



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

News Flash!

Voters want Cal/OSHA back

Prop 97 passes

Working people won a big victory with the November 8 passage of Proposition 97, the labor-sponsored initiative to restore Cal/OSHA. The vote was a major defeat for Governor Deukmejian, who cut out the program's funding in 1987 and campaigned against the ballot measure. IBEW Local 1245 members worked hard to get out the "yes" vote on 97, and the Local was among the major contributors to the campaign from the beginning. The next issue of the *Utility Reporter* will contain more details on the election outcome.

Historic arbitration revisited

Union wins vindication for Vietnam vet

Back in 1981, Local 1245 member Bill Loud was discharged from his job as a Lineman at PG&E, where he had worked for twelve years. More than two years later the Union won an historic decision by Arbitrator John Kagel, who ordered the company to put Loud back to work.

What made the Loud case famous throughout the country was Arbitrator Kagel's finding that Loud, a Vietnam veteran, suffered from "post-traumatic stress disorder" as a result of his wartime experiences and consequently was unable to perform on the job without professional counseling assistance. The enormous significance of the grievance was evident to the Union from the outset; in many ways it was not so much Bill Loud who was "on trial" but rather the way our country had failed in its obligations to our Vietnam veterans.

Nowadays, many people have heard of post-traumatic stress (PTSD)—you hear it discussed on talk shows and the condition has been dramatized in numerous daytime soap operas, tv miniseries, and theater productions. But at the time Bill Loud was

fired, very few people other than those involved with veteran's support organizations were aware of recent research findings demonstrating the effects and extent of the condition among Vietnam-era veterans.

"I finally had the chance to talk about Vietnam and to begin putting it all behind me, to move on to live my life. Thirteen years late, but better late than never."

IBEW Local 1245 took an expensive risk on the Loud arbitration. Post-traumatic stress had never been used as a defense in an arbitration case before, so in taking the case before Kagel the Union would be breaking brand new ground whatever the outcome. But Local 1245 has always recognized the debt owed to our

nation's veterans, and has always been known for its willingness to tackle tough, new, untested issues in the grievance procedure.

The story of how the Union took a chance and won this precedent-setting case is retold in the following excerpts from an award-winning article by Union attorney Tom Dalzell which appeared in the August 1983 issue of the *Utility Reporter*.

Continued PAGE FOUR

Tip-earning workers triumph

State high court nixes sub-minimum wage

By Jenny Lipow

Restaurant and hotel workers won a major victory on October 31 when the California Supreme Court, in a unanimous decision, threw out a new state regulation which established a lower minimum wage for employees who receive tips. The ruling means that an estimated one-half to one million service workers in the state are entitled to back pay retroactive to July 1, 1988 when the tiered system took effect.

The labor movement led the fight last year for an increase in the state's minimum wage, then \$3.35 an hour for all California employees. The Industrial Welfare Commission (IWC), which establishes the minimum wage, is dominated by appointees of Governor Deukmejian who opposed the substantial increase sought by labor and other public interest advocates. Instead, last December the IWC

raised the minimum wage for employees generally to \$4.25 per hour while caving into employer groups' undocumented assertion that tipped workers have high average hourly earnings from gratuities and therefore did not "need" the higher guarantee.

The anti-worker majority on the IWC voted to set the minimum wage for tip-earning employees at \$3.50 an hour, which led to the suit by Unions and other worker advocates against the Commission. By overturning the IWC regulation, the Supreme Court has obliged employers to pay the 75 cents per hour difference owed tip-earners in back pay to July 1. The total amount of back pay due the hundreds of thousands of affected low-wage workers is estimated at well over a quarter of a billion dollars statewide.

The court's decision was greeted

with jubilation by the plaintiffs. "This is a wonderful victory for these sub-minimum wage workers," enthused Carmen Estrada, staff attorney for the Los Angeles-based Western Center on Law and Poverty which was one of groups that sued the commission on the workers' behalf. Employer representatives, as expected, resurrected predictions of cutbacks, layoffs, higher prices, and bankruptcies in the hotel and restaurant industries.

The legal basis for the ruling was the court's finding that the legislature clearly intended to prohibit crediting tips against employees in setting the minimum wage. By setting up the subminimum wage, wrote Justice Stanley Mosk, "the [Industrial Welfare] commission... attempted to do the very thing the legislature has prohibited."



AFL-CIO President Lane Kirkland was the keynote speaker at the Western Regional Conference last month. Story, page 8

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WLPA

WESTERN LABOR PRESS ASSOCIATION



Photo: Kua Patten

Pat Dunn to retire

Patricia Rutherford Dunn, the Librarian and Research Director for Local 1245 for over eleven years, will be retiring next month. Business Manager Jack McNally told the *Utility Reporter* that "Pat will be missed by all those who have worked with her. She has been responsible for organizing the enormous quantity of information received and produced by the Local so that it is of use to staff and members. She's one of the behind-the-scenes, unsung heroines of our Union."

Of her work at the Local, Dunn says she is most proud of the Grievance Index which she created and maintained. "As a resource, the index gives power to Shop Stewards to do their job better. Contributing to the Stewards' empowerment is very satisfying to me."

Born to a livestock-farming family in Arcata, Pat received her degree in English Literature from the University of California at Berkeley. Pat pursued a teaching career, working at San Leandro Adult School and Hayward High School, becoming active in the American Federation of Teachers (AFT) and volunteering time to the United Farm Workers (UFW) boycott campaigns.

A widow when she joined the Local 1245 staff in November 1977, Pat has been happily married for five years to Bob Dunn, a Project Director who retired last year from Safeway. The couple has six children and ten grandchildren between them. Pat and Bob plan to indulge their love of travel, beginning next year with a European vacation. In addition, Pat is looking forward to "hanging out, sitting around, wasting time, drinking good coffee, and reading." "I'm also considering going back to school to learn to teach 'English as a Second Language' (ESL)," Dunn told the *Utility Reporter*.

The Local's Executive Board approved the issuance of a commemorative plaque signed by McNally and President Howard Stiefer, which reads "This plaque is presented to Pat Dunn from the staff of Local 1245 in appreciation of her outstanding contribution to the members of 1245. Her tireless work has made a formidable contribution to the improvement of wages, hours, and other terms and conditions of employment for the women and men who belong to 1245 as well as our effort to help workers exercise control over their lives."

Tree News

By Jim Travis, Local 1245
Organizing Representative

Tragedies

Fellow tree men, I am greatly saddened by the fact that I must report the recent tragic deaths of two men while doing their duties clearing high-power electrical lines.

On August 31, 1988, Don Richards (20-year-old groundman for non-union Arbor Tree Surgery in the Seattle, Washington, area) was killed when he fell on a high-voltage power line that was torn down by a tree felled during clearance operation. Kenneth Hicks, brother of Tim Hicks (Arbor foreman, Placer District) was shocked and injured trying to save Richards.

On September 22, 1988, Randy Kerns, Asplundh foreman, died from injuries sustained while clearing burnt snags off the power lines following a forest fire that raged through Whitmore in Shasta County, California. Randy's groundman, Howard Seaford, was critically injured in the same accident.

Apparently both men were using proper, safe procedure felling trees away from the power lines when an unseen 80-foot cedar snag, its base burned out and weakened, fell back on top of them in a freak accident.

I have heartfelt sympathy for all the men killed or injured in these two accidents. I extend our Union's and my personal condolences to their grieving families and friends. I feel more personally moved by the death of Randy Kerns. You see, not only was Randy a truly "nice guy"—helpful, kind, and generous of time and spirit—he was also my climber for about a ten-month period a couple of years ago. More than that, Randy Kerns was my friend, and I will miss him greatly.

Arbor Organizing Drive

Both of these deaths remind us of the extreme danger of our work and the terrible losses we sometimes suffer. It really points up the need for a Union to protect our rights, to promote safety on the job, and to fight for fair pay and benefits for this hazardous work.

At Arbor Tree, the men are still waiting for the Labor Board's decision on whether Arbor working foremen can vote in the Union election. I keep in constant contact with these men, and they are anxious to vote and join our Union. My "straw polls" show about a seventy percent "yes" vote. So keep the faith, guys, and we will win.

Davey Tree Contract

Great news for Davey Union tree men! PG&E has announced the award of its tree trimming contracts for the San Francisco and San Jose Division to Davey Tree for the next five years. You guys must be doing something right—congratulations!

Collective Bargaining Agreements

Our Union is currently assembling the Davey Tree Negotiating Committee, appointing representatives from each area for bargaining purposes. A preliminary meeting of the Davey Tree Negotiating Committee will occur in the first part of November to discuss area concerns and to focus and unify our approach to bargaining a new contract agreement.

Now is the time for you, Joe Tree Trimmer, to speak up to your committee representative as to what you would like to see accomplished in negotiations. The perfect place to do that is your local Unit Meeting (see related story, page 6).

Severance (Retirement) Plan

One last item, men—*please*, do not raise hell with the women in the office over your severance plan dough. In the first place, they can't help you. In the second place, these are wonderful, helpful people who don't deserve the abuse. (And in the third place, lets show that tree trimmers have some *class!*)

Believe me, your money is safe. Our retirement plan is governed by strict federal regulations, and overseen by representatives of the Internal Revenue Service—your bucks aren't going anywhere. If you are *permanently terminated* from employment (not on temporary layoff), contact your Shop Steward or Business Representative for assistance in obtaining your Severance Plan benefits. If they are not available, you can call the Local Union office in Walnut Creek at (415) 933-6060 and ask politely for assistance.

Well, that's about it, fellas. Lots of heavy stuff happening in the tree industry now, so it pays to remember—the more united we tree men are, the stronger our Union, the more we will achieve for ourselves and our families.

It's that simple—stand up and get involved. TREE TRIMMERS UNITE!

Fitzsimmons returns to work

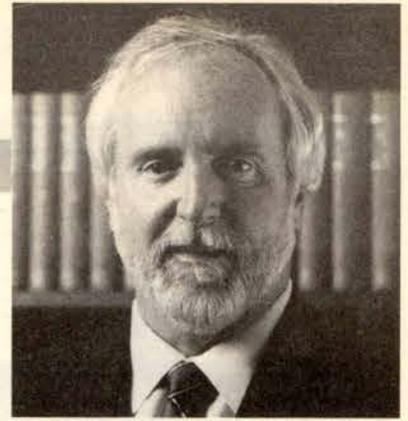
It looks like all those get-well cards you sent worked: Assistant Business Manager Ron Fitzsimmons returned to work from a medical leave on October 31.

Welcome back and congratulations on your recovery, Ron!

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

General Construction Joint Grievance Committee
George Naranjo (Alternate)

CONFERENCES AND CONVENTIONS

1988 AFL-CIO Regional Conference

Kathy Tindall
Barbara Symons
Jenny Lipow
Jack McNally
Howard Stiefer
Ron Blakemore
Steve Diamond
Tom Riley
Gene Hastings
Don Hardie

California Labor Federation 17th Constitutional Convention

Jack McNally
Howard Stiefer
Barbara Symons
Ron Blakemore
Jim McCauley
Mickey Harrington
Tom Riley

National CLUW Convention

Dorothy Fortier
Kathy Tindall

CHANGE OF ADDRESS

If you have just moved, or are about to move, please complete this form to insure your continued receipt of all Union mail. Send completed form and your mailing label from the front page to:

UTILITY REPORTER
P.O. Box 4790
WALNUT CREEK, CA 94596

Old label: _____

Name _____

New Address _____

(Street and Number)

(City and Zip Code)

A month to remember

November is the month when we observe two of our nation's most meaningful holidays.

November 11 is Veterans Day. The legal holiday began in 1954 to honor all veterans of the United States armed forces; it has also been known as Armistice Day since 1918, commemorating the end of World War I.

In the State of California, there are a number of monuments honoring veterans and those who died in past wars. At long last, the California Vietnam Veterans Memorial will be dedicated in Sacramento next month. I am proud that Local 1245 as an organization contributed to the fundraising effort for the California Memorial, as well as to the travelling exhibit bringing the National Memorial to Reno.

Thanksgiving Day, the fourth Thursday of November, is not just a day of feasting. On this day, the United States commemorates the pilgrims' 1621 celebration of the bountiful harvest. November is a time to be especially thankful for the resources we have in our country and an opportunity to express gratitude to the veterans who, throughout our nation's history, have made sure we still have these resources.

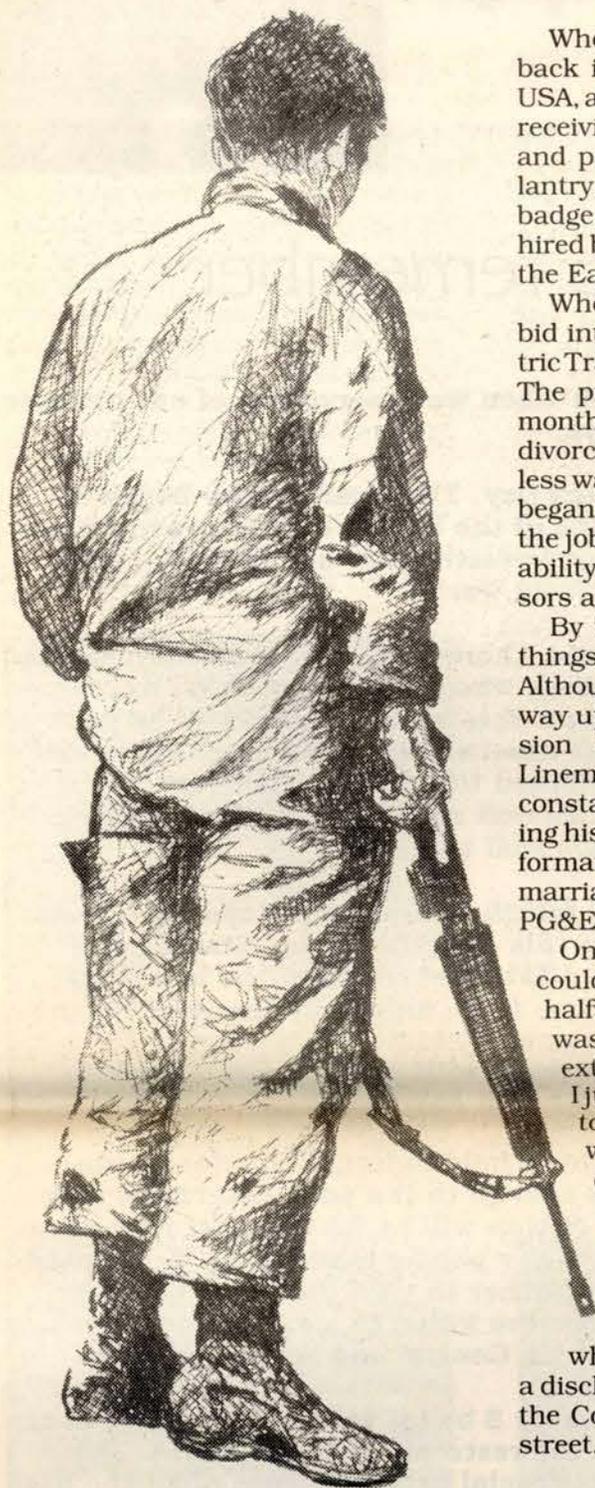
November is the month we hold national elections; those relatively few Americans who go to the polls determine who the leaders of this great Nation will be for the next four years. It seems strange that so many people take voting for granted in this country and don't bother to turn out when this year alone, hundreds of people were killed or wounded on their way to the polls in the Caribbean, Central and South America.

One issue on the November 8 ballot very important to Local 1245 was the victory on the restoration of Cal/OSHA. The labor movement won this crucial battle because of all the hard work and money we put into protecting worker safety. We took on the Governor's challenge and beat him soundly on this one. All of our members and staff who worked so hard to pass Proposition 97 should be proud of this achievement, and I thank them.

On November 30, Assistant Business Manager Manny Mederos will become an International Representative, assigned to the Utility Department in the International Office of the IBEW in Washington, D.C. Manny has done an outstanding job in his many years with Local 1245. I thank him for his support and hard work and wish him well in his new position.

In Unity,

Jack McNally



When he was twenty, Bill was back in "The World"—back in the USA, and married. Three weeks after receiving an honorable discharge and packing up his Cross of Gallantry, U.S. Combat Infantryman badge, and Bronze Star, he was hired by PG&E as a Meter Reader in the East Bay Division.

When he was twenty-four, Bill bid into a Groundman job in Electric Transmission and Distribution. The problems began within a few months. His marriage collapsed; the divorce brought a seemingly endless wave of financial problems. Bill began drinking more and more off the job, and his attendance and his ability to get along with his supervisors and fellow workers suffered.

By the time Bill was thirty-two, things were looking worse than ever. Although he'd managed to work his way up through his line of progression to become a Journeyman Lineman, his heavy drinking and constant depression were destroying his personal life and his job performance. By now Bill's second marriage lay in ruins, and his job at PG&E was on the line.

On January 22, 1981, Bill couldn't make it to work. "I got halfway there and my stomach was churning around, and I was extremely depressed and upset. I just couldn't bring myself to go to work. I turned around and went home and called up the office.

On January 23, the world caved in on Bill. He was sent home from work to see a doctor and was placed on an indefinite suspension which was quickly converted to a discharge. After twelve years with the Company, Bill was out on the street.

PTSD diagnosis: the fight begins

On several occasions over the years Bill had gone to see counselors from PG&E's in-house Employee Assistance Program and the outside professionals whom they had recommended. "I knew that there was something causing my problems," Bill explained, "but I just didn't know what." The opinions of the EAP counselors and the outside professionals were the same: Bill's drinking caused his problems. What they all overlooked was the cause of his drinking. None of them recognized Bill's combat experience and the possibility that his problems were related to that experience.

Just before he was fired, Bill contacted EAP one last time and was given one last referral—to Santa Cruz psychologist Jerry Solomon. With the encouragement of [Former Local 1245 Business Representative] Bob Thomson, Bill went to see Dr. Solomon.

After only one visit Solomon suspected that Bill's problems—with alcohol, marriage, and job—

were the result of stress suffered while fighting in Vietnam. Dr. Solomon arranged for Bill to be seen by Chris DiMaio, a psychiatrist and himself a Vietnam veteran who specializes in counseling veterans. Dr. DiMaio quickly confirmed Solomon's diagnosis—Bill was indeed suffering from post-traumatic stress, and in all likelihood had been a victim of the syndrome for many years.

As Bill recovers, union fights for his job

Despite being fired and unsure of the ultimate outcome of his grievance, Bill was sure that it was time to come to terms with Vietnam. He entered individual therapy with Dr. DiMaio, and joined a veteran's rap group. Showing the innate determination and energy which had enabled him to get through his tour of duty in Vietnam and his four years as an apprentice Lineman, Bill made progress on his road back to recovery. The results, while not a magical overnight transformation, were clearly visible.

"I finally had the chance to talk about Vietnam and to begin putting it all behind me, to move on to live my life. Thirteen years late, but better late than never," Bill said.

Meanwhile, Bob Thomson was shepherding the Loud case through the grievance procedure, arguing from instinctive fairness at every level that because Bill's work problems turned out to be caused by post-traumatic stress, he should get his job back now that he was in appropriate, successful counseling.

Arbitrator overturns discharge, makes labor history

The Union spared no expense in preparing Bill's case for arbitration, hiring a law student expressly assigned to do extensive legal and scientific research on the issues involved. Expert witnesses were interviewed and prepared to testify. Most importantly, Bill Loud himself was involved throughout the preparation process.

Undeterred by his knowledge that the arbitration would be a difficult emotional ordeal where his psychological problems would be the central focus of the dispute, Bill didn't hesitate for a minute. "I was thinking not just about myself, but about all the other vets out there who might have the same kind of problems I was having. I didn't want them to have to go through what I had to go through," Bill explained.

The hearing before Arbitrator John Kagel began on April 12, 1982 and lasted for three days. The first day featured a string of Company witnesses; the second day was devoted to the testimony of the expert witnesses who took the stand on Bill Loud's behalf to explain the causes, symptoms, and treatment

of post-traumatic stress. The appearances by Bill's psychiatrist, Dr. DiMaio, and his rap group leader turned out to have a profoundly positive impact on the Union's case.

The third and final day of the hearing saw Bill himself on the witness stand, reliving for an obviously moved Arbitrator Kagel both the terror of combat in Vietnam and the painful disintegration of his life after leaving the service. Kagel issued his binding decision to overturn PG&E's discharge of Bill Loud within a few months of the hearing's conclusion.

EPILOGUE

As expected, the Bill Loud case had, and continues to have, an impact far beyond the original parties involved. In response to Kagel's ruling, PG&E's Employee Assistance Program undertook to educate its counselors on post-traumatic stress, with the Company acknowledging that "after the Loud arbitration it was clear we all had a lot to learn about Vietnam veterans."

Others were touched by the Loud case in very personal ways, as their awareness of veterans' issues expanded. Local 1245 Business Representative Perry Zimmerman attended the arbitration and recalls that as he listened to the expert testimony, he realized that his sometimes-unstable younger brother—a Vietnam veteran—was behaving like a classic victim of post-traumatic stress disorder. On Perry's advice, his brother sought PTSD counselling which made a major difference in his life and continues to this day.

Bill Loud has been off work for the past two years with a job-related disability. He retains some anger against the Company, believing they have not treated him fairly since his reinstatement. Bill remains grateful for the Union's efforts. "They stood by me the entire way," he told the Utility Reporter in a recent interview. "The Local did everything they could to get my job back." Despite his disability, the help Bill Loud sought to deal with his Vietnam experience has pulled him back up from the low point of his life and for several years has kept him safely away from the edge of disaster he once tumbled over.

Bill also feels good that his case was responsible, directly or indirectly, for raising many people's consciousness of the problems faced by Vietnam-era veterans. "I didn't want other vets to have to go through what I had to go through," explained Bill after the arbitration hearing.

At that time, Bill didn't know how considerable the effects of his case would be. Looking back from here, we owe a debt of gratitude to Bill Loud for his courage both during and after the war.

Veteran's grievance

Continued from PAGE ONE

The long road down

When he was eighteen, Bill Loud was sweating in the jungles of Vietnam, serving as a Heavy Weapons Infantry Advisor to the 16th Infantry of South Vietnam's ARVN Division. Stationed at Cao Lahn near the Cambodian border, Bill lived, ate, fought, and slept—fitfully—with ARVN troops. Decimated by the Tet offensive, the South Vietnamese soldiers sense of loyalty to their American military advisors was growing ever more tenuous.

Bill marked the time until his rotation home—another day, another sweep through the rice paddies to clear the perimeter of the base, hoping that today was not the day.

Dedication ceremonies next month in Sacramento

Memorial will honor state's Vietnam vets

A five-year fundraising effort to commemorate Californians who served in the Vietnam War will culminate with the unveiling of a granite monument on the grounds of the State Capitol in Sacramento. IBEW Local 1245 contributed five hundred dollars to help build the long-overdue memorial in 1987.

According to B.T. Collins of the California Vietnam Veterans Memorial Commission, "the memorial will list the names of the 5,822 Californians who died in the war and will serve as a lasting tribute to all those who survived this important

period in our nation's history."

Activities surrounding the dedication begin December 9 and conclude December 10 with the unveiling ceremony. Event organizers expect upwards of 100,000 people to attend the ceremonies. The event will include unit reunions, a march from downtown Sacramento to the dedication site, entertainment and art shows, the screening of the critically acclaimed film "Dear America: Letters Home from Vietnam," and the reading of names of the names on the monument.

The memorial itself displays four

circular walls, each weighing 38,000 pounds, with 22 black granite panels etched with the names of California's dead and missing. In contrast to the national memorial, the names will be listed alphabetically by hometown and will include rank, branch of service, and age at date of casualty. The four walls form arcs of a circle which enclose a lone central figure of a nineteen-year-old reading a letter from home.

Built with funds contributed by individuals, veterans' organizations, labor unions, corporations and in-kind services, the Memorial serves

as tribute to the thousands of Californians who died as well as the state's 35,000 wounded and 330,000 living veterans of the conflict. These figures are the highest of any state, representing about ten percent of the nation's totals. California is the 34th state to honor its Vietnam veterans.

Many Sacramento hotels will offer special low rates to attendees. For information on the dedication ceremonies, call the information hotline at (916) 327-0077.

Facts about post-traumatic stress

Post-Traumatic Stress Disorder (PTSD) is recognized as a diagnostic classification by both the Veteran's Administration and the American Psychiatric Association. Experts consider post-traumatic stress not as a mental illness but rather as a delayed reaction to the extreme stress under which veterans were placed during and after the war in Southeast Asia.

It is estimated that up to half of the 2.8 million Americans who served in the military during the Vietnam era are suffering or will suffer from some degree of post-traumatic stress.

Causes

Reasons for the high incidence of delayed stress in Vietnam era veterans include the 12-month rotation system—first used by the US military in Vietnam—which turned combat into an isolated experience and destroyed unit integrity and morale.

Experts also point to the extreme youth of American troops in Vietnam, who were only 18 years old on the average (contrasted to an average age of 26 for World War II Servicemen) as a basis for widespread delayed stress, as well as the then-unprecedented combat conditions for American soldiers who were fighting a guerrilla war on unfamiliar territory.

Other conditions contributing to the high rate of PTSD among Vietnam vets were the indifference, and sometimes hostility, of the very people they were supposed to be fighting to

liberate and of their reception upon returning home; the unclear ideological foundation for US involvement in the war and the ambivalence of American strategy in the conflict as it became increasingly unpopular.

Symptoms

The most common responses of veterans suffering from delayed traumatic stress include depression, anger, anxiety, sleep disorders, emotional numbing, loss of interest in work, "survivor guilt," hyper-alertness, suicidal thoughts, flashbacks to Vietnam, retaliation fantasies, cynicism and distrust of authority, alienation, negative self-image, impaired memory, hyper-sensitivity to justice, problems with intimate relationships, emotional distance from family, inability to talk about war experiences, fits of rage, substance (alcohol or drug) abuse. Sufferers may also have a tendency to react with highly inappropriate survival tactics when threatened or under stress.

Treatment

Once a veteran is diagnosed as a PTSD sufferer and acts to address his or her problems, the chances for recovery are good. Counselors usually suggest individual therapy and participation in "rap groups" run by and designed for Vietnam veterans. Except in extreme cases, therapists recommend that veterans being treated for post-traumatic stress continue working.

ATTENTION VETERANS

DEDICATION OF THE CALIFORNIA VIETNAM VETERAN'S MEMORIAL DECEMBER 10, 1988

IT HAPPENS ONLY ONCE.
COME TO SACRAMENTO AND BE A PART OF THIS HISTORIC EVENT.

PLACE: STATE CAPITOL PARK
SACRAMENTO, CA

TIME: 1:00 P.M.

SAME-DAY REGISTRATION HEADQUARTERS:
HYATT REGENCY, SACRAMENTO (BASE CAMP)
OLD SACRAMENTO - (FIRE SUPPORT BASE)

INFORMATION HOTLINE: (916) 327-0077

Fill out the Buddy Search form below for easy registration. Activities begin December 9 at 4 P.M. and include reunions and open houses. Arrive early.

Help us be successful with Buddy Search and return this pre-registration form by November 30, 1988 to:
CVVMC, Box 3040, Sacramento, CA 95812

BUDDY SEARCH

Complete one form for each tour of duty

Name: _____
(First) (Last) (Nickname)

For this tour, my branch of service was: (check box and fill in lines as needed)

Army Marines Navy Coast Guard Air Force Other

Division: _____ Ship: _____ Squadron: _____

Batalion: _____ Company: _____ Rank: _____

Years I was in Vietnam for this tour (check one only)

1960-65 65-66 66-67 67-68 68-69 69-70 70-75

My current address is: _____

My buddies can locate me during the event at: _____

This information will be used for registration and buddy search purposes. By filling out and submitting this form to the CVVMC, you are giving your consent for the information being disclosed and used as stated above.

EDS Electronic Data Systems (EDS) provided necessary computer services and volunteer support for Buddy Search

Tree unit activity sprouts

Tree unit meetings take root as tree members' involvement blossoms

Union tree men are getting involved! More and more line clearance trimmers around the north state are realizing that *active participation* in their union is the most effective approach to positive change in job condition, benefits and pay scales.

Trimmers represented by IBEW Local Union 1245 have "come out of the woodwork," uniting to protect their jobs from non-union, low-paying tree outfits that threaten to tear down union-negotiated conditions.

Many of the Asplundh and Davey Tree members were galvanized into action when Arbor Tree Surgery and Utility Tree Service, both scab

outfits, took over the PG&E Line Clearance contract in the Drum division. 74 Union tree men lost their jobs overnight, and Asplundh Tree lost a contract they had held for nearly twenty years.

Since that time, Local Union 1245 has been "waging war" against these scab contractors in a multi-front battle. Jim Travis, Asplundh crew foreman, Shasta Division, was given the task of trying again to organize the employees of Arbor Tree, the largest of the non-union contractors.

He has been working since January on a campaign, bitterly contested and stalled by the employer, to bring these exploited tree men

into our Union.

This organizing drive has included a protracted National Labor Relations Board (NLRB) hearing to determine the bargaining unit, as well as the filing of numerous charges of Unfair Labor Practices committed by Arbor Tree management.

One of the more positive developments of our union efforts on behalf of tree trimmers has been the "tree-members" unit meetings established throughout the north state.

Rank and file union trimmers are joining in a "grassroots" campaign to organize *themselves* for the protection of their jobs and futures.

Eureka



Davey Tree, Eureka Meets the first Monday of the month at Angelo's. Recording Secretary: Frank Gratz. Business Representative: [Name obscured]

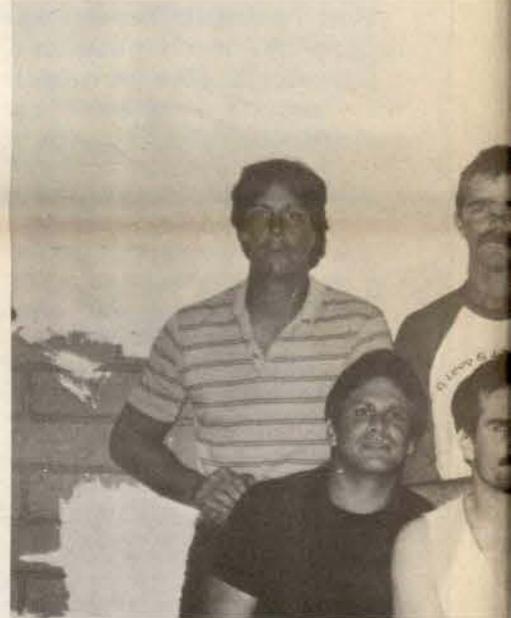
Redding



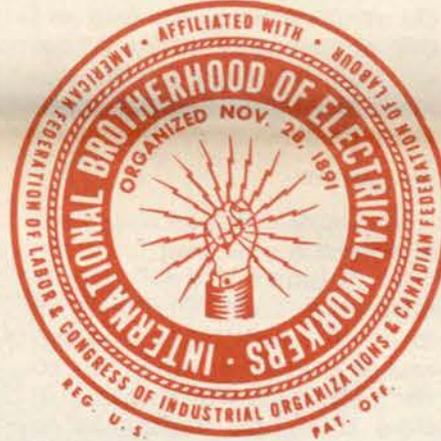
Photo: Scott Thomas

Pacific Tree, Redding Meets the first Tuesday of the month at the Hospitality House. Chair: Dennis Mitchell; Vice Chair: William Ryan; Recording Secretary: Debra Wacker; Business Representative: Rich Hafner.

Selma



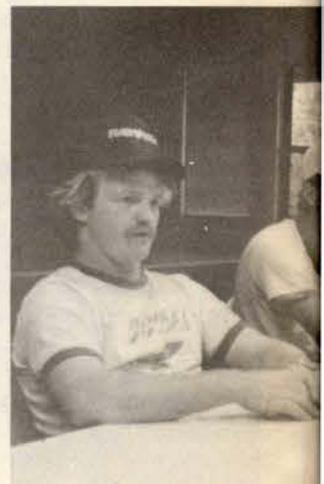
Davey Tree, Selma Meets the first Thursday of the month at the Hulsey. Vice Chair: Abel Sanchez; Recording Secretary: [Name obscured]; Business Representative: Ron Van Dyke.



Walnut Creek



Photos: Jim Travis



Davey Tree, Walnut Creek Meets the third Thursday at the Local 1245 Union Hall. Chair: Ron Reed; Vice Chair: Dave Dunn; Recording Secretary: Mario Reveles; Business Representative: Joe Valentino.

Activity sprouts up around L

Tree members'

into our Union.

This organizing drive has included a protracted National Labor Relations Board (NLRB) hearing to determine the bargaining unit, as well as the filing of numerous charges of Unfair Labor Practices committed by Arbor Tree management.

One of the more positive developments of our union efforts on behalf of tree trimmers has been the "tree-members" unit meetings established throughout the north state.

Rank and file union trimmers are joining in a "grassroots" campaign to organize themselves for the protection of their jobs and futures.

Eureka



Photo: Jim Travis

Davey Tree, Eureka
Meets the first Monday of the month at Angelo's Pizza. Chair: Denis Dunlap; Vice Chair/Recording Secretary: Frank Gratz. Business Representative: Bob Choate.

San Carlos



Davey Tree, San Carlos
Meets the third Wednesday of the month.

Santa Rosa



Selma



Photo: Jim Travis

Davey Tree, Selma
Meets the first Thursday of the month at the El Conquistador Restaurant. Chair: Chuck Hulsey; Vice Chair: Abel Sanchez; Recording Secretary: Clark Douhan; Business Representative: Ron Van Dyke.

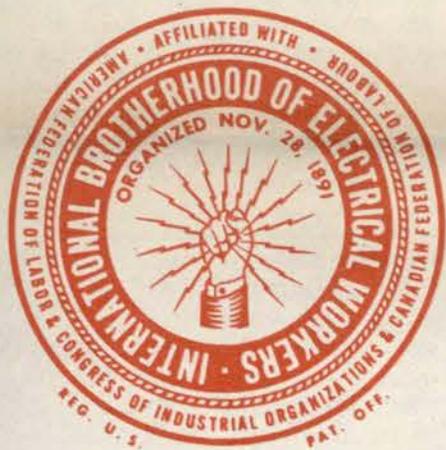


Photo: Scott Thomas



Dave Dunn; Recording Secretary: Mario Reveles; Business Representative: Joe Valentino.

s up around Local 1245

San Carlos



Photo: Jim Travis

Pizza. Chair: Denis Dunlap; Vice Chair/ Representative: Bob Choate.



Photos: Jim Travis

Davey Tree, San Carlos Meets the third Wednesday of the month at the El Camino Round Table. Officers: TBA; Business Representative: Dean Gurke.



Santa Rosa

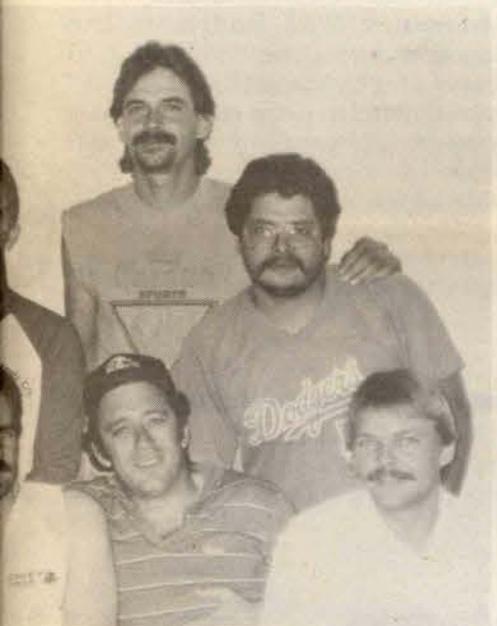
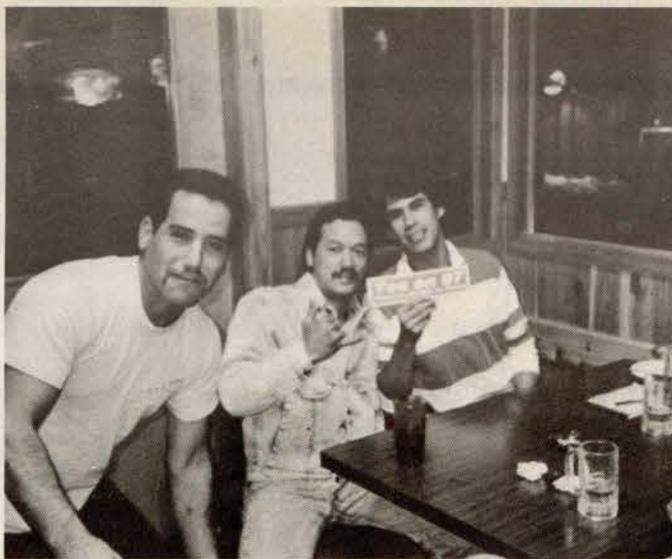


Photo: Jim Travis

El Conquistador Restaurant. Chair: Chuck Secretary: Clark Douhan; Business Repre-



Photos: Jim Travis



Davey Tree, Santa Rosa Meets the second Tuesday of the month at the Stony Pt. Round Table. Chair: Paul Dubois; Vice Chair: Craig Spalding; Recording Secretary: Gene Lunneman; Business Representative: Sam Tamimi.



NOT PICTURED

Davey Tree, San Jose Meets the fourth Wednesday of the month at the Carpenters' Hiring Hall. Chair: Derek Haley; Vice Chair: Jed Rehrig; Recording Secretary: Kevin Smith; Business Representative: Enid Bidou.

Davey Tree, Santa Cruz (Aptos) Meets the third Wednesday of the month at Adolph's Restaurant. Chair: Keith Neal; Recording Secretary: John Kenney; Business Representative: Larry Pierce.

Asplundh Tree, in Progress Asplundh trimmers from Chico/Paradise are also attempting to establish a Unit Meeting in their area.

Retirees Corner

Labor at the crossroads:

Choosing the path of progress

By Thomas D. Riley, President, Local 1245 Retirees Club

The AFL-CIO held its annual Western States Regional Conference at the Fairmont Hotel in San Francisco on October 21 and 22, 1988. The program consisted of three one hour workshops which were moderated by AFL-CIO officers and department directors. Gene Hastings and I attended as Retirees Club delegates from Local 1245.

I was impressed by the thoroughness and timeliness of the workshop programs, especially the one titled "AFL-CIO" programs chaired by AFL-CIO Secretary-Treasurer Thomas Donahue. I am pleased to be able to report that after attending Tom Donahue's workshop, I believe that the leaders of the AFL-CIO are moving decisively to remake the labor movement as a driving, forward-looking power in society.

Some historical background on the AFL-CIO: the American Federation of Labor-Congress of Industrial Organizations—"organized labor"—was a product of American Society at the time of the merger of the two labor federations in the 1950's. It was a society dominated by the male "blue collar" wage earners. They were "journeymen" whose

skills were primarily hand-developed. The idealized American family had a male wage earner and a female "housewife" who ran the household and was responsible for the nurturing of the children.

Today this has changed. The modern woman wants it to be known that she may have aspirations to work outside the home if she chooses—free of the constraints that confined women in the fifties—and many modern men want their expanded role within the home and family given recognition.

Traditionally, the leaders of the AFL-CIO have tried to keep up with a rapidly changing society. Sometimes labor has been in the vanguard of adaptation; at other times, like the present, they have lagged behind. We live in an era where the mass media is controlled by corporate entities whose goals place profits before the welfare of workers and the public.

These corporate owners see organized labor as a threat to their unfettered ability to exploit the public, and have used all the technological advantages at their disposal to depict the labor movement as washed up and to portray work-

ing men and women as ungrateful or greedy if they want a bigger piece of the American Pie. From their limousines, these people profess shock that labor would press for a minimum wage approaching the poverty level—imagine what they would say if the minimum wage were enough to allow a full-time worker to buy his or her family their own home!

As unionists, we must devise strategies to compete in this changing society. Programs which the AFL-CIO leadership is designing to do this include the "Associate Membership" program and the highly successful "Union, Yes!" advertising campaign. We must take on each new challenge and defend all of our constituencies, new and old.

As Senior Citizens, retirees could have an enormous impact on expanding Labor's political base. Of course, there is such a thing as undue influence—we need to be open to new ideas and not blindly follow society's elders. But we are in a unique position because of wisdom gained through experience.

We have an opportunity to expand our political base through Senior organizations. Labor retir-

ees should be building viable coalitions with organizations like the Congress of California Seniors and the National Council of Senior Citizens, among others, which are dedicated to the same goals which we espouse.

We must accept the challenges posed by the changing role of women in society—among the active workforce and among retirees. I firmly believe in equality of mental ability between the sexes; our other, surface differences should enhance our efforts, not divide us. Let us not perpetuate past mistakes, allowing the corporate controllers to play workers off against each other along racial, ethnic, or gender lines.

In conclusion, I can affirm that the AFL-CIO will continue to exist, despite the concerted efforts of our adversaries. With leadership like Donahue and Lane Kirkland, and cooperation by the rank-and-file and retired members, we can grow and prosper. We are truly sisters and brothers; no one will ever control us without our consent if upon reaching the Crossroads we choose the path of solidarity. It's the only way that makes sense.

AFL-CIO Regional Conference

IBEW Local 1245 delegates were among hundreds of unionists who attended the annual regional conference sponsored by the AFL-CIO on October 21 and 22 at the Fairmont Hotel. Ron Blakemore, Pat Collins, Steve Diamond, Gene Hastings, Jenny Lipow, Tom Riley, and Kathy Tindall represented Local 1245.

The conference featured workshops moderated by national AFL-CIO officers and staff on topics of general concern to the labor movement. Since Lane Kirkland became president of the AFL-CIO, the Federation has sponsored such meetings every year for each region of the country in an effort to strengthen communication between local and state labor organizations and the national leadership.

The event culminated in a lively get-out-the-vote rally for labor-endorsed issues and candidates. Speakers included Kirkland and AFL-CIO Secretary-Treasurer Tom Donahue; Walter Johnson of the San Francisco Labor Council;

California Labor Federation Executive Secretary-Treasurer Jack Henning; California Assembly Speaker Willie Brown, and Congresswoman Barbara Boxer.



Local 1245 Business Representative, Pat Collins.



IBEW 9th District Vice President S.R. "Jack" McCann assailed the International Brotherhood of Teamsters' endorsement of George Bush.



Local 1245 Retirees Club President Tom Riley, left, and Bernard Hawkins Jr., President of Laborers Local 872.



Left to right: Kathy Tindall, Ron Blakemore, Gene Hastings.

Stewards meet in Sacramento

Nearly forty Shop Stewards from public sector bargaining units represented by Local 1245 attended an all-day workshop on Saturday, October 15 at the Woodlake Convention Center in Sacramento.

Bonnie Bogue of the California Public Employment Relations (CPER) Project at UC Berkeley's Institute of Industrial Relations explained the workings of the Meyers-Milias-Brown Act (MMB), the California law governing collective bargaining for city, county and special district workers. Arbitrator Franklin Silver made a presentation on arbitration preparation, sharing his views on effective strategies from the standpoint of the referee.

Local 1245 staff member Steve Diamond updated the group on the "Yes on 97-Restore Cal/OSHA" campaign. In addition Diamond, a

recognized expert on workers' Constitutional (property) right to due process, reviewed the legal basis for the established representation procedures which protect due process.

Conference participants included Fred Baxter, Sam Bologna, William Chambers, Mike Cronin, Susan David, Bill Demerritt, John Fritchman, Robert Geer, Bill Gillard, Dan Goucher, Bonny Lee Grimes, Carmen Guzman, Gary Hanson, James Hudson, Glenn Hurdle, Harry R. Janson Jr., Joe Krpholler, Larry Layton, Mike Light, Jack Noble, Dave Pittman, John Platz, Don Potter, Dave Reishus, Dennis Seyfer, Greg Smelser, Scott Southerland, Steven Suess, Dave Tilley, John Trunnell, William Uphoff, William Wallace, Ted Weber, Jim Wilhelm, Ike Williams, and Kevin Yancy.



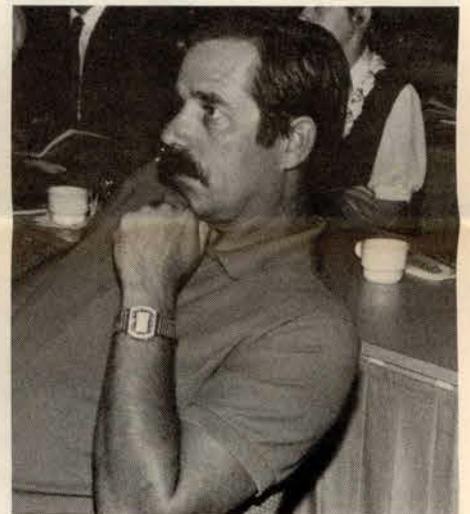
Bonny Lee Grimes (center); Business Representatives Jack Osburn (left) and Perry Zimmerman (right).



(L-R) Steve Suess and Bill Wallace.



(L-R) Ike Williams, John Platz, Dan Goucher.



Mike Light.

Federal workers

Reagan kills bill protecting whistle blowers

By Jenny Lipow

Stunned Democratic and Republican lawmakers are outraged over President Reagan's use of a "pocket veto" late last month to scuttle a bill which was unanimously passed by the House and Senate and would have extended major new protections to federal workers who expose fraud and mismanagement.

Extensive evidence of waste and misconduct in the federal government during the Reagan administration has come to light over the past several years, but many of the federal workers who have "blown the whistle" on these scandals have been the victims of retaliation by government officials. Many other workers, justifiably afraid of reprisals, are forced to remain quiet about their observations.

Proponents of strong protections

for whistle blowers characterize the issue in terms of both worker rights and government accountability to taxpayers. "Our nation should be rewarding its courageous employees who serve the public by exposing expensive corruption or incompetence in the federal government; certainly, at the very least we must ensure their job security!" insists one political analyst.

Reagan's veto of the whistleblower bill has incensed supporters of openness and honesty in government and raised troubling questions and suspicions about the extent of corruption in the current administration.

The bill would have altered the burden of proof in discipline cases, requiring that a worker prove that retaliation for whistle-blowing was

a factor in his punishment rather than the "dominant" or "significant" reason for the penalty as current law unfairly provides. The employing agency, on the other hand, would be obliged to show "clear and convincing evidence" that they would have imposed the same discipline if the whistle-blowing had not occurred.

In addition, the legislation was designed to make it less difficult for whistle blowers to win their cases by clarifying the obligation and ability of the Office of Special Counsel to protect employees who speak out.

A "pocket veto" refers to the President withholding his signature for more than ten days after a bill reaches his desk. If congress is no longer in session on the eleventh

day, the bill dies. In contrast, during the congressional session a bill becomes law without the President's signature on the eleventh day—as was the case with the historic Plant Closing Notification bill earlier this fall. Reagan's use of these legal maneuvers has allowed him to avoid the appearance of a decisive stand—positive or negative—on important issues, demonstrating an appalling lack of political leadership and principles.

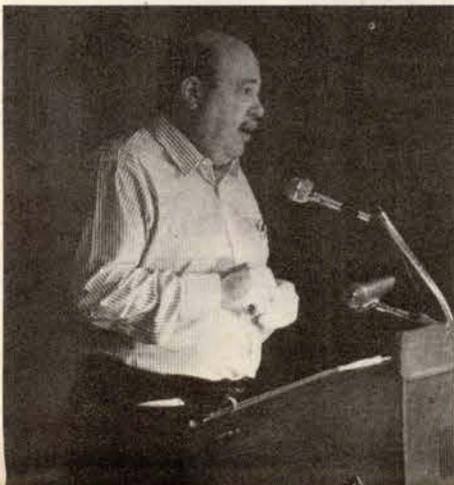
Supporters of the measure were shocked by the President's move because congressional leaders had been assured by the White House that the bill—a product of four years of political negotiations—was acceptable to the administration.

Shop Stewards Training

Fresno workshop tests skills

More than 60 rank and file leaders of Local 1245 attended a Shop Stewards conference and training session held Saturday, October 29 at Cedar Lanes in Fresno. The workshop, sponsored by the Local's Walnut Creek headquarters, won praise from many activists in attendance, including several veteran Stewards who described the program as "exceptionally informative" and "the most interesting ever."

Despite the large number of participants, Union staff members were able to field dozens of questions regarding current union issues.



Senior Assistant Business Manager Darrel Mitchell reports on Local Union issues.

Darrel Mitchell, Local 1245 Senior Assistant Business Manager, led a discussion on Local Union issues. Assistant Business Manager Roger Stalcup reported on the status of several grievances and answered Stewards' questions about practical applications of the precedents.

Vice President Ron Blakemore gave a report on the unfavorable response of a Union delegation that attended a PG&E workshop which the Company held to try to "sell" rubber gloving to the Union. Blakemore told the conference participants that his deep concern over safety and working conditions connected to adopting the new procedure remains strong even after hearing the Company's sales pitch.

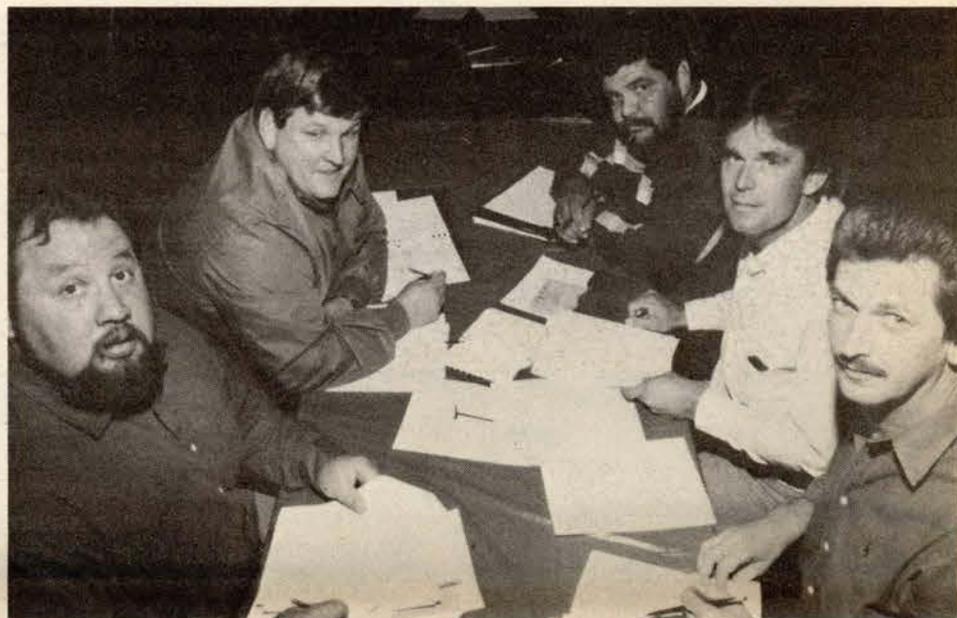
Following lunch, June McMahon, the Coordinator of Public Programs at the UCLA Labor Center, led a workshop on the role of the Shop Steward. Participants were especially enthusiastic about the day's final segment, designed by McMahon, which involved an extremely useful role playing exercise designed for the Stewards to practice grievance investigations.

Stewards attending the workshop included Alfred Acosta, Pete Altamirano, Angel Alvarado, Richard Anderson, Rueben Arredondo, Tess Bock, Michael

Brocchini, Elton Bryant, Jan Cannon, Brenda Caves, Jolene Clark, Wayne Cook, Vern Cooke, John Cordoza, Dan Dennis, Clark Douhan, Greg Drummond, Hank Duran, Debbie Encallado, Robert Engstrom, Bill Evans, Karl Feil, Bob Garcia, Tom Garcia, Sam Grigsby, Robert Gutierrez, Chris Habecker, Bob Hosford, Bill Howard, Mike Johnson, Terry Jones, Tim King, Dan Lockwood, Jim Lynn, Roist

McCormack, Olivia Mercado, Mike Miller, Ray Morales, Lisa Morrison, Denis O'Neill, Mel Ormonde, Gary Outlaw, Dennis Panoo, Bob Quisalvo, Sam Samaniego, Litha Saunders, Jerry Schuyler, John Shertenlieb, Alan Simms, Ted South, Jim Stamper, Frank Vaughn, Art Verret, Bill Wadman, Gary Weaver, and Bill Weilage.

Photos: Kua Patten



(L-R) Sam Samaniego, Robert Engstrom, Alfred Acosta, Gary Weaver and Elton Bryant team up for the role-playing exercise.



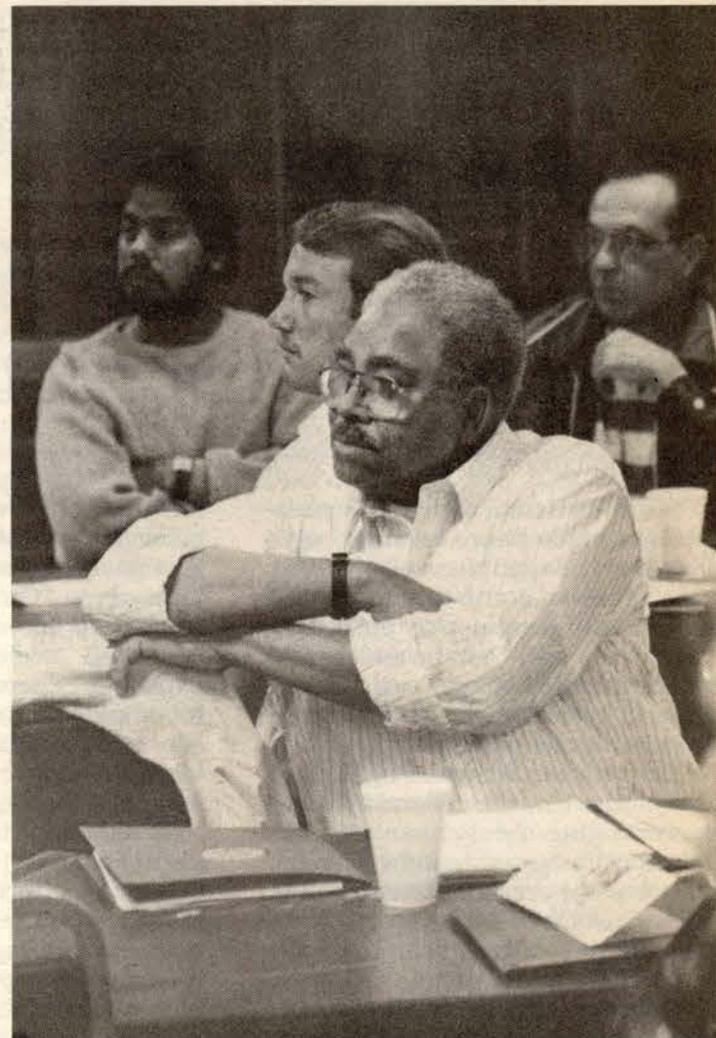
Stewards meet in small groups to "investigate" the facts behind a mock grievance.



(L-R) Reuben Arredondo, Brenda Caves, Pete Altamirano, Michael Brocchini, and Chris Habecker review the mock grievance case together.



(L-R) Tim King, Robert McCormack, Greg Drummond, and Hank Duran discuss grievance handling procedures.



Vern Cooke (foreground) listens to a conference presentation.

General construction conference

Several Local 1245 Shop Stewards from PG&E's General Construction Division attended an all-day workshop at Local Union headquarters in Walnut Creek on Saturday, October 22. The workshop was sponsored by Business Representatives Joel Ellioff, Ron Van Dyke, and Gene Wallace. The conference included a very informative segment on AIDS in the workplace, presented by Betty Szudy of the Labor Occupational Health Project at the University of California's Institute of Industrial Relations.

Workshop participants included Randy Abbott, Al Calleros, Dean Ericson, Harold E. George, Lynda Holloway, Barry Humphrey, Tim King, Franklin Kistle, Doug Koski, Edward Loupy, Frank Mana, Art McHugh, Dan McMellon, John Mendoza, Dean Mooney, George Naranjo, David Ore, Fred Petersen, Keith Pride, Dan Robertson, Terry Simmons, and Chris Van Dyke.

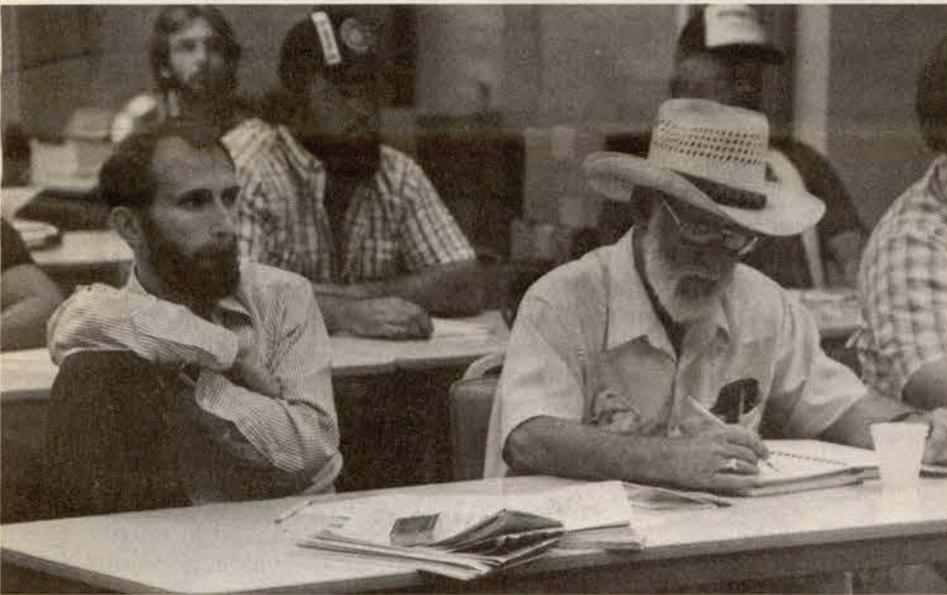


Photos: Kua Patten

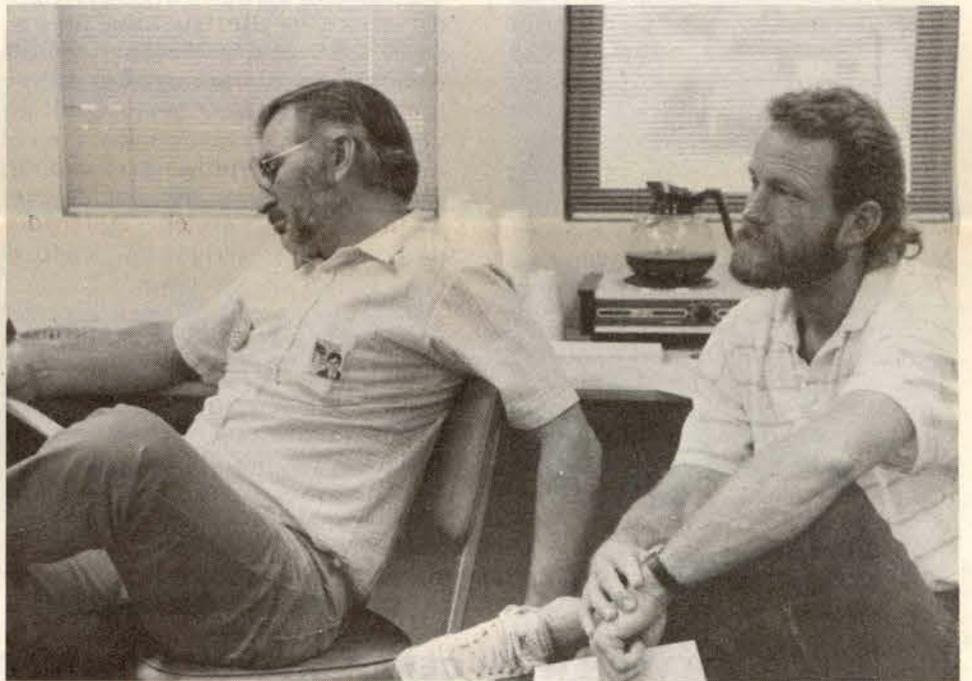
Betty Szudy explains the role and proper method of using prophylactic devices in preventing exposure to the AIDS virus.



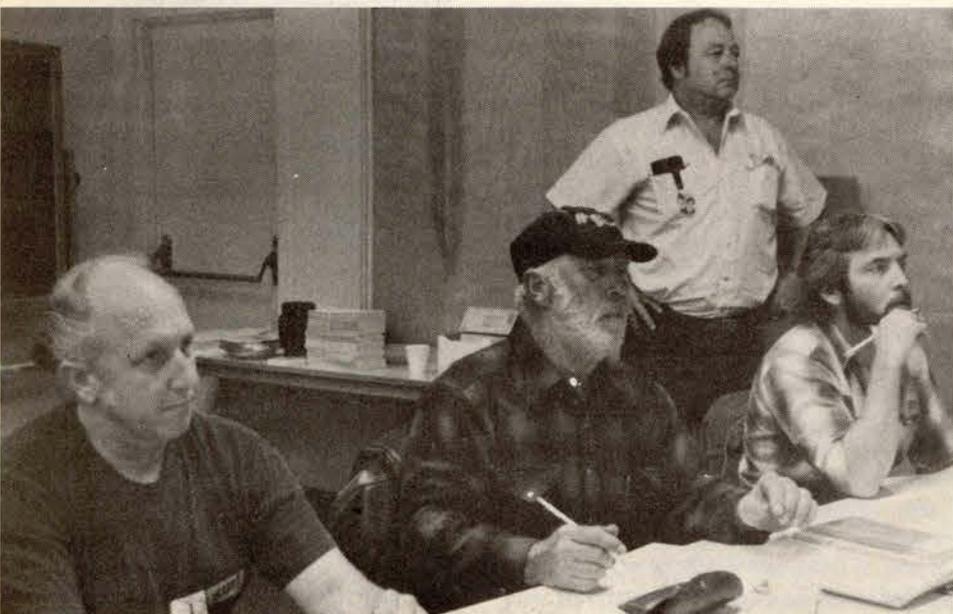
Foreground, L-R: Terry Simmons, John Mendoza, and Chris Van Dyke.



Foreground, L-R: Doug Koski and Harold E. George.



L-R: Fred Petersen and Randy Abbott.



Seated, L-R: Franklin Kistle, Frank Mana, and Art McHugh; standing: Local 1245 Business Representative Gene Wallace.

McNally elected to CSAEW Board

IBEW Local 1245 Business Manager Jack McNally was sworn in as an Executive Board member of the California State Association of Electrical Workers at the Association's October 7 meeting. He is shown here being read the oath of office by IBEW Ninth District International Vice President S.R. "Jack" McCann.



Campaign '88

In the weeks prior to the November 8 Election, the Santa Clara County Central Labor Council headquarters was just one of many locations at which IBEW Local 1245 members, staff, families and friends volunteered their time and energy to work "phone banks" in support of labor-endorsed issues and candidates.



Seated (l-r): Karen Russell, Sandra Weeks, Enid Bidou, Nancy Landeros; standing (l-r): Ed Fleige, Bill Twohey, Bill Brill, Ron Weeks.



Photos: Carol Webb

Local 1245 Business Representative Enid Bidou predicts victory for Prop 97.

Sierra Pacific member named top U.S. truck driver

Louis Mora, an IBEW Local 1245 member who works for Sierra Pacific Power Co., was named National Truck Driver of the Year by the American Trucking Association (ATA). He was honored at the Association's national meeting in St. Louis, Missouri, on September 14, where he was presented with a trophy and a diamond lapel pin. Brother Mora has been a member of our Local Union since July 1978.

Mora, a resident of Fernley, was proclaimed Nevada Truck Driver of the Year back in May by the state association affiliate, which nominated him for the national title. The criteria used by the judges in select-

ing the award winner include length of service in the trucking profession—28 years, in Brother Mora's case; types of rigs driven; safety record (Mora has never had an accident in nearly three decades of driving) and civic involvement. In the latter category, Mora's achievements include lifesaving assistance as a member of the Lyon County search and rescue team.

Brother Mora has been a driver in the Company's Engineering/Construction Department for seventeen years, primarily transporting transformers and large-scale construction equipment. His long-haul routes cover the state of

Nevada and routinely include drives to Utah and Los Angeles; incredible as it seems, Mora logs over one hundred thousand miles of driving each year.

The ATA is an organization that represents inter- and intrastate carriers throughout the country, with 3,900 member companies. Louis Mora was selected for ATA's top driver award over finalists from every state in the country. The members and staff of Local 1245 commend and congratulate Brother Mora for earning this prestigious title.

Poetry corner

"No union in hell"

I dreamed I died the other night
And woke up Down Below;
It was a cock-eyed crazy place
That demon den of woe.

'Twas like an old time sweatshop,
That smoky room was hot.
So dimly lit and stinking
'Twould make the senses rot.

The men were wet
and stained with sweat,
Their faces pale and drawn.
Red-eyed they toiled
None dared to stop
From dusk to murky dawn.

The only sound was of the clock,
No lip was moved in speech.
And, by the clock, the hour of rest
Was ever out of reach.

The devil came to meet me then,
He took me by the hand.
I looked about me wildly,
And faced the hopeless band.

"Who is the steward here?" I cried;
But no one paid me heed.
These were not men, but broken
beasts—
Mere slaves to Satan's greed.

And then I heard a whisper,
"There is no Union here."
Old Satan laughed and shouted,
"THAT'S WHY IT'S HELL DOWN
HERE!"

(From the *IAM Brew Review*,
Albany, Georgia)

BOYCOTT GRAPES

MARCH WITH CESAR CHAVEZ AND DOLORES HUERTA

Support the United Farm Workers in their campaign to end the use of dangerous pesticides on table grapes.

JOIN THE PICKETLINE AND RALLY IN SAN FRANCISCO SATURDAY, NOVEMBER 19, 1988

Assemble 11 a.m.

Hawthorne School yard

(Folsom St. between 22nd & 23rd Sts.; near 24th St. BART station)

March 12 noon

Through the Mission and Castro Districts

Rally 1 p.m.

At the Safeway on Church and Market



Sponsored by the United Farm Workers of America (UFW), AFL-CIO; the San Francisco Labor Council, and the Mobilization for Peace, Jobs, & Justice.
Funds and volunteers needed. Call (415) 626-8053 or 441-5008.