

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
December 1989 XXXVIII Number 11

# UTILITY REPORTER

VICTORY IN SMUD  
ARBITRATION, P4

## Tentative PG&E wage accord reached

**A** tentative wage settlement was reached between Pacific Gas and Electric and IBEW Local 1245 on November 21, 1989. The offer has two main elements — a 3.5% general wage increase and a one percent bonus.

**The wage increase.** If approved by the Local 1245 members, this increase will go into effect on January 1, 1990, and will apply to all Physical and Clerical wage rates.

Weekly rates will be rounded up to the nearest nickel.

**The bonus.** This is a performance bonus which is due to be paid to all Clerical and Physical employees on February 28, 1990. Everyone employed by PG&E in 1989

who is actively on the payroll on January 2, 1990, or who returns to active employment later in the year, will receive a bonus equal to one percent of his or her 1989 gross income (as reported on the W-2 form).

The company and the union will also form a commit-

tee to look into the viability of non-traditional pay concepts. Any opinions or proposals emanating from this committee will be non-binding.

### What the offer means

"The negotiations were intense," Bob Olsen reports. "The company moved far-

ther and faster than we expected."

The offer, which went to the membership for a vote in early December, was hammered out on the sixth day of negotiations. Its implications for the next round of bargaining (in late 1990) were analyzed by members of the Negotiating Committee on November 22.

See PAGE TWO



Photo: United Mine Workers Journal

**IBEW members rally behind striking Pittston miners at a rally near Camp Solidarity in Virginia, October 1989. See PAGE 12 for a glance back at 1989 — "a year to remember."**

## Judges rule for the union, against DRA

**T**he Division of Rate-payers Advocates suffered a major setback on November 16, 1989, when Administrative Law Judges Wheatland and Cragg issued a "proposed decision" upholding

Local 1245 arguments on PG&E wages and medical premiums. This proposed decision will be voted on by the Public Utilities Commission at a meeting on December 18.

"The PUC rarely changes

a decision of this kind," Local 1245 attorney Tom Dalzell reports. "This is really good news, since the wage decision is a strong statement in favor of the union's position, and the decision on the medical plan couldn't be better."

"It's wonderful," Local 1245 attorney Jane Brunner concurs. "We brought in a lot of people to testify — Jack McNally, Joseph Grodin, some experts on collective bargaining, Landis Martilla and Debbie Mazzanti from the 1989 Wage Negotiating Committee, several people from General Office, and a number of others — and their testimony really paid off."

### The wage issue

Judges Wheatland and Cragg concisely summarized the DRA's extreme position on wages: "DRA recommends that PG&E's labor expense be reduced by \$30 million in [1990]. DRA be-

lieves that PG&E's wage and salary levels are 6.64% over the market rates. DRA believes that the clerical workforce is significantly overpaid."

This position was defended by the DRA on the basis of a salary survey that union attorneys sharply attacked:

"According to the Unions, the DRA methodology is seriously deficient in (1) the use of surveys representing incorrect labor markets, (2) not having access to or understanding the surveys it used, and (3) improperly matching at least five key positions covering a large number of employees."

### Union claims vindicated

Former State Supreme Court Chief Justice Joseph Grodin, Local 1245 Business Manager Jack McNally, and several experts testified for the union.

See Page 3

## Drugs at work: Part III

*In September and October the Utility Reporter probed several aspects of the problems associated with workplace drug abuse and drug testing. We turned a searchlight on the much-heralded "War on Drugs" — exposing some of the least welcome measures pursued by employers and the courts — while investigating a number of positive alternatives, including Employee Assistance Programs.*

*This month we round out the picture in several ways.*

*An excerpt from a recent Department of Transportation report indicates that random workplace drug testing simply doesn't work. A special Utility Reporter feature contributed by University of California researcher Hilary Finch shows that drug and alcohol treatment programs are badly needed and in great demand — and yet remain woefully underfunded. And stories on several recent developments give the union's views on the drug problem at work.*

See PAGE TEN



## INSIDE

SMUD Arbitration Victory	Page 4
Sierra Pacific Proposal	Page 4
The Local At Large	Page 5
Seasons Greetings	Pages 6-7
1990 Unit Meeting Dates	Pages 8-9
Drugs at Work	Pages 10-11
The Year in Review	Page 12

## CALENDAR

### December

16 - Redwood Region Shop Stewards' Conference

16 - San Joaquin Region Shop Stewards' Conference

### February

3 - Advisory Council

4 - Advisory Council





UTILITY  
REPORTER

December 1989  
Volume XXXVIII  
NUMBER 11  
CIRCULATION: 24,500

(415) 933-6060

**Business Manager  
& Executive Editor**

Jack McNally

**President**

Howard Stiefer

**Executive Board**

Jim McCauley  
Ron Blakemore  
Barbara Symons  
Michael J. Davis  
Kathy F. Tindall  
Andrew G. Dudley

**Treasurer**

E. L. "Ed" Mallory

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

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

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

Single copies 10 cents, sub-  
scription \$1.20 annually.

Have you moved lately? If so,  
please send your complete  
new address and your social  
security number to the *Utility  
Reporter*, P.O. Box 4790,  
Walnut Creek, CA 94596



"We were stuck at 3.5% for a long time," Barry Humphrey recalls. "Then the company proposed a .5% bonus, with a lot of contingencies attached. We'd get the bonus *if* this — and *if* that."

"We were being asked to endorse a big maybe," Danny Jackson laughs. "Maybe we'd get the bonus — and maybe not."

"And the contingencies they were proposing wouldn't even have worked as an incentive," Jeff Knisley adds. "The idea was that the bonus would be paid only if PG&E performs above a certain level in 1989, which management will know in a month or two. That would have put the bonus entirely out of our hands."

"So," Landis Martilla reports, "we told them, no way. We want a one percent bonus free and clear, without contingencies. And after a lot of debate, they gave it to us."

**Solidarity**

"The most important thing," Debbie Mazzanti

comments, "is that we backed each other up. This is something to keep in mind for the general bargaining next year. If we truly hope to get what we want, we're going to have to continue to show a lot of solidarity."

"This year," she adds, "the company wanted to divide us in all kinds of ways. They started out offering the clerical unit just 2% — and they suggested that this 2% could be divided up, so that some clericals would benefit more than others."

"Right," Bob Olsen nods. "There was definitely an element of divide-and-conquer in the company's original offer. We overcame that, which is a great thing — this year everybody will get the same increase. But in the general negotiations next year we're going to face the same problem all over again — PG&E will want to divide us."

"They'll want to treat us differently on the basis of where we live, or what exact work we do. And we can't accept that."

Unity," Olsen concludes, "is the bottom line."

**Hang together**

"We're all working hard," Debbie Mazzanti says, "and we all deserve better compensation. It's easy to think that you deserve a bigger

share than someone else, but thinking that way weakens us all."

"This year we insisted on an across-the-board increase — and we got it."

"We're strongest when we're united." ■



Bob Olsen



Barry Humphrey



Jeff Knisley



Landis Martilla

## PGT settlement follows suit

On November 28, the Local Union reached a bargaining table settlement with Pacific Gas and Transmission Company. The terms of this settlement, which will be voted on in late December and early January, are identical to the terms proposed a week earlier by PG&E. A 3.5% wage increase has been offered to all members of the

Clerical and Physical bargaining units, coupled with a one percent bonus and the formation of a committee to explore non-traditional pay concepts.

The PGT Negotiating Committee includes Local 1245 Business Representative Sam Tamimi, Frank Locati, Sue De Foe, Mark Latta, and George Stavros. ■

**POINT OF VIEW: THE EIGHTIES**

From PAGE THREE

Commissions, and the anxieties caused by the deregulation of the gas and electric utility businesses.

Now, what does the next decade hold for us?

Reagan's Vice-President will now be our President as we begin the 90s.

I don't think Bush is going to be a friend of labor, but there is a *chance* that he will be less hostile than the Reagan administration.

In the industrial relations setting, health care costs will be the #1 issue. Something will have to be done to control costs. If we get to a point where Americans cannot afford health care, we will end up a very sick nation in more ways than one.

Barring a political earthquake in Washington, the government will continue to dismantle what's left of Roosevelt's New Deal programs. This means more obstacles for workers in their fight to better their standard of living.

The leadership of Local 1245 recognizes the difficult challenges ahead and is ready to meet those challenges.

Local Union 1245 did better than most unions in the 1980s — and I believe that with the solidarity of our members, we can continue to do better in the next decade.

Have a joyous holiday season! ■



## DRA DECISION

Judges Wheatland and Cragg were persuaded on many counts:

"DRA's current survey is disappointing. As the Unions correctly note, this DRA salary survey suffers some of the same errors and limitations as noted by the Commission in [1986]."

"Once again DRA's survey is weak with regard to the proper matching of key positions which cover a large number of employees."

"Additionally, we agree with PG&E and the unions that it is necessary to determine the standard error of the surveys and to take this range of error into account in

evaluating the results."

"DRA's survey in this case also fails to...make a comparison on a total compensation basis."

"Furthermore, DRA continues to provide point comparisons based on averages, without also indicating the range of data."

"Finally, we had asked [DRA] staff in future surveys to address Edison's concerns regarding the overlap between companies in several surveys. Yet, in this case, DRA was even less aware of which companies participated in the surveys it used."

### The proposed ruling

*"For these reasons we cannot adopt DRA's salary survey as the basis for an adjustment in PG&E employee compensation..."*

"As long as PG&E bargains aggressively and effectively on the ratepayers behalf, we will, as Grodin suggests, allow very substantial latitude to the judgment of management and the unions with respect to the specific nature of the bargain rather than attempt to fine tune it in accordance with our own notions of what would be ideal."

This, clearly, is a stunning rebuff to the DRA's Big Brotherly wish to overrule the collective bargaining process.

Equally damaging was the judges' proposed decision on medical premiums.

### Make the workers pay?

The DRA outdid itself in its proposal concerning health coverage. "They made the totally bizarre argument," Dalzell recalls, "that compelling employees to pay the premiums would force people to change their lifestyles."

"Say that the cheapest medical plan is offered by one firm, and that the employee chooses Blue Cross instead. The DRA staff wanted to force the employee to pay the difference."

The judges were not convinced.

"We agree with PG&E and the unions that DRA has not met its burden of proof in support of its request that the Commission order specific reforms in PG&E's medical plans. As the Unions point out, DRA's witness has testified that the amount paid by PG&E for Blue Cross Coverage is reasonable and fair at this time, that the amounts established in the schedule of usual and customary charges are not unreasonable, and DRA has not concluded that PG&E's indemnity plan is overutilized."

"Given these circumstances, DRA has failed to demonstrate the need for the Commission to order specific reforms."

The Commission will act on these very welcome proposals on December 18. ■

## APPOINTMENTS

### BUREAU OF ELECTRICITY, CITY OF ALAMEDA

#### Bureau of Electricity Bargaining Committee

Larry Rodriguez  
Larry Sanderson  
Tim Meyer  
Donald Daugherty (Alternate)

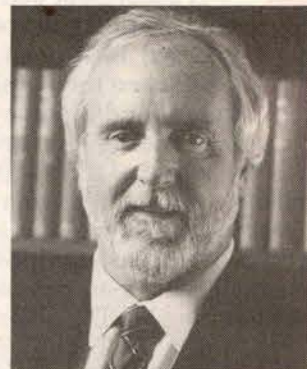
### CENTRAL LABOR COUNCILS

Stanislaus-Tuolumne Counties Central Labor Council  
Judith Szostak

## POINT OF VIEW

### The eighties

Jack McNally, IBEW 1245 Business Manager



Reflecting back on this decade makes it clear that the 1980s were not the best of times for organized labor.

Reagan came into power in 1981 and set the tone by crushing the PATCO strike. He made appointments to the NLRB, to other agencies, and to the judiciary that were basically hostile to labor. Laws, regulations and programs which labor relied upon to get a fair shake were reinterpreted, rewritten, and watered down or abolished. Give backs, wage freezes, wage cuts, take-aways, lay-offs, concessionary bargaining, plant closures, and other terms or phrases became disturbing buzz words. The number of union members declined.

Reagan's approach was supposedly designed to "get the government off the people's back." What it really did was reduce government interference in big business. Banking, communications, transportation, natural gas and electricity have been deregulated to one degree or another — to name only the biggies. And, of course, the "adjustment" of the NLRB has served to dilute the strength of unions so that businesses can be more arbitrary in dealing with labor.

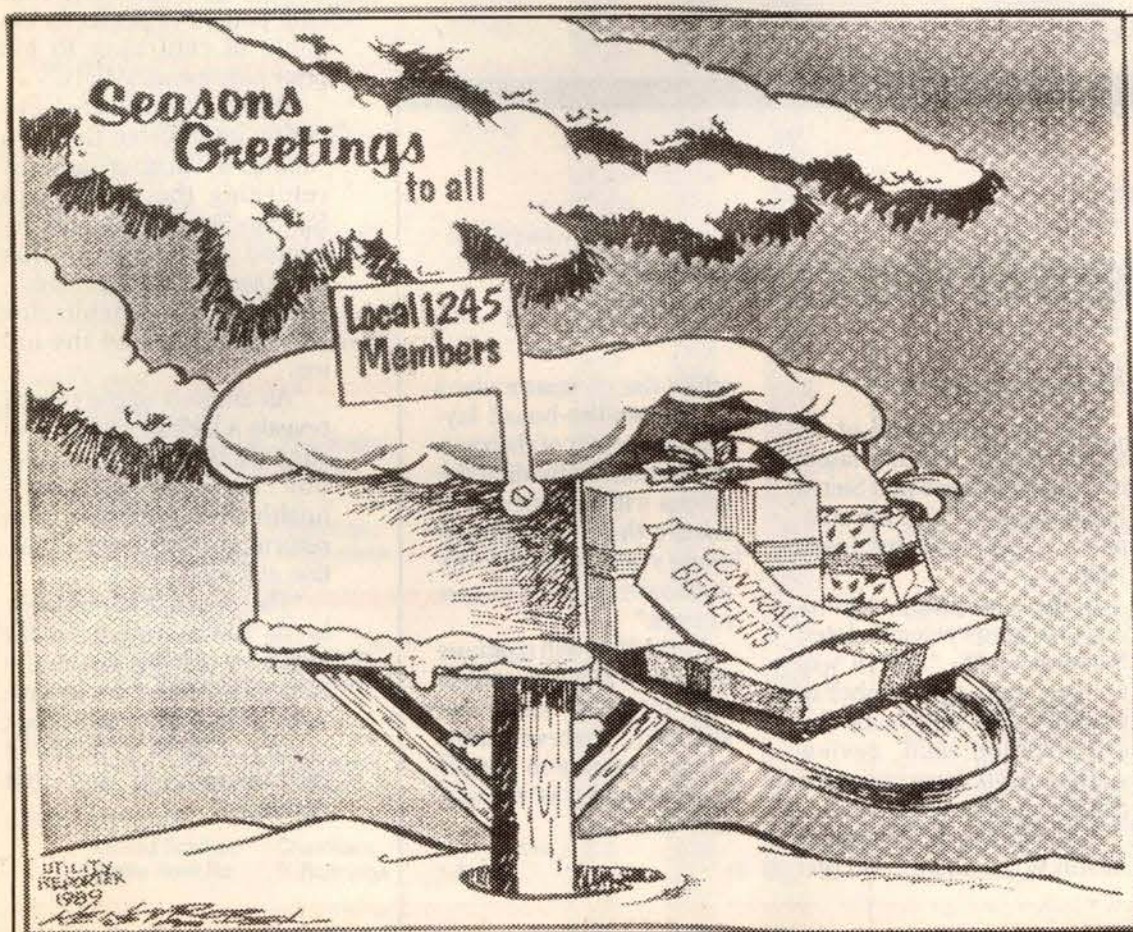
In California, we saw a Governor, with a stroke of a pen, wipe out one of the best and most protective safety laws in the nation. We then saw organized labor rally and achieve reinstatement of that law. We have seen the California Public Utilities Commission, appointed by the Governor, slowly deregulating the utilities, and at the same time slowly interfering with the collective bargaining process in an effort to compress wages and benefits.

Yes, the 1980s were not real kind to organized labor. However, the unfortunate experiences of this decade have stimulated organized labor to rethink its positions and make some potentially important changes to promote growth and enhance effectiveness.

With "Solidarity" as the theme at the national AFL-CIO Convention last month, President Lane Kirkland pointed out that the labor movement is now more united and more broadly representative of the whole family of labor than at any time in half a century. We have recently seen the Teamsters Union, the United Transportation Union, the International Longshoremen's and Warehousemen's Union, the United Auto Workers, and the United Mine Workers join or rejoin the national AFL-CIO. In addition, the new AFL-CIO program calls for the formation of a Strategic Approaches Committee that will help unions aid each other in a unified way. Further, the Federation intends to expand its help to affiliated unions in their organizing campaigns, and to continue the paid media "Union Yes" effort to project a positive image of trade unionism to the public.

On the whole Local 1245 members weathered the storm of adversity that characterized the last decade. While we were attacked on many fronts, we held our own, save for a few bruises. We have seen the reorganization of several employers, rumors and threats of buyouts, sporadic demotions and layoffs, nuclear power plant adversities, continuing attacks by both the California and Nevada Utilities

See PAGE TWO





"Total victory"

## Arbitrator affirms a crucial principle

Score one for the union.

A major fight over rule-making powers erupted in August, 1988, when the Local Union filed a precedent-setting grievance on behalf of a SMUD employee who had been involuntarily transferred to a new job. This transfer, which the employee opposed, was justified by SMUD on the strength of a Civil Service rule that SMUD had not negotiated with the union.

"SMUD believed that it could unilaterally change the Civil Service rules governing working conditions for Local 1245 members," union attorney Jane Brunner reports. "Their attorneys claimed that we had forfeited the right to formally negotiate this change just because a union representative had attended their hearing."

"That was an attempt to redefine the 'meet and confer' rule which governs the way management and the unions effect changes in the Civil Service procedures — and it was also a big mistake."

Brunner argued this point effectively before Arbitrator

Barbara Chvany. The result was that, on November 9, 1989, Chvany issued a ruling upholding the grievance and denying SMUD's claim to wield unilateral rule-making power. "This is a very big win for public sector workers," Brunner notes. "Before any rule affecting wages, hours or working conditions can be changed, the employer has to meet and confer with the union. That's a very important principle. And it's a total victory."

**SMUD penalized for encroachment**

The Local mounted a strong case.

"Legally," Brunner says, "the Meyers-Millias-Brown Act says clearly that job transfer is a mandatory subject of bargaining and that it falls under the meet-and-confer requirement. That means that any proposed changes

must be formally negotiated and agreed to. And we've always met and conferred with SMUD in the past."

"Business Rep Gary Mai and I dug up 25 exhibits dating as far back as 20 years, proving that Local 1245 had negotiated Civil Service rules with SMUD ever since 1969, when the union was first recognized there."

"That's what SMUD was trying to change."

"They claimed that a top-down administrative rule change qualifies

Act]. This contention is not accepted in the light of the holding of the California Supreme Court in L.A. County CSC v. Superior Court, supra, cited by the Union..."

"In that case," Chvany pointed out, "the Court found...that 'a meet-and-confer session amounts to much more than [a] public hearing'... The Court also rejected the claim that unions 'relinquish their right to a serious

employee.

This employee had been hired to work at the Rancho Seco power plant in 1977 as a Utility Helper and had risen, by 1986, to the post of Nuclear Light Foreman. As Rancho Seco Maintenance Manager Dave Brock testified at the arbitration hearing, the employees at Rancho Seco in this period typically worked at a feverish pace, often working 60 hours a week. The grievant complained of stress in early 1987 and was awarded a Workers' Comp claim.

In early 1988 the grievant asked to return to work. The doctor assigned to assess this request carried out an extensive evaluation and concluded that the grievant was "perfectly capable, should he so choose, of returning to work on a full time basis at Rancho Seco in his capacity as Electrical Light Foreman."

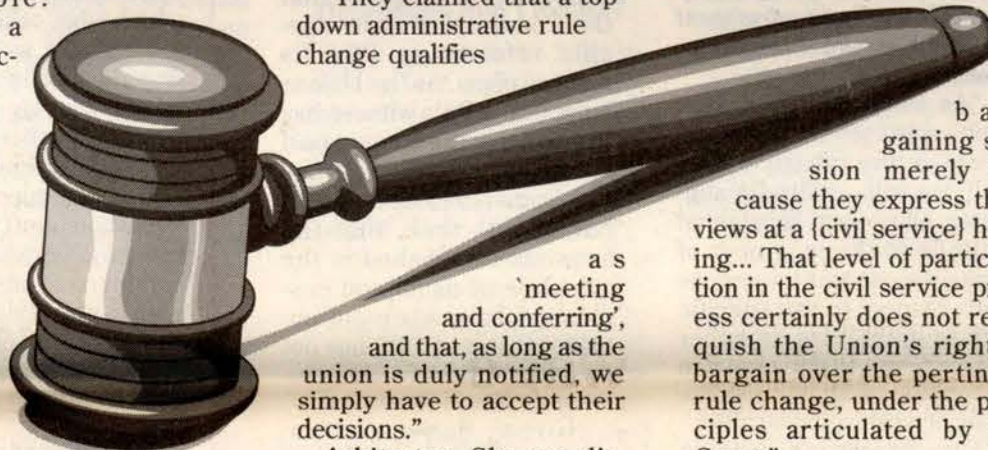
The doctor added that he was under the impression that the employee would prefer to work in another work site — and that, if possible, this would be an ideal arrangement — but he concluded by repeating that "the patient is perfectly capable of returning to his prior position at SMUD."

SMUD management evidently interpreted this as a "doctor's warning" against returning the grievant to Rancho Seco despite his repeated requests. At this point a grievance was filed.

Here too Arbitrator Chvany supported the union.

"An analysis of the record reveals a lack of evidence to support the District's position that the grievant's health prevented him from returning to his former position at Rancho Seco..."

"The appropriate remedy is to make the grievant whole by placing him in the same position he would have been in had the transfer not occurred, both in terms of job assignment and lost earnings." ■



b a r - gaining session merely because they express their views at a {civil service} hearing... That level of participation in the civil service process certainly does not relinquish the Union's right to bargain over the pertinent rule change, under the principles articulated by the Court."

### Grievance upheld

Chvany affirmed not only the legal principle at stake in this case but also the grievance filed on behalf of the transferred SMUD em-

a s 'meeting and conferring', and that, as long as the union is duly notified, we simply have to accept their decisions."

Arbitrator Chvany disagreed. "The District contends that following the procedure for amending the District's [Civil Service rules] satisfies the meet and confer requirement under [the Meyers-Millias-Brown

### SIERRA PACIFIC

## Another round of restructuring

The axe fell on Sierra Pacific management on November 28, when the Sierra Pacific Board announced that the total number of company officers will fall from 17 to 10.

"There are now four fewer Vice-Presidents," Business Rep John Stralla reports. Max Jones, formerly Senior Vice-President, is now "Assistant to the President" — and no longer an officer of the company. "We're a little concerned," Assistant Business Manager Orv

Owen says, "because over the years we had established a certain relationship with the company, which this could throw out of whack. We'd reviewed all the grievances with Max Jones, for example, and had developed a certain rapport. Now we'll just have to see what happens."

Thomas Robertson, who was formerly Vice-President for Human Resources, has been retitled "Human Resources Director." Two other former V-Ps have also been retitled "directors."

### An ongoing process

The current round of restructuring is just the latest in a series of steps that Sierra Pacific says will give the company a new look by June, 1990.

In the next phase, according to a press release dated November 28, "Sierra will further study the number of management levels in the organization and review staffing in all departments to determine appropriateness."

"[Sierra Pacific President Austin W. Stedham] said that

while the company plans no across-the-board layoffs as a result of the reorganization, individual positions will be reviewed to ensure that they are necessary and provide the maximum service to customers."

Local 1245 will continue to keep a close watch on this unfolding story and will take whatever steps are appropriate to protect its members, as necessary. ■



## The Citizens Utilities offer: thumbs down

The final tally in the vote on the recent company offer — which the IBEW Negotiating Committee had called unworthy of support — went down to defeat by a large margin, 202 to 31. "This no vote should give us a pretty good hand," Business Rep Mickey Harrington says, "when we go back into bargaining later this month."

There are about 275 people in the Local 1245 bargaining unit at Citizens Utilities. ■

## Another CAPCO victory

The CAPCO traveling crew elected Local 1245 as its bargaining representative by a six to three vote. "This is very encouraging," Business Rep Corb Wheeler says, "because it means that we're close to having all of CAPCO organized."

"Management worked hard to beat us on this election — they even brought in a consulting firm — because they know that the Madera plant is our next step, and that the traveling crew works in this plant part of the time."

This is the eighth election Local 1245 has won in 1989. ■



Jack McNally and Marie Rodrigues at a retirement dinner held in Marie's honor on November 4 at the Sheraton Hotel in Concord. More than 100 people attended this dinner, which commemorated Marie's nearly twelve years with Local 1245.

Photo: Ed Caruso

## Around and about

Rancho Seco will be pared down to its final, skeleton crew in two final rounds of layoffs, on December 28 and January 26...

The Davey Tree contract in the Redwood region has been extended six months into 1990... "In the Arbor Tree talks," Assistant Business Manager Orv Owen comments, "we're getting a taste of stall tactics. We've already filed 100 unfair labor practice charges against Arbor — we might have to make it one hundred and one"... Negotiations with Pacific Tree began on December 6...

"We're facing stall tactics at Multivision Cable, too," Business Rep Larry Pierce reports. "We've had just three meetings since certification last summer. The company doesn't want to have both union delegates at the same meetings, even though they're from different cities and workplaces, and they're resisting having more than

one meeting a month. They've also made a lot of off-the-wall proposals, including some things that aren't even legal." The next meeting is scheduled for late December... ■

## More wage openers

Business Rep Mickey Harrington reports the results of three more wage openers. "At the Modesto Irrigation District, we won a 4.5% wage increase effective December 1. In the South San Joaquin Irrigation District we agreed to a 5.0% increase or an increase pegged to the Consumer Price Index, whichever is higher. And we finally broke the ice at Lassen MUD, where we worked out a 2.75% wage increase and a 457K pension plan equal to 10% of wages that will be paid retroactively to April, 1988, when we first stalemated on

this. That's a substantial sum of money."

Business Rep Dennis Seyfer reports a 5.4% wage increase in Santa Clara. ■

## The WAPA arbitration

"The arbitration meeting on November 14 went real well," according to Business Rep Rich Hafner. "Nothing's changed as far as the issues go — it's the same old Mary Anne. But now we have a third party decision-maker involved, and I was real pleased with the hearing."

A decision is likely around Christmas. "So hopefully," Hafner says, "we'll be getting our Christmas goose right around then." ■

## We take a bow

A story in last December's *Utility Reporter* was awarded second prize in the 1988 "unique feature" category by the International Labor Communications Association. The story, "Linemen speak out on rubber gloving," was summarized by the ILCA as follows: "Utility linemen deal daily with power lines of lethal voltage, and we learn from this revealing story that Pacific Gas & Electric and other California utilities are promoting potentially dangerous practices for workers. An insiders' story for union members whose very lives depend on knowing the facts; and they won't hear these facts from their employer." ■

## Lou Anzaldo on the Golf Tournament

The Seventh Annual Local 1245 Golf Tournament was a huge success, thanks to all who played and helped out. Champagne bottles with special labels were given to all participants in commemoration of my final effort as tournament director.

Very special thanks go to Holly Lepo, whose husband, Marty, works in Hayward Gas T&D. Holly spent a lot of time programming her computer to keep score and identify the winners. Thanks also to Vicky Granade, who helped Holly. And many, many thanks go to Leonard Perego, whose help has always been indispensable to this tournament. Fran Zam-

ora, Mel Oliver, and Ed Miles also have my deep appreciation. A great many others donated generous prizes or helped out in other ways.

This year's tournament winners are Robert S. Rawlinson, whose 74 was the day's best score, and Ernie Campiotti, whose 61 was the low net score (after deducting his handicap). Cash prizes, turkey certificates, and even a trip to Reno were among the prizes awarded to top finishers.

I've greatly enjoyed directing the tournament — but since I'm now retired, I'm off to the land of relaxation...

See you all on the golf course! ■



Photo: Lou Anzaldo

Marty Lepo shot a 77



Photo: Lou Anzaldo

Holly Lepo

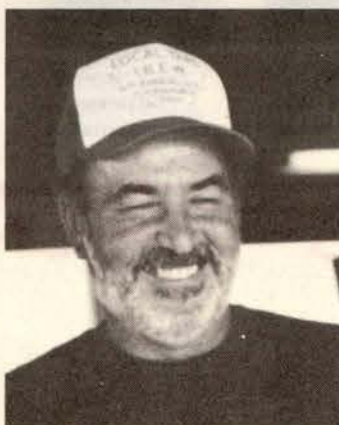


Photo: Lou Anzaldo

Ernie Campiotti



Photo: Lou Anzaldo

Robert Rawlinson



Photo: Austin Lea

Business Manager Jack McNally shows his form on the links





# Season's Greetings from



**Ken Ball**  
Business  
Representative



**Brenda Bartizal**  
Cash Dues  
Records



**Shawn Berlinn**  
Word Processing



**Enid Bidou**  
Business  
Representative



**Wendy Bothell**  
Benefits



**Virginia Browne**  
Payroll Deduction



**Jane Brunner**  
Attorney



**Ed Caruso**  
Business  
Representative



**Bob Choate**  
Business  
Representative



**Tom Dalzell**  
Attorney



**Ethel Davis**  
Membership  
Records



**Mike Del Rio**  
Business  
Representative



**Rich Dunkin**  
Business  
Representative



**Joel Ellioff**  
Business  
Representative



**Janet Evans**  
Dispatcher  
Riverside Office



**Ron Fitzsimmons**  
Assistant  
Business Manager



**Dorothy Fortier**  
Assistant  
Business Manager



**Ed Fortier**  
Business  
Representative



**Bob Gibbs**  
Business  
Representative



**Wayne Greer**  
Business  
Representative



**Dean Gurke**  
Business  
Representative



**Mike Haentjens**  
Business  
Representative



**Rich Hafner**  
Business  
Representative



**Mickey Harrington**  
Business  
Representative



**Tom Heyl**  
Business  
Representative



**Gary Hughes**  
Business  
Representative



**Frank Hutchins**  
Business  
Representative



**Karen Kiley**  
Confidential  
Secretary



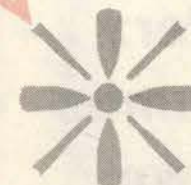
**Linda Knight**  
Bookkeeping



**Ann Kools**  
Confidential  
Secretary



**Austin Lea**  
Machine  
Operator

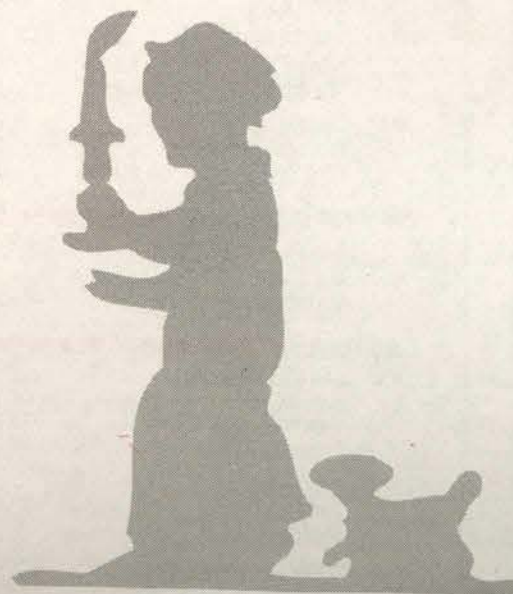
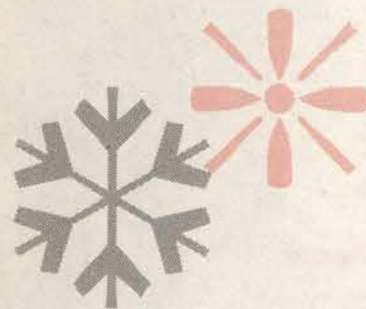


Seated, Left to Right, Barbara Symons, Rec Manager; Kathy Tindall, Executive Board. S President; Jim McCauley, Mike Davis, and F shown: Andrew Dudley. Inset: Ed Mallory,





# son's Greetings from IBEW Local 12



Seated, Left to Right, Barbara Symons, Recording Secretary; Jack McNally, Business Manager; Kathy Tindall, Executive Board. Standing, Left to Right, Howard Stiefer, President; Jim McCauley, Mike Davis, and Ron Blakemore, Executive Board. Not shown: Andrew Dudley. Inset: Ed Mallory, Treasurer.



choate  
ness  
entative



llioff  
ness  
entative



Lita Martin  
Word Process



Jack Osbur  
Business  
Representati



Gibbs  
ness  
entative



Wayne Greer  
Business  
Representative



Dean Gurke  
Business  
Representative



Mike Haentjens  
Business  
Representative



Sharon Redman  
Office Manager



Marie Rodrigues  
Cash Dues  
Records



Frank Saxsenmeier  
Business  
Representative



Dennis Sey  
Business  
Representat



ughes  
ness  
entative



Frank Hutchins  
Business  
Representative



Karen Kiley  
Confidential  
Secretary



Linda Knight  
Bookkeeping



Scott Thomas  
Business  
Representative



Joe Valentino  
Business  
Representative



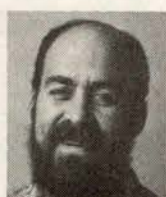
Ron Van Dyke  
Business  
Representative



Gail Varne  
Bookkeepi



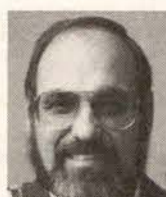
Ann Kools  
Confidential  
Secretary



Austin Lea  
Machine  
Operator



Fran Zamora  
Confidential  
Secretary

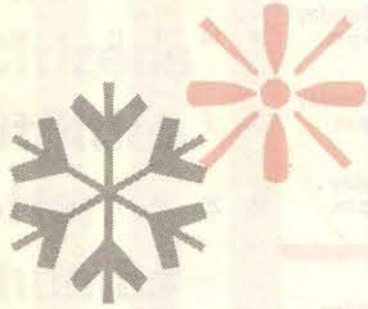


Perry Zimmerman  
Business  
Representative





# IBEW Local 1245



Recording Secretary; Jack McNally, Business Manager; Howard Stiefer, Treasurer; Ron Blakemore, Executive Board. Not shown: [Name obscured].



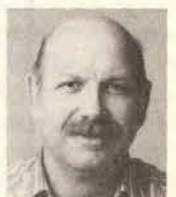
Sharon Madison  
Clerical Floater



Gary Mai  
Business Representative



Marilee Mai  
Dispatcher  
Sacramento Office



Bob Martin  
Business Representative



Lita Martin  
Word Processing



Rae Mattes  
Receptionist



Jack McNally  
Business Manager



Darrell Mitchell  
Senior Assistant  
Business Manager



Art Murray  
Business Representative



Jack Osburn  
Business Representative



Orv Owen  
Assistant  
Business Manager



Kua Patten  
Printer/  
Photographer



Curt Peterson  
Business Representative



Larry Pierce  
Business Representative



Sharon Redman  
Office Manager



Marie Rodrigues  
Cash Dues  
Records



Frank Saxsenmeier  
Business Representative



Dennis Seyfer  
Business Representative



David Smith  
Newspaper



Roger Stalcup  
Assistant  
Business Manager



John Stralla  
Business Representative



Sam Tamimi  
Business Representative



Scott Thomas  
Business Representative



Joe Valentino  
Business Representative



Ron Van Dyke  
Business Representative



Gail Varner  
Bookkeeping



Gene Wallace  
Business Representative



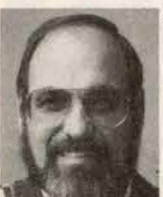
Corb Wheeler  
Business Representative



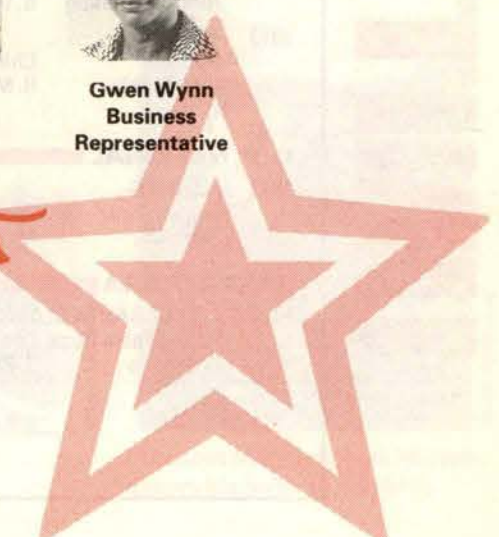
Gwen Wynn  
Business Representative



Fran Zamora  
Confidential Secretary



Perry Zimmerman  
Business Representative





				Jan	Feb	Mar	Apr	May	Jun					Jan	Feb	Mar	Apr	May	Jun
<b>SAN JOAQUIN</b>																			
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.	2	13	13	3	8	12										
1112	BAKERSFIELD Labor Hall 200 W. Jeffrey	Chairman: R. McCormick	Thursday 7:30 p.m.	11	15	15	12	17	14										
1113	MADERA Malick's Lounge 427 S. Gateway	Chairman: M. Micheli	Thursday 5:15 p.m.	4	8	8	5	3	7										
1117	WASCO Wasco Inn	Chairman: D. Scott	Monday 5:00 p.m.	8	12	12	9	14	11										
1118	CRANE VALLEY *The Kettle Hwy 41 Oakhurst	Chairman: R. Newton	Wednesday 7:30 p.m.	3	7	7	4	2	6										
1119	BALCH Rec. Hall Balch Camp	Chairman: P. Linderman	Tuesday 5:30 p.m.	9	20	20	10	15	19										
1120	SELMA El Conquistador Selma	Chairman: P. Sandoval	Thursday 5:00 p.m.	11	8	8	12	10	14										
1122	MERCED IRRIG. DIST. Carrows Yosemite Way	Chairman: E. Slown	Tuesday 7:30 p.m.	2	6	6	3	1	5										
1123	MERCED Sinaloa 950 Motel Dr.	Chairman: D. Mayo	Wednesday 5:30 p.m.	10	14	14	11	9	13										
1124	LOS BANOS Wool Growers Inn 609 H St.	Chairman: B. Howard	Thursday 5:00 p.m.	11	15	15	12	10	14										
1127	TAFT Bit of Country 738 Finley Dr.	Chairman: D. Thomas	Wednesday 5:15 p.m.	10	14	14	11	16	13										
1128	LEMOORE Fleet Reserve 788 D St.	Chairman: P. Altamirano	Tuesday 5:00 p.m.	9	13	13	10	15	12										
<b>COAST VALLEYS</b>																			
1211	SALINAS Am. Legion Hall 14 W. Laurel Dr.	Chairman: K. Richards	Tuesday 5:00 p.m.	9	6	6	3	8	5										
1212	MONTEREY Surd's 2030 Fremont St.	Chairman:	Wednesday 5:00 p.m.	17	14	14	11	16	13										
1216	SANTA MARIA *Great Scott Pizza	Chairman: A. Castillo	Tuesday 5:00 p.m.	9	6	6	3	8	5										
1217	TEMPLETON Good Neighbor Deli	Chairman: G. Burk	Tuesday 4:00 p.m.	16	13	13	10	15	12										
1218	MPTV CABLE Surd's 2030 Fremont St.	Chairman:	Tuesday 7:00 p.m.	16	13	13	10	15	12										
1219	HOLLISTER Paine's Rest. 421 East St.	Chairman: J. Vermilyer	Wednesday 5:00 p.m.	10	7	7	4	9	6										
1220	DIABLO CANYON Mulligans	Chairman: D. Lockwood	*Wednesday 5:00 p.m.	17	14	14	11	16	13										
1221	BUELLTON Valley Hunter 350 E. Hwy 246	Chairman: S. Worden	Thursday 5:00 p.m.	18	15	15	12	17	14										
1223	DIABLO CANYON Mulligans	Chairman: B. Dolengewicz	*Wednesday 2:00 p.m.	17	14	14	11	16	13										
<b>PIPE LINE</b>																			
1311	BARSTOW PSEA Rec Rm Hinckley Station	Chairman: B. Wilage	Wednesday 5:00 p.m.	3	7	7	4	9	6										
1313	TOPOCK Rec Rm Park Moabi	Chairman: R. Mejia	Thursday 4:00 p.m.	4	—	8	—	10	—										
<b>C. P. NATIONAL</b>																			
1312	NEEDLES Eagles Club Front St.	Chairman: M. Walters	Thursday 5:00 p.m.	—	8	—	5	—	7										
<b>SANTA CLARA</b>																			
1411	CITY OF SANTA CLARA Round Table Pizza El Camino	Chairman: J. Parker	Thursday 5:30 p.m.	11	8	8	12	10	14										
<b>SAN JOSE</b>																			
1501	SAN JOSE CLERICAL 3050 El Camino	Chairman: B. Brill, Jr.	Tuesday 6:00 p.m.	2	6	6	3	1	5										
1511	SAN JOSE PHYSICAL 3050 El Camino	Chairman: D. Melanaphy	Tuesday 8:00 p.m.	2	6	6	3	1	5										
1512	BELMONT 240 El Camino San Carlos	Chairman: M. Soldano	Wednesday *5:30 p.m.	10	14	14	11	9	13										
1513	SANTA CRUZ Adolph's 525 Water St.	Chairman: A. Garza, Jr.	Wednesday 7:00 p.m.	3	7	7	4	2	6										
1515	GILROY Watsonville Svgs 801 I St.	Chairman: G. Pfeffer	Tuesday 7:00 p.m.	16	20	20	17	15	19										
<b>CITY OF OAKLAND</b>																			
2211	OAKLAND GENERAL The Flanker 45 Hegenberger	Chairman: E. Myall	Thursday 5:00 p.m.	4	1	1	5	3	7										
<b>EAST BAY</b>																			
2301	EAST BAY CLERICAL Holiday Inn 1800 Powell St. Emeryville	Chairman: D. Dito	Tuesday 6:00 p.m.	9	13	13	10	8	12										
2311	OAKLAND The Flanker 45 Hegenberger	Chairman: P. Ramsey	Tuesday 5:00 p.m.	2	6	6	3	1	5										
2314	HAYWARD/FREMONT	Chairman: D. Stiving	Wednesday 6:00 p.m.	10	14	14	11	9	13										
2315	LIVERMORE Eagles Hall 527 N. Livermore	Chairman: J. Howard	Thursday 5:30 p.m.	4	1	1	5	3	7										
2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: D. Sutton	Thursday 7:30 p.m.	11	8	8	12	10	14										
2317	ANTIOCH Odd Fellows Hall 305 H St.	Chairman: J. Dorman	*Wednesday *5:00 p.m.	3	7	7	4	2	6										
2318	RICHMOND White Knight 3150 Pierce St.	Chairman: C. Jackson	Tuesday *4:45 p.m.	9	13	13	10	8	12										
<b>SAN FRANCISCO</b>																			
2401	SAN FRANCISCO CLERICAL Hyatt Regency 5 Embarcadero Ctr.	Chairman: G. Alston	Wednesday 5:30 p.m.	10	14	14	11	9	13										
2412	SAN FRANCISCO St. Emydius Gym 255 Jules Ave.	Chairman: B. Smallwood	Wednesday 7:30 p.m.	3	7	7	4	2	6										
<b>STOCKTON</b>																			
2511	STOCKTON Ed Stewart Post 3110 N. West Ln.	Chairman: M. Rasmussen	Thursday 7:30 p.m.	11	8	8	12	10	14										
2512	ANGELS CAMP Round Table Pizza Hwys 4 & 49	Chairman: W. Fippen	Tuesday	16	20	20	17	15	19										
2513	JACKSON *Gold Cntry Pizza S. Main Street	Chairman: D. Schulze	Tuesday 7:30 p.m.	2	6	6	3	1	5										
2514	USBR/TRACY Control Room	Chairman: R. Pender	Thursday 4:00 p.m.	11	8	8	12	10	14										
2515	MODESTO Sundial Lodge 808 McHenry	Chairman: R. Morante	Wednesday 7:30 p.m.	10	14	14	11	9	13										
2516	LODI Carpenters Hall 15417 N. Lw Sac Rd.	Chairman: B. Fisher	*Thursday 7:30 p.m.	4	1	1	5	3	7										
2517	SONORA Brawley's Rest. Hwy 108	Chairman: W. McCord	Tuesday 4:00 p.m.	9	13	13	10	8	12										
2518	MODESTO IRRIG. DIST. Sundial Lodge 808 McHenry	Chairman: D. Pittman	Wednesday 7:30 p.m.	3	7	7	4	2	6										
2519	S. SAN JOAQUIN IRRIG DIST *Pizza Hut Hwy 120	Chairman: J. Schaad	*Wednesday *5:00 p.m.	3	7	7	4	2	6										
<b>PACIFIC GAS TRANSMISSION</b>																			
3023	WALLA WALLA Jack's Fountain Book Nook/ Main St	Chairman: K. Smith	Wednesday 7:00 p.m.	10	14	14	11	9	13										
3024	REDMOND Pietro's Pizza 413 W. Glacier	Chairman: T. Touchon	Tuesday 7:00 p.m.	9	13	13	10	8	12										



# UNIT MEETINGS JAN. - JUNE

				Jan	Feb	Mar	Apr	May	Jun			Jan	Feb	Mar	Apr	May	Jun				
<b>HUMBOLDT</b>																					
3111	EUREKA Labor Temple 9th & E St.	Chairman: S. Anderson	Tuesday 7:30 p.m.	9	13	13	10	15	12			3714	UKIAH Discovery Inn 1340 N. State St.	Chairman: D. Bettencourt	Wednesday 7:30 p.m.	3	7	7	4	9	6
3112	GARBERVILLE Firemans Hall Locust Street	Chairman: B. Harmeyer	Thursday 5:00 p.m.	11	15	15	12	17	14			3715	LAKEPORT *Lakeport Sr.Ctr. 527 Konocti Ave.	Chairman: B. Dawson	Tuesday *7:00 p.m.	2	6	6	3	8	5
3113	WILLOW CREEK Willow Inn 299 East	Chairman: C. Fleming	Wednesday 5:00 p.m.	10	14	14	11	16	13			3716	NAPA/VALLEJO Pietro's 999 Trancas	Chairman: T. Jacobson	Thursday 7:00 p.m.	4	1	1	5	3	7
<b>SHASTA</b>												3717	FORT BRAGG/PT. ARENA Masonic Temple 428 No. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	4	8	8	5	10	7
3212	REDDING *Pizza Upper crust 3655 Meadowview	Chairman: A. Streetman	Tuesday 5:15 p.m.	2	6	6	3	1	5			3718	GEYSERS Treas.Cove Pizza Healdsburg	Chairman: A. Maclean	Tuesday *6:30 p.m.	16	20	20	17	22	19
3213	BURNEY Sam's Pizza Johnson Park	Chairman: R. Trunnell	Thursday 5:00 p.m.	4	8	8	5	3	7			<b>SACRAMENTO</b>									
3214	RED BLUFF *Palamino Room 723 Main St.	Chairman: H. Iness	Thursday 5:30 p.m.	11	15	15	12	10	14			3011	SACRAMENTO REGIONAL TRANSIT *4081 Bairnsdale	Chairman: L. Gill	Wednesday 5:00 p.m.	3	7	7	4	2	6
3216	TRINITY New York Hotel Weaverville	Chairman: S. Fisher	Tuesday 7:30 p.m.	9	13	13	10	8	12			3811	SACRAMENTO Florin Odd Fellow 8360 Florin Rd	Chairman: D. Norris	Wednesday 6:00 p.m.	17	21	21	18	16	20
<b>NEVADA</b>												3812	VACAVILLE Brigadoon Lodge 1571 Monte Vista	Chairman: J. Runswick	Thursday 7:00 p.m.	11	8	8	12	10	14
3311	RENO IBEW Hall 2713 E. 4th St.	Chairman: D. Moler	Wednesday 7:30 p.m.	3	7	7	4	2	6			3813	PLACERVILLE The Hoosegow 2864 Ray Lawyer	Chairman: G. Parks	Thursday 5:00 p.m.	11	8	8	12	10	14
3312	CARSON CITY Fire Station	Chairman: S. Downs	Monday 6:00 p.m.	8	12	12	9	14	11			3814	WOODLAND American Legion 523 Bush Street	Chairman: M. Davis	Thursday 5:30 p.m.	4	1	1	5	3	7
3313	YERRINGTON Fire Station	Chairman: P. Perumean	Tuesday 6:30 p.m.	2	6	6	3	1	5			3911	SMUD I.B.E.W. 1245 3457 Ramona, #5	Chairman: J. Wilhelm	Wednesday 4:30 p.m.	10	14	14	11	9	13
3314	SOUTH LAKE TAHOE Moose Lodge	Chairman: D. Fruhwirth	Thursday 5:30 p.m.	4	1	1	5	3	7			3912	FRESH POND (SMUD) Moose Lodge Hwy 50-Front. Rd.	Chairman: D. Newton	Tuesday 6:00 p.m.	2	6	6	3	1	5
3315	MT. WHEELER/ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: D. Strausburg	Thursday *4:30 p.m.	11	15	15	12	17	14			3914	HIDDEN VALLEY (SMUD/GEO) *Little Red School Bottlerock Rd.	Chairman: K. Byrnes	*Wednesday 6:00 p.m.	3	7	7	4	2	6
3317	WINNEMUCCA Cattleman's	Chairman: D. Cantor	Tuesday 7:00 p.m.	9	13	13	10	8	12			<b>CITIZENS UTILITIES COMPANY</b>									
3318	ELKO Stockmen's Hotel Elko	Chairman: C. Roberson	Wednesday 7:30 p.m.	10	14	14	11	9	13			4012	SUSANVILLE Roundtable Pizza 2655 Main	Chairman: V. Simmons	Monday 5:30 p.m.	8	12	12	9	7	11
<b>DESABLA</b>												4013	ALTURAS Benney's 1200 W.4th St.	Chairman: J. Belle	Tuesday 5:30 p.m.	9	13	13	10	8	12
3411	CHICO Pizon's Pizza Hwy 32, Chico	Chairman: T. Rist	Wednesday 7:30 p.m.	10	14	14	11	9	13			4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: J. Rupel	Thursday 5:30 p.m.	4	8	8	5	3	7
3412	QUINCY Moons Restaurant Lawrence Street	Chairman: N. Adamson	Wednesday 7:00 p.m.	3	7	7	4	2	6			4015	BURNEY - C.U.C.C. Sam's Pizza Hwy 299 E	Chairman: C. Hutchinson	Wednesday 5:30 p.m.	10	14	14	11	9	13
3417	PARADISE Red Lion Pizza 6011 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	4	8	8	5	3	7			4016	PALO CEDRO Uncle Bob's Pizza 9348 Deschutes	Chairman: V. Dabney	Thursday 5:30 p.m.	11	15	15	12	10	14
<b>DRUM</b>												<b>DAVEY TREE</b>									
3511	AUBURN Moose Lodge Sacramento & High	Chairman: C.D. Felkins	Tuesday 7:00 p.m.	9	13	13	10	8	12			4412	DAVEY TREE/SANTA CRUZ Adolph's 525 Water St.	Chairman: K. Neal	Wednesday 6:00 p.m.	17	21	21	18	16	20
3512	ROSEVILLE Round Table Pizza 106 N. Sunrise	Chairman: R. Wilkins	Wednesday 5:00 p.m.	10	14	14	11	9	13			4416	DAVEY TREE/SELMA El Conquistador Selma	Chairman: A. Sanchez	Thursday 6:30 p.m.	4	1	1	5	3	7
3513	GRASS VALLEY NV Co. Sportsman Banner Mtn Trail	Chairman: L. Richerson	Wednesday 7:30 p.m.	10	14	14	11	9	13			4417	DAVEY TREE/SANTA ROSA Round Table Pizza 421 Stoney Point	Chairman: S. Ginsburg	Tuesday 7:00 p.m.	9	13	13	10	8	12
<b>COLGATE</b>												4418	DAVEY TREE/EUREKA Angelo's Pizza 7th St. Eureka	Chairman: F. Gratz, III	Monday 5:00 p.m.	8	12	12	9	14	11
3611	MARYSVILLE Shakey's, Hwy 20 To Grass Valley	Chairman: J. Kuhn	Tuesday 6:00 p.m.	2	6	6	3	1	5			4419	PAC TREE/REDDING Angelo's Pizza 1774 Calif. St.	Chairman: D. Mitchell	Tuesday 6:00 p.m.	2	6	6	3	1	5
3613	OROVILLE Eagles Hall 2010 Montgomery	Chairman: A. Knudsen	Thursday 6:00 p.m.	4	1	1	5	3	7			4420	DAVEY TREE/NAPA Pietro's 999 Trancas St.	Chairman: C. Spalding	Tuesday 7:00 p.m.	16	20	20	17	15	19
<b>NORTH BAY</b>												4421	DAVEY TREE/BELMONT 240 El Camino San Carlos	Chairman: J. Ortiz	Wednesday 4:30 p.m.	17	21	21	18	16	20
3711	MARIN COUNTY Sam's Rest. 3rd St, San Rafael	Chairman: J. Findley	Thursday 5:30 p.m.	11	8	8	12	10	14			<b>OUTSIDE LINE</b>									
3712	SANTA ROSA Round Table Pizza 421 Stoney Point	Chairman: B. Olson	Tuesday 7:00 p.m.	2	6	6	3	1	5			4911	OUTSIDE LINE/SACRAMENTO IBEW 3453 Ramona, #5	Chairman:	Saturday 10:00 a.m.	13	10	10	14	12	9
3713	GEYSERS Ltl Red Schlhse Bottle Rock Rd.	Chairman: R. Runnings	Wednesday 6:00 p.m.	17	21	21	18	23	20			4912	OUTSIDE LINE/RIVERSIDE 1074 La Cadena Dr. Riverside	Chairman:	Wednesday 8:00 p.m.	10	14	14	11	9	13



## DOT releases "Drug-free Workplace Program Evaluation Report"

# Skepticism about testing justified

by David Smith

The Department of Transportation, which has been one of the most ardent defenders of the Reagan/Bush "Drug-Free Work Place" policy since it was first promulgated in late 1986, has released a report with surprising admissions about the ineffectiveness and unpopularity of random drug testing among DOT employees.

"Random testing," the September report says, "constitutes the major portion of DOT drug program activities and costs. It also appears to be the most sensitive issue regarding employee acceptance of the overall drug program."

### Does testing work?

From January 1, 1988 through April, 1989, DOT conducted a total of 26,282 drug tests, most of which (15,352) were random. This was a giant undertaking, affecting a large percentage of DOT employees. "The broad scope of random testing," the report says, was shown by the fact that about half of the respondents to a DOT ques-

tionnaire reported having been randomly tested at least once since January 1, 1988.

The testing effort was also hugely expensive — entailing the expenditure of \$4,016,466 in 1988 and a projected \$5,039,000 in 1989.

### The results

What did all this money buy?

Very little indeed.

In sixteen months of testing, with nearly a thousand tests per month, "random testing resulted in 99 verified positives"! This is a minuscule figure — a positive test rate of less than one percent. And even the 99 employees who tested positive may not actually have used drugs on the job, since "marijuana use accounted for approximately two thirds of positives with cocaine accounting for all but a small percentage of the rest" — and we know that traces of marijuana or cocaine consumed the previous night will often show up in a drug test the next day.

Can the Department justify its program by saying

that the number of positive tests is, at least, increasing?

Evidently not.

"It is also interesting," the report observes, "that since the inception of the drug testing program the number of verified positives identified in a given month has remained relatively constant (less than one percent) even though the number of test sites and employees tested has varied considerably."

### The results don't matter?

In a speech to the Inter-Industry Gas Conference reported in the October *Utility Reporter*, DOT attorney Neil Eisner argued that positive test results aren't the main goal of the DOT program.

"One of the reasons that we think that random is the most important test, is because we believe that it will be a deterrent, based on the data that we do have available... For example... Coast Guard... studies indicate that random testing cut use by as much as 75%."

"We aren't trying to catch people. We're trying to deter

drug use."

This has all the earmarks of a lame attempt to explain away the facts. Eisner did not elaborate on the studies he mentions, and most authorities in the field say something very different.

According to a September 9 story in the *Wall Street Journal*, for example, "The National Institute on Drug Abuse says it knows of no studies that have examined the deterrent effect of random, surprise drug testing..."

"Mark Rothstein, a drug-testing specialist at the University of Houston Law School, says, 'There's very little hard data that drug testing is effective — that it has resulted in savings in terms of reducing accidents, absenteeism or health-care expenditures'."

"[And] the American Society for Clinical Pharmacology said in a position paper last year that 'adequate scientific studies of the relationship among safety, productivity, drug abuse and testing...aren't available or haven't been done.'"

### Infringing the Bill of Rights

The price to be paid for drug testing is not just financial. Even more serious is the threat posed to the rights of workers.

DOT employees appear to understand this well.

Here, too, the new report is informative, saying that random testing was the subject of a large number of "narrative comments" on drug-testing questionnaires completed by about 300 employees. These comments often "cited the need for further information and rationale for the random selection process which one respondent referred to as 'totally unAmerican mumbo-jumbo'."

"Frequent mention was also made of: perceived violation of Constitutional rights (invasion of privacy); contention that program costs do not justify results (low number of positives); and the appearance that one is 'guilty until proven innocent'."

That pretty well sums it up, don't you think? ■

## New directions in Sacramento transit

Local 1245 and the Sacramento Regional Transit District (SRTD) have forged the beginning of what appears to be a new kind of relationship on the issue of drug testing, which has recently been a major bone of contention in bargaining between the District and the union.

At the invitation of the District, Local 1245 participated in the choice of both a medical lab and a medical review officer. "This is a big step forward," Business Rep Jack Osburn reports. "It was hard work, and there was a lot of red tape, but it worked well. We brought in Professor Martha Harkey from UC Davis as our pharmacology expert, and her views were given a lot of credence."

The medical lab that was ul-

timately chosen, Compuchem, is NIDA-approved and handles drug testing at Diablo Canyon as well. The medical review officer, Grey-stone, was selected after a long process of interviewing.

### Issues still on the table

"This doesn't mean, of course," Osburn says, "that SRTD and the union are in full agreement on drug testing. There are still a lot of serious unresolved problems, especially in connection with the DOT regulations on random drug testing."

The crux of the problem is that UMTA (the Urban Mass Transit Administration, a DOT division) has ruled that any agency seeking UMTA funding must comply with DOT drug regulations by the end of 1989. SRTD, which is

now negotiating a contract with Local 1245, depends on UMTA for more than two-thirds of its total funding, and says it will comply with DOT's regulations to ensure that workers in "sensitive safety" jobs are drug-free.

The justification for this step is said to be worker safety. This sudden concern for safety, however, seems to be as selective as it is recent, since SRTD has resisted Local 1245 efforts to enforce state apprenticeship standards in training.

These standards, which SRTD once honored, have been allowed to fall by the wayside.

"The union position," Osburn explains, "is that training is the best way to assure safety, not random drug testing. If the Regional Tran-

sit District seriously wants to do something about safety, they should show that they take training seriously. So far they haven't done that. They haven't even been able to find a safety manager, and they've been looking for some time."

"And even DOT admits that random drug testing has been ineffective," Osburn adds. "According to a recent DOT report, they've tested more than 15,000 workers but have turned up only 99 cases of drug use. That's an incredibly small number — well below one in a hundred."

"Meanwhile, the expense is not small. By my calculation every random drug test costs approximately \$260. That means that the Regional Transit District is planning to

spend more than \$6,000 just for the IBEW bargaining unit, to test the roughly 100 SRTD workers whose jobs would be considered 'sensitive safety' by UMTA."

"We think they can spend their money in better ways — for training, benefits, insurance and a lot of other useful things."

The Local 1245 negotiating committee has been pressing this point hard in the continuing talks.

Meanwhile, UMTA is being challenged in a Washington court by the ATU. "UMTA is only a funding source," Local 1245 attorney Tom Dalzell explains, "and ATU doesn't think they have the authority to impose policy of this kind."

"We agree." ■



## Punishment or Recovery?

# The unmet need for substance abuse treatment

*The following special Utility Reporter article by Hilary Finch reports the early results of extensive research at the University of California in Berkeley. In an effort to identify services for women with AIDS, Finch has interviewed almost all drug and alcohol programs in the San Francisco Bay Area.*

*Her most striking finding — sadly if predictably — is that drug addicts and alcoholics are more frequently blamed than helped. Appallingly few treatment programs are now readily available.*

The "War on Drugs" is fast becoming a household phrase. Indeed, drug abuse seems to be the issue of primary concern to the Bush Administration, warranting the appointment of a "Drug Czar" (William Bennett) and the appropriation, in September, of \$7.9 billion to wage this war. The most significant portion of this money, we have learned, will go to law enforcement, in an effort to forcibly deter the casual user of illegal substances.

Yet while the Bush Administration deploys its arsenal against drug users, very little has been done to help them help themselves. In fact, telephone interviews with substance abuse agencies in four Bay Area counties over the past five months reveal glaring gaps and weaknesses in the provision of treatment.

### Missing links

Drug treatment programs generally fall into one of two categories. Outpatient treatment consists of individual, family, or group counseling, and is designed for people who can admit their drug problems and work towards change while remaining in their own homes. Inpatient treatment, on the other hand, offers counseling in a special residential setting for people who need time away from the usual pressures and temptations of home life to successfully confront their problems; these programs can last from one month to a year or longer.

Individuals who seek outpatient treatment can usually

find some form of help. While private therapists often charge \$50, \$60, \$70 or more per hour, many public and private programs charge on the basis of one's income and ability to pay. San Mateo County, for example, boasts seven such programs while Santa Clara County has ten.

One may, of course, have to wait days or weeks to be seen at these agencies, since their affordability places them in very high demand; but they are generally accessible.

By contrast, individuals who need inpatient treatment to overcome drug problems are likely to find themselves in a quandary. Since this form of treatment can cost thousands of dollars per patient per month, it is most readily available to people with substantial incomes or generous private insurance plans. For those, however, with fewer resources — like most genuinely troubled drug users — inpatient care can be obtained only with great difficulty, if at all, by hurdling a seemingly unending series of barriers.

### Roadblocks

The first major difficulty to be surmounted is that of finding an affordable program. This is sometimes an insuperable barrier. In San Mateo County, for example, there are just four residential treatment programs willing to charge for services on an ability-to-pay basis. The total number of spaces available for clients is hence very limited — and the total number of spaces available for new enrollments at any given moment is even more sharply limited. In Santa Clara County, with a large number of indigent drug users (and a total population of 1.4 million), the situation is similar. Here the lower-income population is asked to rely upon a scant six residential programs! And the total number of beds is only marginally larger.

The situation is comparable in other Bay Area counties.

Meanwhile, once potential clients find an affordable pro-

gram, they are often expected to wait three months or more for admission. While waiting, applicants are generally expected to contact the agency on a weekly or even daily basis to prove and prove again their interest and motivation.

In addition, since the vast majority of these residential programs do not admit children, potential participants who have children must seek substitute care for the duration of the program. Unless help is available from relatives or friends, care of this kind is far beyond the means of most serious drug users, and it becomes even more complicated to obtain such care when the welfare system is involved (since all benefits must be transferred

to the new caregiver via a lengthy bureaucratic process).

What makes this situation especially deplorable is the fact that recovery programs are both effective and in great demand. A casual reader of the newspapers might imagine that legal measures are the only way to cope with substance abuse; the fact is that, on the contrary, many of the most serious substance abusers are desperately seeking inpatient help — help which could easily be provided, but which is denied to them.

### In summary

We have found that a painfully short supply of residential treatment programs makes it hugely difficult for

lower-income drug users to obtain needed services. The universe of substance abuse programs provides few options and overwhelming barriers for the average individual — who is often reluctant even to admit the need for help, and yet must negotiate with the dogged persistence of the most skilled advocate to obtain even inadequate help.

Precisely those people who most need help are the ones least likely to find it. The War on Drugs, without a solid commitment to treatment, can only be a program of punishment for those who lack the financial means or bureaucratic savvy to buy a cure.

Is this really the answer we want? ■

## In Fresno, the employees assist each other

**A** creative new approach to employee assistance has been pioneered by the Fresno Service Center of PG&E, in cooperation with ESC (the group representing engineers and scientists) and with support from the company.

For the past year, two committees of Local 1245 volunteers have given quarterly talks on substance abuse to fellow workers. One outgrowth of this training effort is a "Recovery Fund" that grants zero-interest loans to PG&E employees in need of drug or alcohol rehabilitation.

### Self-education

The quarterly educationals are held, shop steward Tom Garcia re-

ports, "without any managers present." This is "to provide an open and non-threatening atmosphere" in which any aspect of substance abuse can be discussed.

The company has cooperated by letting people take time off from work to attend.

The two committees take input from co-workers in deciding what topics to discuss — and "the response has been tremendous," Garcia says. Enough subjects have been proposed to keep the committees busy for years.

### Self-help

The idea of setting up a Recovery Fund emerged from the educational effort, and a barbecue benefit dinner was held on September 22, 1989, to kick off a fund-raising drive.

"We were very pleased by the outstanding support given by all employees," Gar-

cia recalls. "The barbecue was a sell-out. Over 300 dinners were purchased."

With the beginning of a fund now in place, the substance abuse committee will review the needs of loan applicants and offer financial assistance as appropriate. Loans, Garcia says, "will be repaid without interest in a predetermined time frame."

### A model?

This is a refreshing and inventive approach to the drug problem which relies entirely on the initiative of union members. "We want to thank everyone for their support," Garcia concludes, "and encourage other employees to engage in co-worker support groups to help enhance their working conditions and the quality of one another's lives. ■



# A year to remember

1989 was a year of electrifying conflict and change for world labor. From the Soviet miners' strike to the Czech general strike, from Solidarnosc's sweep of the Polish elections to the stillbirth of autonomous unions in Beijing, this was plainly a year to remember.

## Union, yes: from Warsaw to Washington

"It was the most emotional convention I've ever attended in my life," Business Manager Jack McNally says. As the Local 1245 delegate to the national AFL-CIO convention in November, McNally was present when Lech Walesa appeared on behalf of Solidarnosc. "I tell you, that phrase about clapping until your hands bleed — well, we left with our hands pretty raw and bruised, showing our support for that guy."

"Bush was there, and Elizabeth Dole, and the rest of them. And the ironic part was that everybody wanted to stand next to Walesa and praise him and have a picture taken. But Bush didn't say a word about the Eastern Airlines strike, even though a big banner urged him to stand up for the strikers. And he said not one word about Pittston or NYNEX."

"The theme of the convention was solidarity, and many of the delegates wanted to show their support for the Pittston miners. Jimmy Herman of the ILWU stood up and said we should have a one-day protest, basically a one-day general strike. The longshore leader from the east coast stood up and said, 'Jimmy, you shut down the west coast and we'll shut down the east coast — and that'll take care of it.' Then it was announced that a half-million had been allocated to the strike fund. That brought down the house."

## The year in review

The year's major strikes

were fought by coal miners, phone company employees, and Eastern Airlines machinists. The Eastern strike will be covered in a forthcoming *Utility Reporter*; in this issue we focus on the miners and the phone companies.

## From NYNEX to Pittston

IBEW members were well represented among the 10,000 people who gathered in St. Paul, Virginia, on Labor Day to show their support for the 1,700 miners who set up picket lines at Pittston coal

mines in a total of three states last April when the company tried to slash health benefits, pensions, hours, and job protections. "After PATCO," United Mine Workers President Rich-

ard Trumka told the crowd, "employers started a one-sided class war against the nation's workers. But now, workers are not alone," Trumka said, extolling the labor unity shown in the strikes against Pittston, Eastern Airlines, and NYNEX. "Today is the last Labor Day of the 1980s. The multinational corporations and the rich had it their way in the '80s. But in the '90s that will end."

## The beginning?

Seventeen days later 98 coal miners in camouflage jackets occupied the strategic Moss #3 plant near Carbo, Virginia, where all the Pittston coal shipped in southwestern Virginia is sorted and cleaned. The occupation had been carefully prepared and was carried out with great discipline. Many banners were strung in front of the plant, including the miners' favorite, a banner from New York saying "From NYNEX to Pittston — the CWA supports the UMWA." The Pittston Coal Group lost a million dollars each day the occupation lasted.

For 77 hours the situation

was tense. As many as 2,000 supporters rallied outside the plant to defend it against the state police, who had been called out by the governor with support from the NLRB. A judge threatened the miners with stiff fines and possible expulsion if they didn't leave by 7 p.m. on Wednesday, September 20. The miners ignored the deadline, as 5,000 supporters rallied nearby. At 11 p.m., they quietly melted into the crowd. The judge later changed his deadline to midnight — and levied no fines.

## Upping the ante

"We're going to hurt this company economically," UMWA Vice-President Cecil Roberts had vowed at the rally. "We're going to have another target."

On October 2, the miners struck six firms in West Virginia and Kentucky that they charged were supplying Pittston with coal. Nine days later Pittston — whose president Michael "Odious" Odom had said during the Moss #3 occupation that Pittston would "never negotiate with terrorists" — returned to the bargaining table for the first time since July.

## From Pittston to NYNEX

Meanwhile, the IBEW played a key role in the bitter strike against the "Baby Bell" phone company NYNEX that began in early August and lasted until late November.

The strike started when 157,000 phone workers belonging to the IBEW and the Communications Workers of America (CWA) walked out on three Baby Bells: Bell Atlantic, Pacific Telesis, and NYNEX. With combined annual profits of more than \$3.5 billion, these three are among the wealthiest corporations in America.

The strike was fought over wages and health benefits. The Baby Bells had proposed contracts that would

discriminate against clerical workers, raise wages only slightly, and compel workers to pay for medical expenses that the companies had always handled before. As IBEW System Council T-6 reported in September, NYNEX seeks "...many and serious diminishments in our contract."

"The company's demand that we pay for the first time a significant portion of health costs has the result that many of our members would receive no wage increase over the three year term of the agreement."

## A bitter fight

The intensity of the strike first became tragically clear in mid-August, when an 18-year-old scab, the daughter of a NYNEX manager, drove her car into a picket line in Westchester County, New York, killing 34-year-old CWA chief steward Gerry Horgan.

The strike remained hard-fought throughout.

Both unions held massive rallies in cities around the nation, and the AFL-CIO issued

a call urging union members to withhold payment on their phone bills until a just settlement had been reached.

By the twelfth week, Pacific Telesis and Bell Atlantic had settled with the CWA. Wages went up 10-11% and workers were given continued 100% health coverage.

NYNEX, meanwhile, proved stubborn. The result was that 60,000 phone workers, including 20,000 IBEW members employed by New England Telephone, remained on strike for an additional six weeks. Local 1245 contributed \$5,000 to the strike fund.

In the end the strike was successful.

"We held the line on all basic issues," according to Business Manager Dick Howell of IBEW Local 2324 in Massachusetts. "Health care, pension rights, and everything else remains just as it was in the previous contract."

The settlement, which became effective on November 21, provides wage increases of 3%, 1.5%, and 1.5% with a 2.5% cost of living adjustment. NYNEX, meanwhile, paid a high price for its effort to keep the union down. Its profit in the third quarter of 1989 fell 15% or \$50 million, roughly 2.5 times what it had hoped to save by its ill-starred plan to shift health costs to the employees. ■



IBEW Local 16 member Larry Scott showing support for the Pittston strikers at Camp Solidarity in Virginia

Photo: United Mine Workers Journal



Gerry Horgan, CWA shop steward and picket captain who was killed on the line

Photo: Electrical Union World, IBEW Local 3

## Back in the USSR

Miners, power workers, and communications workers have also played a vital role in recent Soviet events.

Evidently the vast miners' strike in July put the fear of labor into the hearts of the Gorbachev government. "This was the most difficult trial for us," Gorbachev admitted, "in the entire four years of perestroika. We had Chernobyl. We had other difficult trials. Nevertheless, I would single out the [strike] as the most serious, the most difficult."

Gorbachev's sincerity about "openness" was also severely tested. The early results have not been encouraging. The very first act of the new legislature was to ban strikes among power workers and communication workers — and among others whose strikes may "threaten the life or health of the people."

Whether the Soviet workers will accept this ban remains to be seen.

Their militancy in July suggests otherwise. ■