed, and add four more to the base number, which now includes 10 groups.

"We believe our wages are some 7½ to 8% behind area groups, and this government wage cap hasn't improved our ranking," Hafner said.

GCC#1 members were firm about not pulling safety items out of the contract as WAPA had proposed, and the GCC#1 sent letters out to members to seek their opinions on those proposals.

Truckee-Donner proposals readied

Business Representative Mack Wilson and Truckee-Donner PUD members, Beverly Johnson, Lissa Schreimer and Mike McGovern met September 2 to begin preparing pro-

posals for a new set of negotiations.

The MOU expires December 31, and will be open for wages and benefits.

Proposals submitted to Merced Irrigation

The Local Union's Negotiating Committee at Merced Irrigation District has submitted proposals for a new MOU. The current MOU expires December 31, 1987.

The Committee awaits a reply from the District, and anticipates meeting with the District in late September.

Business Representative Pete

Dutton said that the time table for negotiations is slowed down pending the upcoming district Board of Directors election.

Participating on the Local's Negotiating Committee are Mike Higgins, Head Ditchtender; Mike Powers, Ditchtender; Willie Taylor, Heavy Equipment Operator, and Bill Lantronia, Park Ranger.

Mediation continues at City of Redding

Mediation continues at the City of Redding following the Union's request for calling in a mediator when talks fell through, in late June.

On June 25 a tentative 3-year MOU offering 3% the first year, and existing COLA formula for subsequent years was voted down.

The Local and the City met again on September 9 with mediator John

Wormuth from the State Mediation and Conciliation Service.

Business Representative Jack Osborn reports that the parties appear to be getting closer to agreement, with three or four major items yet to be resolved.

Serving on the Local's Negotiating team are members Joe Kropholler, John Trunnel, Mike Light, Steve Tatich and Steve Mayberry.

Modesto group develops proposals

Business Representative Pete Dutton met with members from Modesto Irrigation District the second week in September to develop MOU proposals.

The MOU expires November 30, 1987, and negotiations will be open to cover all areas of the contract.

Dutton reports the negotiating team will face new challenges when bargaining gets underway with the

district under the direction of a new chief executive officer.

Committee members on IBEW's team in addition to Business Representative Dutton include Ron Simpson, Senior Dispatcher; Ken Raven, Line Crew Foreman, Roy Johnson, Heavy Equipment Operator; Don Ludlows, Senior Test Technician; Susan David, Clerk II, and Harvey Frentz, Ditch Tender.

'Positive discipline' go-ahead pending

FROM Page One

According to the Union's Senior Assistant Business Manager, Darrel Mitchell, the favorable aspects of the program are the elimination of time off without pay as punitive action; the ability for an employee to "clean-up" a disciplinary record in a relatively short period of time; increased consistency in the application of disciplinary action; and a less adversarial relationship between employees and supervisors.

Mitchell added that employee's right to Union representation and the right to appeal by grieving any disciplinary action is not diminished under the positive discipline procedures.

Further discussions between the parties will be held to attempt to reach a mutually agreeable implementation schedule.

Local 1245 welcomes new Unit

A representation election for the Clerical Unit at South San Joaquin Irrigation District was won by IBEW Local 1245 on August 24.

The Local will now be representing 53 clerical employees at the bargaining table, Business Representative Mickey Harrington reported.

Local 1245 is currently in negotiations for the Physical Unit at the District, seeking improvements in wages and benefits.

Prior to the August representation election the clerical group had been represented by the County Employees Association.

"We're pleased to have the clerical people with us now, and will shortly be naming Shop Stewards," Harrington said. He encourages everyone to turn out for the October Unit Meeting to learn about the latest in negotiations. Among those assisting in the successful election campaign were Shop Stewards John Thien, Bob Geer and Sam Bologna.

Public Steward conference planned



Business Representative Jack Osborn discusses topics of interest to public employees in his assignment area with Pat Dunn, Administrative Assistant, who is helping coordinate information for approaching Public Shop Stewards Conference, October 17 at the Woodlake Inn, Sacramento. Approximately 150 Stewards from 29 properties have been invited to attend the day-long session where staff members will update the latest information on drug policies, legislation, health and safety, and negotiations at WAPA and the USBR for the Stewards.



Coalition of Labor Union Women

Forging Change for A New Generation of Families, Workers and Unions.

CLUW What It Is.

CLUW, the Coalition of Labor Union Women, is a non-partisan organization within the trade union movement, formed in 1974 to articulate the concerns of working women.

CLUW has 75 chapters across the nation with a membership today of over 18,000 women and men who are taking a leadership role in making both the trade union movement and the public more sensitive to the needs of working women and their families.

CLUW What Its Goals Are.

At its founding in 1974, CLUW took as its mission a four-pronged approach to improving the participation, position and influence of women in trade unions and society. Today, that approach is the same:

- To promote affirmative action in the workplace.
- To strengthen the role of women within their unions.
- To organize unorganized women.

—To increase the involvement of women in the political and legislative process.

In its report, "The Changing Situation of Workers and Their Unions," the AFL-CIO Committee on the Evolution of Work described the historical aims of the labor movement as "achieving decent wages and conditions, democracy in the work place, a full voice for working people in the society, and the more equitable sharing of the wealth of the nation."

"The means of securing these aims," the committee said, "must meet today's needs and tomorrow's aspirations."

CLUW's activities complement and support these aims and provide new means to achieve them.

CLUW What It Does.

CLUW and its chapters are playing a leading role in the battle to end discrimination against women and minorities — in hiring, promotion, classification, pay and other aspects of employment — and to expand women's roles in all job-related activities.

Since the beginning of CLUW's push to make women more active

in union affairs at all levels, women have been elevated to top positions in local unions and state and local central bodies, and to the presidency and other leadership offices of international unions, and to the executive council of the AFL-CIO.

■ CLUW's Center for Education and Research provides training services to enhance the quality of participation by women in union affairs. It supports research into economic and job related issues concerning working women and their families, and acts as a clearing house in collecting and disseminating such information.

■ CLUW takes a leadership role in testifying before Congress and state legislatures and before regulatory bodies on issues important to working women, including pay equity, pregnancy disability benefits, child care, reproductive freedom and equal rights.

■ CLUW files "friend of the court" briefs in legal cases involving various employment discrimination issues.

■ CLUW sponsors and co-sponsors educational conferences and programs on subjects of deep concern to working women, including personal and job related stress, child care, parental leave, pay equity and health and safety.

■ CLUW, in cooperation with other organizations, leads massive nation-wide voter registration drives. CLUW excels in explaining political issues in terms of their impact on working women.

■ CLUW reaches out to unorganized working women, informing them about the benefits of trade unionism, and enlisting them as active trade union members. CLUW is preparing them to be the trade union leaders of the future.

CLUW What It Means For You.

As a member of CLUW you become part of a nationwide organization working within the trade union movement to give you a stronger voice in your work place, in your union and in running your government at all levels.

CLUW gives you the facts you need to make informed decisions. CLUW gives you the voice you need to help create change. CLUW gives you the added clout that is needed to be heard.

If you are interested in leadership, CLUW prepares you and helps you open the way.

As part of CLUW, you will help make the difference. You can help fight for decent child care options, for pay equity, for safer workplace, for elimination of discrimination and for other programs that benefit all workers.

As a member of CLUW you will join a growing number of your sisters — and brothers — who are working to advance the position of women on the job, in unions and in society.

Decide now. Join CLUW in meeting today's needs and achieving tomorrow's aspirations.

Coalition of Labor Union Women APPLICATION FOR NATIONAL MEMBERSHIP

Please Print Clearly

Name _____
First Last

Address _____

City _____ State _____ Zip _____

International Union Affiliation _____

FOR NATIONAL TREASURERS USE ONLY

Membership Card No.

☐ ☐ ☐ ☐ ☐ ☐

Date Sent

☐ ☐ - ☐ ☐ - ☐ ☐

National Treasurer's Signature _____

APPLICATION FOR NATIONAL MEMBERSHIP

National membership in CLUW is good for one full year from date of issuance of membership card by national treasurer

____ Enclosed is my CLUW dues in amount of:

- | | | |
|--|---|--|
| <input type="checkbox"/> Regular Dues \$20 | <input type="checkbox"/> Retiree Dues \$10 | <input type="checkbox"/> Contributing \$25 |
| <input type="checkbox"/> Sustaining \$100 | <input type="checkbox"/> Supporting \$50 | <input type="checkbox"/> Associate \$20 |
| <input type="checkbox"/> This is a renewal of membership | <input type="checkbox"/> This is a new membership | |

____ Enclosed is an extra contribution of

☐ \$10 ☐ \$15 ☐ \$25 ☐ \$50 ☐ \$ _____

Local Union: _____

Position held in union: _____

I am a member of a bona fide collective bargaining organization

☐ Please send me information on local area chapter

Signature _____

Attach your check to this card, enclose in envelope and MAIL TO:
Gloria Johnson, Treasurer, CLUW
c/o IUE, 1126 16th St., NW, Washington, D.C. 20036

General Bargaining phone announcement:

For up-to-date information on General Bargaining at PG&E, call this toll-free number:

800-227-5607

Subcommittees reach table agreement

From PAGE ONE

starting time or 6:30 a.m. to 7:00 a.m. flextime.

- No change to the current practices in Sacramento as they relate to Route String Bidding and assignment of Company vehicles.

- All other Company proposals as they relate to Electronic Meter Reading were deferred until the next regularly scheduled meeting of

the Meter Reader Committees.

Items that the Subcommittee negotiated pertain strictly to General Construction and Meter Readers, all other issues, such as wages and benefits, remain the responsibility of the General Bargaining Committee, and those negotiations are ongoing.