

UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO



Clericals tell PG&E: Equal treatment for all

By Steve Diamond

The IBEW Local 1245 Clerical Bargaining Committee returned to the negotiating table with representatives of the Pacific Gas and Electric Company late last month to report the results of the overwhelming rejection of the unequal wage offer which the Company made to the clerical workforce.

With a near two-to-one rejection vote backing them up, the bargaining team once again voiced the concern of clerical workers that they continue to receive the same wage package offered the physical workforce.

The Company, however, again refused to change its position that the wages of its clerical workers should now be linked to those in other industries where non-union labor predominates. No new meetings between the Company and Union are scheduled.

Company backed Clericals at PUC

This Company viewpoint differs significantly from the position its representatives outlined to the Public Utilities Commission in 1987 when clerical wage rates were attacked by the Public Staff Division of the PUC.

At that time, the Company defended its union wage rates for clericals as necessary to maintaining the Company's high quality of service. After months of consideration, the PUC upheld the wage rates at PG&E as fair and granted PG&E the rate increase it had requested.

Fearful that their bargaining position is undermining morale among clerical workers, the Company is now meeting with clerical workers throughout the system to try and justify their unequal wage offer. The Company told the Union that these meetings were necessary because they did not feel that clerical workers

"understood" the issues under negotiation.

The Union issued a bulletin to all its clerical workers which stated that the overwhelming contract rejection indicated that the clerical workforce understood everything there was to understand about the contract. "The Union is in no way a party to these meetings," the Local Union bulletin said.

"The Negotiating Committee feels that based on two rejections, the members clearly understand the issues, and at this point are not willing to accept a lump-sum wage payment," the bulletin continued.

"If any member feels that pressure is being placed upon them to accede to the Company's offer, please call your business representative or the Local Union office," the bulletin said.

Members Boycott Company Sessions

Reports to IBEW Local 1245 headquarters indicate that the Company-sponsored sessions provoked anger from many clerical members. In several locations throughout the system, clerical workers boycotted the meetings. In other sessions, clerical members bombarded Company representatives with questions and arguments about the unequal contract offer.

The Union, meanwhile, announced its own plans in support of the Clerical workforce. A series of Clerical conferences for all Clerical shop stewards and activists is scheduled for early June. The exact time and location of these meetings will be announced shortly. These meetings will give representatives of the Clerical workforce from all over the system an opportunity to meet and discuss the bargaining process.

While the standoff at the bargaining table continued, new evidence emerged which undermines the Company's arguments for unequal treatment of its workforce. A survey of the most profitable corporations in Northern California by the *San Francisco Chronicle* put PG&E near the top. With \$688.5 million in profits in 1987, PG&E was third behind the supergiant Chevron and the Pacific Telesis Group.

PG&E Dividend Highest in Northern California

Although third in profits, PG&E offered its shareholders the highest dividend of any Northern California corporation. "At 12 percent," the *Chronicle* said, "Pacific Gas and

Electric Co. offers far and away the highest dividend yield of Bay Area companies."

In fact, the 12 percent dividend was almost twice as high as that of the next company on the list, Pacific Telesis. On average the other nine companies in the top ten, including Chevron and Trans-America, paid stockholder dividends of only 5.44%.

In addition to its high profit rates, new evidence emerged recently which indicates that the market-driven arguments made by the company as a basis for its proposed unequal treatment of clericals do not

SEE Back Page

Clericals: Backbone of the Company



See Page five for special supplement on PG&E Clericals.

The Union Tree

Jerry Beranek, a twenty year top tree man for Davey Tree and premier big redwood climber, is shown here "topping" an "outlaw" redwood, just east of Fort Bragg. Beranek will be a guest speaker at the upcoming June Tree conference sponsored by IBEW Local 1245. Turn to Page Four for a Special Report on the Local's organizing campaign at Arbor Tree surgery and for details about the Tree Conference.



Union meets with Duke Power on Rancho Seco

If the East Coast-based Duke Power Company moves in to take over the Rancho Seco Nuclear Facility now owned by the Sacramento Municipal Utility District, a smooth transition for current Local 1245 members has been promised by a representative of Duke Power.

Duke's Vice President for Human Resources, James R. Bavis, told IBEW Senior Assistant Business Manager Darrel Mitchell and Business Representative Gary Mai in an

April 6 meeting, that he expected "no cutbacks" in the current workforce if Duke were to run the power plant.

It will be up to California voters to keep the plant open. They will have their choice of ballot measures in the June elections. One measure would keep the plant open for an 18-month trial run. Duke recently donated \$100,000 in support of this measure.

A rival proposal would shut the nuclear power plant down.



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1988 Day on the Delta Poker Run



What is a poker run you might well ask? It is similar to an auto rally. The contestants travel from marina to marina to pick up a numbered envelope. After returning the envelope, cards are drawn and compared. The persons with the highest valued poker hand wins a prize.

The annual "Day On The Delta Poker Run", presented by Antioch Unit 2317, will be held this year on Saturday, May 14, 1988. The starting location is Brannan Island State Recreation Area, 3 miles south of Rio Vista on State Route 160.

This year the poker run will include five stops: Tower Park, Herman and Helen's, Moore's River Boat, Spindrift Marina and Frank's Fishing Resort. The return location will be The Brannan Island Day Use Facility. All players must be back by 4:00 pm on May 14, 1988. The cost of the poker hands are \$2.00 each and may be purchased at the recreation area boat ramp. Be sure to ask about the ramp raffle and its prizes.

There are two prize categories for the Poker Hands, children under 16 and adults. The winners of the Poker Hands will be notified after the event and need not be present for the comparing of hands. The ramp raffle will be held at the end of the day's activity, but you must be present for that drawing. There will be hot dogs and beans for you to eat. You must bring the fixings.

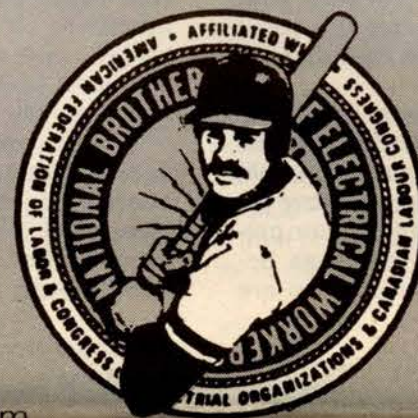
The day can be enjoyed by everyone. Some of the activities are swimming, sight seeing, fishing, picnicking, sun bathing, racing, side betting, and skiing. You do not need a boat to participate because all the locations can be reached by auto.

Anyone wishing to enjoy the tales of the day's events and would like to be a part of the excitement, please contact the Chairman, Bob Martin, after 6 pm at (415) 754-5267 or the Local Union Hall at (415) 933-6060.

Come out and enjoy the day!



ELEVENTH ANNUAL SLOW PITCH SOFTBALL TOURNAMENT



3 Divisions

Open

35 or Older Team

Women's or Mixed Team

Family Members Eligible

**Saturday and Sunday,
May 21 & May 22, 1988
Willow Pass Park
Concord, California**

Individual Trophies for the 1st Place Teams

Team Trophies for 2nd & 3rd Place in All Divisions

Winner of Open Division to Advance to State Championship

USSSA UMPIRES PROVIDED

TEAM ENTRY FORM

IBEW LOCAL 1245 SLOW PITCH SOFTBALL TOURNAMENT
(please type or print)

Team Name: _____

1987 Team Name: _____

Manager's Name: _____

Manager's Address: _____

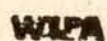
Managers Phone: Area Code () _____

Please include full team roster.

Divisions: ☐ OPEN ☐ 35+ or older* ☐ WOMEN'S OR MIXED

*35 - Older can include 2 members younger than 35 years of age.

Please submit this completed entry by May 6, 1988, along with \$150.00 team entry fee to IBEW Local 1245, P.O. Box 4790, Walnut Creek, CA 94596, ATTN: Ed Caruso or Joe Valentino, Softball coordinators. For more information, call Ed or Joe at (415) 933-6060. Make checks payable to: Ron Fitzsimmons.



APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

Payment Processing Committee

Jose Mari Jacinto

Review Committee

Art Murray

CP NATIONAL CORPORATION

CP National Benefits Negotiating Committee

Dora Carone
Dewey Carter
Mark Walters

OUTSIDE LINE CONSTRUCTION

Outside Line Safety Committee

William Catalfio

TCI CABLEVISION OF CALIFORNIA, INC.

Negotiating Committee

Scott Bent

CONFERENCES & CONVENTIONS

California State Association of Electrical Workers

Jack McNally
Howard Stiefer
Ron Fitzsimmons
Curt Peterson
Tom Heyl
Bill Branson

Annual Boy Scouts of America Eagle Scout Banquet

Robert Stark

CONFERENCES AND CONVENTIONS

1988 IBEW Regional Utility Conference

Jack McNally
Howard Stiefer
Ron Blakemore
Barbara Symons
Ron Field
Mike Davis
Jim McCauley
Kathy Tindall
Lyman Morrison
Manny Mederos
Roger Stalcup
Gary Mai
Gene Wallace
Ron Van Dyke

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



Labor Faces the New Global Economy

Part One

It only took seventy-two hours in the middle of October of last year to bring home to Americans once again that we live in a global economy. Overnight, we now must realize, events in London or Tokyo or Hong Kong can dramatically alter our lives. Like a giant game of dominoes the stock markets around the world, after building up for months, fell sharply downward in only a matter of a few days. Billions of dollars and yen and marks were wiped off the market. The economists are still debating whether or not a severe recession will follow that October crash.

But whether or not we avoid that catastrophe, millions of workers are already victims of the global economy. Behind the headlines are the everyday problems of those who must work in the new industrial sweatshops found in Mexico, Taiwan, Poland or Brazil. Here at home we find the victims left behind as hundreds of thousands of jobs are moved around the globe to avoid the decent wages, reasonable hours and healthy working conditions which the American trade union movement worked long and hard to establish. These companies no longer need fear OSHA, the National Labor Relations Board or the Environmental Protection Agency.

Who's really responsible?

With all the tears being shed in the political world about the trade gap between our country and nations like Japan or West Germany, it pays to take a closer look at the source of that trade gap. Is it the "unfair" imports from those other nations? Partly. Those countries pay *incredibly low wages* and demand that their workforce labor long hours without effective union representation.

But what happens when American companies move overseas? Do they bring with them decent wage rates and working conditions? Do they establish fair procedures for organizing democratic and independent unions? Hardly.

Instead, they take advantage of the cheap labor conditions available overseas. They are not there to establish new markets but only to exploit foreign workers so that their products can be made at lower cost, then exported back to the United States and sold at the same old high price of the once union-made American product. The end result is a much higher profit rate and, of course, happy shareholders and investors. Naturally, these companies need less electrical power for their reduced American operations. Our members are hurt directly by these runaway shops.

Sweatshops there, unemployment here

Meanwhile, the foreign workers see the product of their labor only on the loading dock as it is boxed and shipped to the United States. And, here in America, the former workers of these global companies are often forced to look around for minimum wage jobs in new cities or face months and sometimes years in the unemployment lines. These layoffs often lead to broken families, lost homes and suicides.

Some basic figures compiled by Robert Reich, an economist at Harvard University, give us a better picture of this development. He notes that about half of all the exports of American multinationals come from their overseas factories. This is up from only one third twenty years ago. Of the four largest exporters in Taiwan, one is RCA and the other is AT&T. Who do you think is the largest exporter of computers from Japan? It's IBM, with 18,000 Japanese employees and annual sales there of \$6 billion!

What about the auto industry, where the Big Three automakers have made a virtue out of joint labor-management cooperation to protect American jobs? Well, it appears that Ford, Chrysler and General Motors could not survive without the cheap auto parts made overseas by non-union labor. A report by the International Trade Commission found that in a four year period from 1982 to 1986 these companies more than doubled the value of the parts they import from overseas to their assembly plants here, from \$2.7 billion to \$5.6 billion. This is more than 6% of our total trade deficit, Reich says. So much for smashing Toyotas with baseball bats.

Next month: Part Two, International Labor Cooperation

In Unity,

Jack McNally

Unit Meeting changes:

Citizens Utilities Company

#4012 Susanville	April 18 May 16 June 13	Time: 5:30 p.m.
# 4013 Alturas	April 19 May 17 June 14	Time: 5:00 p.m.

The Union Tree

Submitted by Jim Travis, Organizing Representative, IBEW Local Union 1245

Howdy, Tree Men! Travis here again for April news. Springtime is here already—birds are singing, flowers and trees are blooming, and all is right with the world. Unless, maybe, you work for Arbor Tree Surgery. Yes, the "bull" is already flyin' and Rick Alvarez is flingin' it good.

You see, he is telling his employees that "accidents and operating costs" are so high that he is losing "big money" daily and must cut everybody's wages! Yes, he's crying poor mouth, and even saying that while he is cutting foremen and climbers' wages 50¢ to a dollar or more, he is cutting his own wages \$4.00 an hour. I suppose any minute he'll be putting his airplane or yacht or mansion on the auction block, right?!... what a crock!

Listen, for any of you Arbor guys who can't see through this move—

It is because Rick Alvarez is so scared of having a fair-pay union operation that he wants you to believe he just can't possibly afford higher wages.

Well, it's pretty funny that a money-losing operation is able to expand approximately 25% for each of the last four years. Yeah, real funny, except that the men who do the work—whose hands and backs and skills trim the trees—don't get their fair share for making Rick Alvarez rich. Actually, it's pretty dang sad for Regular Joe Tree Trimmer and his family.

There are two things I have to say about this situation.

First, to Arbor Tree employees: Please join us 1,100 strong Northern California Union Tree Trimmers. We really want you in our Union so we can keep our wages and benefits, and go up from here.

Second, to Rick Alvarez: Sir, please realize we do not want to hurt your operation or your profits. We just want Tree Men treated fairly for this difficult and dangerous work.

Well, on to less depressing matters. Again, I want to remind everyone of our upcoming Tree Conferences. As you may recall, we have one scheduled Saturday, April 9, 10 a.m. to 4 p.m., at the Holiday Inn, 685 Manzanita Court, Chico.

Also Saturday, April 30, we have

a conference scheduled 9 a.m. to 3 p.m. at the Holiday Inn, 611 Ocean Street, Santa Cruz. We will also be scheduling a Tree Conference in May for the Fresno area trimmers, and I'm really looking forward to seeing you guys from down south.

Remember fellas, the main purpose of these conferences is to organize a "network of leadership" to strengthen our Union for the pursuit of our goals. We must be organized to accomplish anything.

Now, I know I've been harping on everyone for a good attendance, but think about it, guys—our Union is listening to us and trying to provide us better representation. But if each of us doesn't do his part, then that effort will be meaningless.

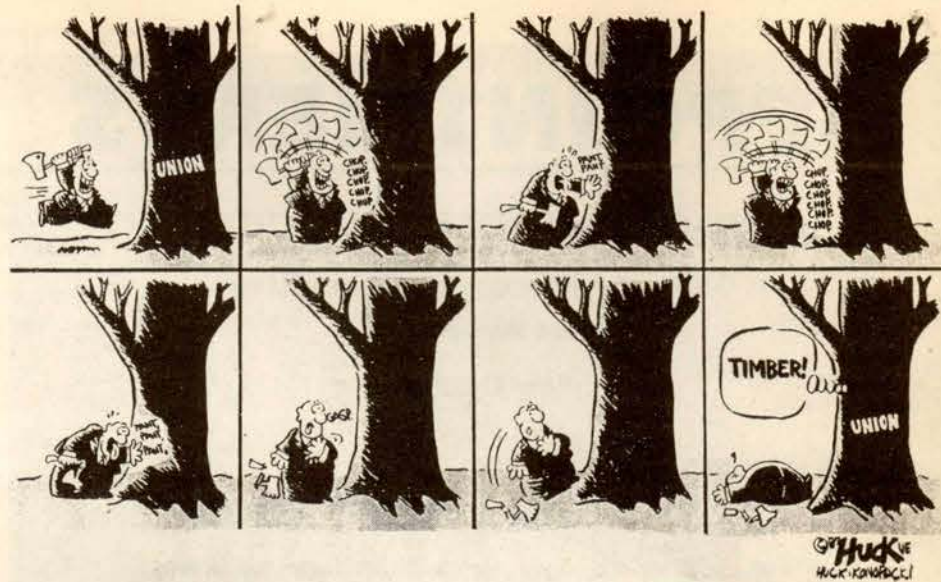
Maybe I'm being "paranoid" and the turnout will be overwhelming—but many times people feel like, "Oh, the other guys will show up and they don't really need me." But the problem is if we all depended on the "other guys," nothing positive would ever get done.

Well, gosh, I guess I'm rambling on here—but let me just share a thought that applies equally to "half-hearted" Union members and citizens who gripe but then don't vote: "Show up or shut up"... (PLEASE!)

Yahoo! It's on. The Big June Tree Conference that is. This will be a two-day event, June 18 and 19 at the Woodlake Inn, Sacramento, and it will be a winner! We'll have numerous speakers of interest and some special features, such as a slide presentation by Jerry Beranek, 20-year top tree man and premier big redwood climber. Believe me, guys, I've seen Jerry's pictures, and any tree man would love this stuff—it'll be great!

Anyhow, look for details in *The Union Tree* and the *Utility Reporter*. Remember, we have a limited number of rooms set aside for this event—so put in your requests for invitations to your Business Representative early.

Well, I'm outta here—"May all your trims be primo, all your climbs be safe, and all your hard work be satisfying, because you are a professional, and just like to do it right."



Tree Conference

Attention all tree men! I.B.E.W. Local Union 1245 is proud to announce the scheduling, this June, of the Utility Line Clearance Tree Trimmer's Conference. This event will be held in Sacramento at the Woodlake Resort and Convention Hotel, Saturday and Sunday, June 18 and 19.

The focus of this meeting will be to further organize the tree men of our local and to establish a network of leadership for the pursuit of union goals. The importance of this organization is underscored by the recent awards of line clearance contracts to non-union, low-paying tree outfits.

Many speakers of interest are scheduled for this conference, in-

cluding Jim Travis, currently involved in an organizing campaign aimed at Arbor Tree Surgery, the largest of the scab companies.

Chief among guest speakers will be Jerry Beranek, twenty-year top tree man and premier big redwood climber.

Jerry will feature a slide presentation from his extensive collection of tree work photographs.

Also featured will be a display of tree work equipment by Don Blair of Sierra Moreno Mercantile Company.

Interest in this conference is already high, so reservations for the limited rooms available must be made by May 15, 1988. Contact your local Business Representative or Jim Travis direct at (916) 222-8733.

IBEW Shop Stewards assemble in Chico

Shop Stewards representing IBEW Local 1245 members in and around the Chico area assembled recently for a training session. Among the guest speakers was Betty Szudy, of the Labor Occupational Health Program at U.S. Berkeley, who discussed AIDS in the workplace. She was followed by Cindy Coughlin, a workers' compensation attorney and George Lovett, a Blue Cross representative. Lovett is retiring this month and will be missed by many in Local 1245.

The Shop Stewards included: Robert Castillo, Jacquie Lolmaugh, Arlene Filter, John Kepus, Bruce Ollar, Luis J. Sabala, JoAnn Vil-

alvos, Rod Trunnell, Fred H. Pederesen, Monte Nelson, Joseph P. Belle, Jerry Covert, Bill Wade, Mark Vroman, Bill Cowden, Skip Harris, William Tomlinson, Stan Justis, Ken Brown, Harvey Iness, Sharon Delgado, John Eide, Norman Adamson, Al Harte, Jack C. Hall, Al Knudsen, John A. Beck, Janet Pulcifer, Patricia Thomas, Madell Landrum, Blinar Gonzales, Marianne Kostick, Thomas C. Connellon, Michael A. Graggs.

IBEW Local 1245 Business Representatives present included: Rich Hafner, Gene Wallace, Scott Thomas, and Ed Fortier.



Clericals at PG&E: Backbone of the Company

"I've been defending this Company for twenty-one years. At parties, birthdays, everywhere I go people pick on the utility companies and I've always spoken up for PG&E because I felt that I and my fellow workers were highly qualified and worked for a Company that valued our contribution. But now, when PG&E should be moving forward, it is taking a step backward. With the pressure of the market place and the increase in domestic utility rates, the pressure on Customer Service is greater. We have to sell the new market-driven approach to the customer

and the Company picks this time to tell us we aren't as valuable as the physical workforce. Before this contract offer, many clerical workers just thought the Company gave us all these good wages and benefits. But now I think we are all beginning to realize that without the Union the Company would just as soon give us a bowl of rice and a buck and a half a day."

Pat Collins — 21 years with Customer Service, now a Business Representative for IBEW Local 1245.

"The level of participation and the strength of the rejection demonstrates that there is a deep concern about equal treatment among the clerical workforce. Our members do understand the problems that the Company says they face, but they are not willing to go backwards to solve those problems."

Jack McNally, Business Manager — IBEW Local 1245



Lesley Green, Meter Reader
9 years, Concord



Ester Kin
Utility Clerk, 12
years, San
Francisco



Lori Mijs, Utility Clerk
10 years, Walnut Creek.



Florence Ontiveros,
Senior Accounting Clerk I
19 years, San Francisco General Office



Douglas Thorne, Machine Operator
5 years, San Francisco General Office



Larry Honegger,
Customer Service
Representative,
15 years, Concord

"The Company defended our wages at the hearings of the Public Utility Commission. But now they turn around and take it away from us."

"Our Clerical members are the group of employees in PG&E who are on the low end of the income scale. As a group they are predominantly female, and in many cases are single heads of households. Our clerical members take this heat and have to make excuses for the failures of the Company. Our Clerical members are the ones who read the meters and process the bills to keep the money coming in. Our Clerical members are the ones who process the payroll to see that all employees are paid. Our Clerical members are the ones who many times are taken for granted by all other employees. And now our Clerical members are the ones who are being told they must pay the price because of a perceived notion they are being paid more than they are worth. I believe our Clerical members are skilled and efficient in the gas and electric utility industry and are worth as much as any other employee of PG&E."



Janice Lee, Clerk Typist
4 years, Concord

**"In a time when Comy
coming recognized as
for raising women's s
are commensurate w
lities they assume, u
going to take in this i
would hope it would i
in seeing that women
justly, rather than ac
follower. Your clerico
are superior people o
PG&E should value a
are worth what they o
is justified."**



Andrea Ayris, Utility Clerk Typist
4 years, Concord

**"Management makes
mega-bucks, but we are
the ones under stress
every day. Single parents
face rising food and hous-
ing and education costs,
but are told that they will
continue to make the
same amount of money or
less, year after year."**



**Joslyn Dodson, Senior Accounting
Clerk II, 25 years,**
San Fransciso General Office.



**Billy Dulay, Machine Operator,
Payment Processing,**
10 years, San Francisco

Domini Agtual, C-Clerk
13 years, San Francisco

**"The Company says
they want high-
quality people, but
they are undermin-
ing that goal with
this approach."**



**Enid Bidou, Senior Service
Representative II**
30 years, Concord



Ed Miles, Senior Accounting Clerk-II
25 years, S.F., Local 1245 Trustee

comparable Worth is be-
an important tool
salaries so that they
with the responsibi-
that role is PG&E
important issue? I
one of leadership
s jobs are valued
accepting the role of
l/office employees
nd do work which
accordingly. They
re paid and a raise



Judy Santiago
Meter Reader, 14 years, Antioch

Denise Odeh
9 years, Antioch

"The contract rejection shows that the clerical workforce is adamant that they be treated the same as the rest of the workforce. That's the major issue. Anything less and they feel that their worth is being diminished by the company. It's a matter of self-respect."

Dear Mr. Clarke,
As an employee with over thirty years of service, I am appalled and outraged at what you are trying to do with regard to the clerical workers. You and everyone else got a wage increase and we intend to get ours, too. Second-class employees we are not and you had best recognize that now.



Dolores Goltra
Operating Clerk
34 years, Concord



Kathy Kunstal
D-Clerk
10 years, Antioch



Carrie Matthews
Senior Accounting Clerk II
21 years, San Francisco Office



Sherry Rodgers, Utility Clerk
5 years, Pittsburgh

"Why do I have to
work for 34 years to get
a 30 year pension?"



George Kirsch, Senior Accounting
Clerk - II, 25 years, S.F.G.O.

Patricia Barry, Accounting
Clerk - I, 24 years, S.F.G.O.

Dear Mr. Clarke,
It is with deep regret that I am prompted to write this letter.
I joined the PG&E family nearly 21 years ago. I have filled a variety of clerical positions over the years and experienced many changes and challenges. Probably the most traumatic to date being several years of dealing with the public when soaring price increases in utility costs began to bring about hundreds of irate customer calls daily We took the brunt of their frustration To be told we are overpaid as clerical workers especially in view of wage increases already granted throughout the company, not only seems absurd but blatantly discriminatory. It deeply saddens me and my co-workers that our company leaders hold us in such low esteem

Edited by Steve Diamond
Designed by Michela Terrazino
Photographs by Kua Patten
Special Thanks to Gwen Wynn and Pat Collins

Equal Treatment



**We've Earned It
We'll Keep It**

Clerical/Physical at PG&E

**IBEW Local 1245
AFL/CIO/CLC**

FINANCIAL STATEMENT

March 1, 1988

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

We have examined the statements of cash receipts and disbursements of your Local Union for the year ended December 31, 1987 and the related statement of assets, liabilities and equity at December 31, 1987. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

Generally accepted accounting principles have not been established for labor organizations. The Local records receipts and disbursements are on a cash basis. The basis of its statement of assets, liabilities and equity is described in the note thereto.

The savings account and stock fund account which make up the Supplemental Retirement-Severance Fund are included in these statements as they are carried in the name of the Local and are considered an asset of the Local. However, as of December 31, 1987, the entire amount in the fund was a liability to present and former employees and the Local had no equity in the fund.

In our opinion, the above-mentioned financial statements present fairly the cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1987 and the equity of Local No. 1245 at December 31, 1987 in accordance with the accounting principles stated in the note to the statement of assets, liabilities and equity applied on a consistent basis.

DALMAS & LU
Certified Public Accountants

EXHIBIT A INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF ASSETS, LIABILITIES AND EQUITY December 31, 1987

ASSETS

Cash Accounts and Stock Fund at cost:

General Fund:		
Wells Fargo Bank &		
Bank of America - checking accounts	\$ 127,174.60	
Wells Fargo Bank - market rate account	49,136.81	
Wells Fargo Bank - savings account	437,545.10	
Certificates of deposits	2,567,535.34	
Cash funds	5,200.00	
Total General Fund		\$3,186,591.85

Savings Accounts and Stock Fund at cost -		
Supplemental Retirement-Severance Fund		77,110.28
Checking Account - Political Donation Fund		6,567.02

Total cash and Stock Fund at cost 3,270,269.15

200 shares PG&E common stock - at cost		3,388.17
Air Transportation deposit		425.00
Loans receivable from Energy Workers Center, Inc.		256,569.67

Fixed assets:		
Automobiles (44) at cost	518,132.20	
Less: allowance for depreciation	328,988.98	189,143.22

Furniture and office equipment - at cost	385,634.17	
Less: allowance for depreciation	272,443.45	113,190.72

Total assets \$3,832,985.93

LIABILITIES AND EQUITY

Liabilities:		
IBEW per capita portion of December		
receipts to forward	\$ 152,299.12	
For supplemental Retirement-Severance	77,110.28	\$ 229,409.40

Equity:		
General Fund	3,597,009.51	
Political Donation Fund	6,567.02	3,603,576.53

Total liabilities and equity \$3,832,985.93

NOTE: The accounts are maintained on a cash basis. Assets and liabilities consist of those arising from cash transactions and all other material assets and liabilities. Depreciation has been computed on depreciable assets at 30% per year on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid and prepaid operating expenses are not included in this statement.

EXHIBIT B SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

Balance, December 31, 1986	\$ 76,280.02
Receipts:	
Dividends	2,413.47
Interest	3,366.80
Total receipts and balance	82,060.29
Disbursements:	
Direct payment made to former employee	4,950.01
Balance, December 31, 1987	\$ 77,110.28
Details of Balance:	
Five American Savings & Loan Accounts	\$ 61,648.74
One Dodge & Cox Fund Account - at cost	15,461.54
Total as above	\$ 77,110.28

EXHIBIT C POLITICAL DONATION FUND

Cash balance, December 31, 1986	\$ 4,613.02
Receipts:	21,830.00
Total receipts and balance	26,443.02
Disbursements:	
The Future, Dinner	300.00
Central Labor Council COPE	500.00
Labor Leader Committee - 8th Annual Dinner	350.00
Committee to Elect Bob Glaze	250.00
Committee to Elect Cassie Lopez	250.00
Unionist of the Year	450.00
Committee for James O'Bryon	125.00
Floyd Campaign Committee	200.00
Garamendi Committee	150.00
Other	1.00
Recall Committee for Nick Degroot	500.00
Bradley for Mayor	1,000.00
Roberti Senate Committee	3,500.00
San Mateo Central Labor Council	100.00
Five Counties CLC-Russell Shelton	200.00
Contra Costa COPE Dinner	600.00
Santa Clara Co. Dinner Honoring Al Gruhn	200.00
Central Labor Co.-Honoree of the Year	250.00
San Joaquin Calaveras-Golf Tournament	200.00
Sacramento Central Labor Co.-Honor	
Labor Dinner	500.00
C.C.C. Demo Central Committee	250.00
Coalition to Restore Safety at Work	10,000.00
	19,876.00
Cash balance, December 31, 1987- Wells Fargo checking account	\$ 6,567.02

EXHIBIT D GENERAL FUND

Cash balance, beginning December 31, 1986	\$2,501,569.09
Receipts:	
Local Union portion of receipts:	
"A" members' dues	\$ 84,979.96
"BA" members' dues	5,681,583.26
Initiation fees	11,249.74
Reinstatement fees	758.00
Agency fees	38,547.39
Working dues - Outside Line	747,609.23
Difference in fees	(90.20)
Retirement Club dues	6,970.00
Difference in dues	4,721.95
	6,576,329.33
Reimbursements to General Fund:	
Interest	196,435.75
Dividends	384.00
Refunds and reimbursements:	
Loan payments - Energy Workers Center:	
Interest	18,639.62
Principal	25,564.54
Sale of used autos	30,975.00
Various other expenses	16,820.94
Sale of baseball caps, pins and other	6,111.50
Refund of insurance premiums due	
to experience	172,484.37
Worker's Compensation dividend	157,367.52
	624,783.24

FINANCIAL STATEMENT — CONTINUED

International portion of receipts:		
"A" members' per capita	253,359.10	
"BA" members' per capita	1,411,384.48	
Initiation fees	11,249.74	
D.B.A.F. fees	170.00	
Reinstatement fees	1,788.00	
Agency fees	10,927.00	
Difference in fees	118.20	
Difference in per capita	472.40	1,689,468.92
Total receipts		8,890,581.49
Total balance and receipts		11,392,150.58
Disbursements, per Page 12 of Schedule of Disbursements		8,205,558.73
Cash balance, December 31, 1987, Details in Statement of Assets, Liabilities and Equity		<u>\$3,186,591.85</u>

GENERAL FUND

Affiliation fees:		
International Brotherhood of Electrical Workers	\$1,699,303.65	
San Francisco C.L.C.	4,320.00	
Santa Clara C.L.C.	5,460.00	
Alameda C.L.C.	7,680.00	
Northern Nevada C.L.C.	1,650.00	
Nevada State AFL-CIO	3,360.00	
Nevada State Electrical Association	420.00	
Sacramento C.L.C.	8,475.00	
Contra Costa C.L.C.	5,400.00	
California Federation of Labor	57,075.00	
California State Association of Electrical Workers	8,225.00	
Marin County C.L.C.	819.00	
San Joaquin and Calaveras C.L.C.	2,310.00	
Butte-Glenn C.L.C.	780.00	
Napa-Solano C.L.C.	1,604.95	
Kern-Inyo-Mono C.L.C.	1,350.00	
Fresno-Madera C.L.C.	3,000.00	
Sonoma, Mendocino, Lake C.L.C.	1,932.00	
Merced-Mariposa C.L.C.	1,125.00	
Stanislaus-Tuolumne C.L.C.	1,136.00	
Marysville C.L.C.	240.00	
Humboldt-Del Norte C.L.C.	603.00	
Five Counties C.L.C.	852.00	
Monterey County C.L.C.	576.00	
Government Coordinating Council	600.00	
San Mateo C.L.C.	2,100.00	
Boise, Idaho AFL-CIO	109.20	
Coalition California Utility Workers	3,600.00	
Joint Executive Conference-S.C. Electrical Workers	60.00	
Joint Executive Conference-N.C. Electrical Workers	100.00	
Forum - C.C. Napa Solano	20.00	
Congress of California Seniors	20.00	
9th District	120.00	
California Labor Fed. - Retiree Dues	12.00	
Forum-Alameda Retired Members	5.00	
		<u>1,824,442.80</u>

Staff expenses:		
Salaries	2,236,866.36	
Expenses	188,558.54	
Automobile expenses	93,834.09	
Automobile purchases	135,168.88	
Relief Staff	297.48	
		<u>2,654,725.35</u>

Research and Education:		
Public relations	\$ 759.63	
Subscriptions and publications	18,299.09	
Legislative and education	210.31	
Scholarship fund	2,500.00	
Research and education	3,814.36	
		<u>25,583.39</u>

Office salaries:		
Administration office salaries	235,641.27	
Bargaining unit salaries	335,193.79	
		<u>570,835.06</u>

Office expenses:		
Rent	119,414.06	
Telephone	148,343.96	
Postage and meter expense	52,914.97	
Print room/printing	59,415.65	
Wang word processor	16,341.60	
Supplies	31,424.50	
Equipment maintenance	10,734.36	
Data processing	99,647.75	
Equipment rental	2,482.07	

Office utility, Los Angeles	1,516.25	
Utility Reporter	158,820.86	
Miscellaneous	1,631.38	
Christmas cards	264.12	
Check charges	2,467.90	
Furniture and equipment purchases	46,932.71	
		<u>752,352.14</u>

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	\$19,648.01	\$ 9,074.93	\$28,722.94
Central Labor council		439.70	439.70
Advisory Council	11,705.20	44,592.94	56,298.14
Trustee Committee	9,914.56	1,305.28	11,219.84
Review Committee	2,053.20	2,487.17	4,540.37
Safety Committee	5,116.90	1,846.64	6,963.54
Local Election Committee	5,660.73	5,524.34	11,185.07
Outside Construction conference		344.40	344.40
Shop Steward conference	11,042.81	38,325.15	49,367.96
Other conferences	14,779.47	44,884.69	59,664.16
Unit officer conference		122.86	122.86
	<u>79,920.88</u>	<u>148,948.10</u>	<u>228,868.98</u>

Various Other Committees:			
Sacramento Regional Transit		3,846.02	3,846.02
Citizen Utilities	959.77	10,135.10	11,094.87
Sierra Pacific Power	27,357.30	16,343.02	43,700.32
U.S. Bureau of Reclamation	5,620.37	5,360.76	10,981.13
Lynch Communications	221.28	190.22	411.50
Pacific Tree Expert	14,692.24	10,585.22	25,277.46
Outside Line Const.	6,128.39	6,876.28	13,004.67
City of Lodi		173.43	173.43
Sacramento Muni Utilities District	849.85	4,281.63	5,131.48
Merced Irrigation District	716.16	331.79	1,047.95
Bella Vista		7.04	7.04
A.C. Transit District	1,048.12	313.36	1,361.48
Truckee Donner Recreation and Park	480.63	2,219.21	2,699.84
City of Redding	7,656.96	1,409.78	9,066.74
City of Santa Clara	309.57	142.00	451.57
Modesto Irrigation District	5,091.13	1,143.46	6,234.59
Monterey Pen. Cable		1,967.80	1,967.80
Sonic TV Cable	3,785.81	3,073.48	6,859.29
Davey Tree	803.12	17,364.41	18,167.53
City of Roseville		336.19	336.19
Totals carried forward	<u>75,720.70</u>	<u>86,100.20</u>	<u>161,820.90</u>

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Balance brought forward	75,720.70	86,100.20	161,820.90
CP National - Elko	174.40	66.62	241.02
CP National - Needles		113.00	113.00
Group W Tahoe	317.20	505.70	822.90
Nevada Irrigation Dist.		130.06	130.06
Shasta Dam PUD		31.52	31.52
Mt. Wheeler	645.36	350.65	996.01
Pacific Gas Transmission	7,969.09	18,449.23	26,418.32
City of Healdsburg		193.99	193.99
City of Oakland	793.98	378.96	1,172.94
Other Organizing Exp.	2,538.64	5,171.25	7,709.89
So. San Joaquin Irr. Dist.	462.81	1,202.32	1,665.13
Group W Reno	1,788.56	222.70	2,011.26
Group W Lompoc	497.53	504.21	1,001.74
Group W Santa Maria	279.12	723.95	1,003.07
Group W Santa Cruz	192.08	408.28	600.36
Group W Ukiah	477.36	260.75	738.11
Group W City of Redding	473.97	114.90	588.87
Group W Fort Bragg	66.08		66.08
Western TV Cable		311.80	311.80
Oakdale Irr. District	430.73	212.78	643.51
Syntronics	632.00	227.12	859.12
Concord TV Cable	2,288.84	419.62	2,708.46
Wells Rural Electric		133.33	133.33
City of Berkeley	225.32	139.54	364.86
City of Gridley		64.31	64.31
Plumas-Sierra		44.00	44.00
City of Redding		759.28	759.28
By-Laws Ballot		169.96	169.96
C.P. National-Elko		58.70	58.70
C.P. National-So. Lake Tahoe	962.48		962.48
Shasta Dam PUD		559.88	559.88
Bureau of Electricity-Alameda		43.20	43.20
Foster-Wheeler, Inc.		679.50	679.50
	<u>96,936.25</u>	<u>118,751.31</u>	<u>215,687.56</u>

FINANCIAL STATEMENT — CONTINUED

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
PG&E Negotiating Committees:			
Departmental:			
Clerical	46,867.34	10,874.78	57,742.12
Meter Readers	2,093.12	1,750.63	3,843.75
Gas Serviceman		102.31	102.31
Arbitration	10,095.13	334.92	10,430.05
Grievance, L.I.C./F.F.	282.47	3,355.66	3,638.13
Review/Labor Management	2,593.15	2,649.03	5,242.18
Jt. Grievance	2,857.33	9,517.68	12,375.01
Metering Electronics Tech		68.97	68.97
Pipe Line Operations		22.68	22.68
Diablo Canyon	6,906.20	280.96	7,187.16
G.C. Apprentice Gas Tech	146.04	1,232.11	1,378.15
Re-Rate	5,912.97	3,335.35	9,248.32
G.C. Expenses	9,591.21	10,142.44	19,733.65
DCPP Apprenticeship		3,624.58	3,624.58
12 Hour Shift Committee	733.64	1,292.93	2,026.57
Apprentice M.M.R.W.	581.88	310.83	892.71
Benefits		110.97	110.97
General Negotiations	98,122.44	62,369.71	160,492.15
Livermore Prod. Expense	1,429.98	274.88	1,704.86
Steam Generation Crew		52.81	52.81
M and C AD HOC		876.73	876.73
Transmission T-Man		624.38	624.38
	<u>188,212.90</u>	<u>113,205.34</u>	<u>301,418.24</u>

GENERAL FUND

Membership supplies:		
Supplies-Local		\$13,917.69
Supplies-Intl.		10,144.45
		<u>24,062.14</u>
Membership benefits:		
Group life insurance		110,488.14
Pin award dinners		17,873.48
Unit meeting prizes		600.00
Unit drawing award		1,177.50
Donation in lieu of flowers		225.59
Unit Fund, refreshments		9,725.00
Memorial Bibles		473.04
Life Saving Award		1,413.29
		<u>141,976.04</u>

Payroll taxes:

Employee portion:	
U.S. income tax withheld	\$ (421,890.76)
California income tax withheld	(118,648.89)
FICA withheld	(180,127.01)
SDI withheld	(17,359.84)
U.S. income tax forwarded	421,903.76
California income tax forwarded	118,648.89
FICA forwarded	180,136.18
SDI forwarded	17,365.63
Local Union portion:	
FICA	180,126.89
California Unemployment	8,795.73
Nevada Unemployment	90.84
U.S. Unemployment	4,501.75
	<u>193,543.17</u>

Employee benefits:

Health and Welfare plans	208,955.71
Group life insurance	37,905.47
Staff pension plan	389,299.55
Bargaining unit pension	49,863.61
Administration trustee pension plan	4,429.50
Other costs, pension plans	4,452.15
	<u>694,905.99</u>

Other disbursements:

Legal fees	\$44,974.59
Hall rentals	46,454.30
Worker's compensation insurance	254,717.21
Refunds	2,835.36
Other taxes	240.60
Audit fees	9,350.00
Insurance - fire	109.80
Arbitration	973.82
Baseball tournaments	500.00
Local union cap and jackets	6,031.64
PRD fees	4,898.84
Insurance - auto	24,536.50
Charitable donations	8,900.00
PG&E corporate campaign	4,005.21
Election expense	306.50
Insurance - travel	6,015.00
Insurance - bond	4,828.17
Loan to Energy Workers for building improvements	140,000.00
Flowers	474.63
Payroll deductions - United Crusade	(30.00)
Insurance, professional liability	17,035.70
	<u>\$577,157.87</u>

Total General Fund Disbursements

\$8,205,558.73

A call to IBEW retirees

We know you've been looking forward to ignoring the alarm clock and making everyday the start of a weekend, planning to "follow the sun" or an exotic trip or two, and we certainly hope you do all this and more! However, Local 1245 still needs you! Your membership in the Retirees Club insures input to those committees responsible for all those benefits which go toward maintaining a comfortable and secure life style. Pensions and Health and Welfare are critical bargaining items today. They are now definitely a part of the political arena. Proposals of "catastrophic care", national or state health insurance, inclusion of Social Security benefits in tax calculations and actions caused by the Gramm Rudman Hollings act may well affect not only we, the retired, but our children and grandchildren. We

need to be as well organized as possible for a continuous prosperous American dream.

The biggest problem facing the Retirees Club of Local 1245 is to produce a viable, active membership necessary to the development of a strong political base which will support the aims of Local 1245.

In order to do this we must, somehow, convince the retiring members of Local 1245 that it is to their interest to become affiliated with the Retirees Club.

The most important reason is, of course, political. In this day and age, the fact that one is retired does not mean that political decisions will not have an economic bearing on your source of income. It is therefore necessary to have access to the type of information that will provide you the basis for making an intelligent decision on these facts.

**New Union Retirement Planning Guides
are now available
Contact the Walnut Creek Headquarters
or your business representative today
for your copy.**

This, of course, will be in the pages of the *Utility Reporter*.

An individual works for an organization until he or she retires. During that period one forms social liaisons with co-workers. Upon retirement this association is abruptly terminated. The retirement club furnishes a means to keep this association viable to those who desire this.

We need the skills of these people to consummate our goals. Active participation by these newcomers will immeasurably help our activities.

From the standpoint of the present Retirees organization we must take steps to develop some answers to our problems.

We must reach these newcomers that are eligible to our organizations: by telephone, by meeting

groups, by appointment at a designated place and, if necessary, by individual contact.

What programs should be developed, if any, to improve communications between the Retirees Club and the channels of Local 1245?

One suggestion put forward that might have some merit is that the Officers of the Retirees Club be invited to a staff meeting to pinpoint some of their problems.

Another suggestion is that a concerted effort be made to publish articles from the viewpoint of the Retirees Club in the *Utility Reporter* on a regular basis.

We hope that some of the above suggestions can solve our problems.

If you want to join the Retirees Club or have further suggestions for us, please contact Tom Riley, president of the Retirees Club, at (415)682-3693.

Equal Treatment

FROM Page One

make sense. The so-called "market wage rates" are actually "artificially established according to discriminatory images which employers have of their workforce" according to labor economist Marlene Kim, an expert on wage discrimination against women.

Typically, Kim says, large corporations compare the wages of jobs held by men only with those held by other men. A second pool of jobs held by women are compared only with those held by women. Carpenters may be compared with day laborers and secretaries may be compared with librarians, but rarely are these two segregated groups compared to each other—librarians with carpenters, for example.

"In a time when Comparable Worth is becoming recognized as an important tool for raising women's salaries so that they are commensurate with the responsibilities they assume, what role is PG&E going to take in this important issue?" asks Barbara Symons, a member of IBEW Local 1245's Executive Board. "I would hope it would be one of leadership in seeing that women's jobs are valued justly, rather than accepting the role of follower."

The result is the existence of two distinct job pools where, given the large numbers of women in today's economy, there should only be one.

When some employers have been willing to compare traditional men's jobs with those of women, they have found large pay gaps not justified by the differences in the skills of the male and female workers. A recent study in Minnesota, for example, compared the skills of female registered nurses with male vocational education teachers. They each received the same number of points during the job evaluation process, but the nurses were being paid \$537 less per month—25% below their male colleagues.

In San Jose, a job survey found that the city's predominantly female librarians were being paid

the same as the mostly male street sweepers, but a job evaluation found that the skills of the librarians were worth 228 points on the survey scale and those of the street sweepers only 124.

Higher Pay for Women Helps Employers, Too

Many large corporations now have begun to adjust women's pay upward to account for this historic pattern of discrimination. Among those corporations are some which PG&E competes with on Wall Street, including IBM, Motorola and AT&T.

Marlene Kim suggests that these companies have realized that raising women's wage rates actually improves their company's productivity, "attracting better quality workers, and establishing more stable and efficient service to their customers."

And far from making it more difficult for the employers to afford new workers, employment has actually increased in places where wage rates have increased. Pressure from the American Federation of State, County and Municipal Employees, who represent city workers in San Jose, led to an agreement to raise women's wages in that city significantly.

After increases of up to 74% in some jobs over a six-year period, the city's employment growth rate was among the highest of city governments throughout the whole state. "The critics' arguments that comparable worth may harm the people it was meant to help, remain unfounded," Kim noted about San Jose. "Higher wages do not cause increased unemployment for women. Instead, the effect of comparable worth has been simply to help women by increasing the earnings in female jobs that are undervalued according to skill, knowledge, responsibility, and working conditions."

Far from being the victim of the marketplace, these public and private employers have taken advantage of the new economy to strengthen their workforce with better wages. Both the employees and employer have benefitted.

Concerned about Clerical contract negotiations at PG&E?

Attend the upcoming Clerical Bargaining Conferences

To be held June 4, 11, 18

Exact time and locations to be announced soon

American Family Celebration

WORKING FOR CHANGE ★

Join the Coalition of Labor Union Women

Our Nation Needs Strong Families

Strengthening our Nation's Commitment to Families

We demand responsible government action *now* for a national family policy:

- family and medical leave
- quality child care
- services for the elderly
- comprehensive health care
- equity in quality education
- economic justice

Hundreds of concerned citizens, including members of labor, civil rights, women's children's, senior citizens, consumers, health, and educational groups, will gather in San Francisco, on Saturday, May 7, 1988.

JOIN US!

Speaking in a united voice we will raise these demands to the top of our nation's legislative, political, and social agenda.

Working for Change

Saturday, May 7

11 a.m.

A Stroller Walk — Mothers Strolling For Change
Meet at West End of Marina Green in front of the San Francisco Yacht Club.

12 Noon

Assemble at the Great Meadow, Fort Mason for a Press Conference in support of a National State and Family Policy

Support the Family and Medical Leave Act (HR-925, S-249)

Act for Better Child Care Services (HR-3660, S-1885)

Entertainment to follow the press conference.

Changes in Medical Plans at PG&E and PGT

During the open enrollment period for Medical Plans last fall, employees were told that some of their listed dependents were no longer eligible. Based on this information, many employees have removed eligible dependents believing this information to be correct.

The Union filed a grievance charging that the information provided on eligible employees by the Company was in error and the grievance was sustained.

Employees who have removed dependents whom they believe are eligible should contact their Business Representative and their Human Resource Department to determine their eligibility.

This must be done by May 30, 1988.

Further, during negotiations for the 1988 contracts, it was agreed to change the Blue Cross Plan to a

full Prudent Buyer incentive program. This program was to be effective January 1, 1988. However, due to some administrative problems at Blue Cross, it did not go into effect until February 1, 1988.

The new plan provides for a \$5.00 deductible for physician visits due to illness. However, for the month of January, a \$30.00 deductible was taken by Blue Cross instead of a \$5.00 deductible.

PG&E was contacted regarding this matter after several complaints were received by the Union. After a discussion, it was agreed that anyone wanting a refund of the overpaid amount must contact Blue Cross by May 1, 1988.

PG&E has notified Blue Cross that our members will be making such requests.

The toll-free telephone number is 1-800-234-1517.