

# UTILITY REPORTER

PROPS 118 AND 119  
THREATEN WORKERS - PG 12

## Pipeline workers lose privacy rights

### Court clears way for random drug tests

**T**he Ninth Circuit Court has cleared the way for a massive program of random drug testing that will trample underfoot the civil liberties of thousands of Local 1245 members.

Pipeline workers employed by Pacific Gas and Electric, Sierra Pacific, Pacific Gas Transmission and C.P. National will be subject to random testing under federal regulations scheduled to take effect April 21. The court's decision allows the testing to go forward even though the court has not made a final ruling on a union lawsuit challenging the federal regulations.

"This is a serious setback for workers' rights," said Local 1245 Business Manager

Jack McNally. "You can't search a person's house without a warrant but now they're saying you can search a person's bodily fluids without any reason at all. Is this the American way? I don't think so."

While the federal regulations require random testing of pipeline workers, unionized companies must first negotiate the specifics of their drug testing programs with the union. In separate sets of negotiations now underway with the four employers, Local 1245 is attempting to make sure that drug testing is applied in a fair and impartial manner.

According to union attorney Jane Brunner, talks with PG&E have led to serious differences on the following issues:

**Split sample:** The union wants the urine samples to be divided, with only one portion going to the testing lab. Maintaining a separate sample outside the lab would protect the worker against a false positive from a mistake by the collection site or lab. PG&E objects, claiming that storage problems make a split sample impractical.

**Second rehab:** The union wants employees who test positive for drugs to have a second opportunity for rehabilitation, citing evidence that multiple efforts are often necessary in order for drug rehabilitation to take hold. PG&E plans to offer one chance at rehabilitation; second time offenders will be automatically fired.

**Money for rehab:** The union wants all rehabilitation to be fully funded through a substance abuse program. There is currently a Substance Abuse Pilot Program which applies only to eligible Blue Cross Plan participants; the union wants this program expanded to all employees.

**Tampering:** PG&E intends to automatically fire anyone caught tampering with a urine test sample. The union wants tampering to be treated the same as a first-time offense, with the offender having an opportunity to go through rehabilitation.

As *Utility Reporter* went to press, Local 1245 and PG&E were continuing to negotiate over their differences on these and other drug testing issues.

Meanwhile, PG&E and the union appear to have found common ground on other aspects of the testing program:

**Grace period:** The company will offer a one-month "grace period" beginning April 21 during which time employees can voluntarily apply for rehabilitation through the Employee Assistance Program. If the employee enters the program by May 21 and later tests positive during a random test, that employee will not be considered an "offender."

see PAGE TWO

## Gas service jobs preserved

### Arbitrator nixes change in job duties assignment

As many as 89 gas service jobs at Pacific Gas and Electric were spared the axe this month when an arbitrator ruled that the company improperly assigned change party/no entry duties to meter readers.

The arbitrator affirmed Local 1245's position that change party/no entry duties belong, by tradition, to gas servicemen. The arbitra-

tor also ruled that the company must negotiate with the union before reassigning work from one classification to another classification.

The seeds of the dispute were sown in 1987, when PG&E changed its long-standing policy of having gas servicemen inspect residential appliances whenever a change of service took place.

see PAGE THREE



Photo: Eric Wolfe

Management and union representatives bargain in San Bernadino in March for a new Outside Line contract. The union negotiating team consists of Tube Dudley, Jim Behling, Bobby Cross, H.E. Jones, Business Reps. Tom Heyl and Bobby Blair, and Asst. Business Manager Ron Fitzsimmons. Negotiating for the contractors are: R.A. Johnson, R.C. Hughes; Henry Escajada, E & E Electric; Matt Frazer, Western Line chapter manager, National Electrical Contractors Assoc.; Henry Desatale, D & B Electric; Tom Steinle, Poulk & Steinley; and John Brown, D & B Electric.

## PG&E proposals

### Notice:

Proposals for PG&E general negotiations will be accepted at April, May and June unit meetings.



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## CALENDAR

April 21 — PG&E Steward Training Conference-Fresno

April 26 — Drum Division Pin Dinner

April 27 — Redwood Region Pin Dinner

April 28 — PG&E Steward Training Conference-Concord

May 12 — PG&E Steward Training on DOT regs - Sacramento

May 12 — General Construction Stewards Conference - Walnut Creek

May 18 — Stockton Division Pin Dinner

May 19 — PG&E Steward Training Conference-San Jose

May 19 & 20 — Softball Tournament

June 2 — Annual Poker Run (new date)



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## Court clears way for random drug testing

from PAGE ONE

**Joint committee:** PG&E and Local 1245 will maintain a joint review committee to review issues concerning the randomness of the tests. The union believes it is important that the tests be truly random to insure that testing is not used to single out particular workers for harassment.

**Resisters:** The union anticipates that some workers may refuse on principle to submit to a random drug test. Rather than fire such workers, the company has agreed to treat them as first-time offenders and refer them to the Employee Assistance Program.

Many union members have voiced concerns about "false positives," tests that falsely indicate the presence of drugs in someone who is actually drug-free. Union officials believe false positives will be a rare occurrence. "The labs are good, but we're watching them," said Brunner. "One mistake is one too many."

### See your steward

While stewards cannot stop the testing process from going forward, they can help make sure that it is not abused.

## The battle to contain health care costs

from PAGE THREE

taken an official position on any of the bills.

In California, organized labor is supporting some recently-introduced legislation. AB 3032 would provide a basic set of benefits for employed Californians and their dependents.

This approach would stop

## Seminar Rescheduled

The Retirement Planning Seminar scheduled for May 10 in Walnut Creek has been rescheduled for Thursday, May 17. The time is still 7:30 p.m. and the location is still the Local 1245 hall in Walnut Creek, 3063 Citrus Circle. ■

According to company procedure, employees who test positive must meet with the company's Medical Review Officer. Everything an employee tells the MRO might be told to management, warned Brunner. She urged all workers who test positive to consult with their union steward before talking to the MRO.

If employees willfully fail to follow the Dept. of Transportation procedures during specimen collection, or otherwise cause the test to be invalid, they can be disciplined. Anytime there is an accusation during the random testing process that could lead to discipline, workers should demand to see their steward, Brunner said.

When a worker is referred to the Employee Assistance Program by the MRO, he or she again has the right to consult with a steward. The employee can use any accumulated paid leave or unpaid leave during treatment.

### Pacific Gas Transmission

Bargaining with PGT over drug testing has produced disagreements similar to those with PG&E.

Union negotiators have

the current practice of "cost shifting," where employers who do not provide health insurance for their workers shift those costs onto employers who do. It is estimated that 30 percent of the increases in premiums for health care are attributable to this cost shifting.

Also in the California legislature are a couple of bills that would enhance the ability of employers to contain costs by requiring disclosure of costs and procedures by doctors and outpatient facilities. AB 3923 and SB 2856 would enable health care purchasers to control inflation and avoid doctors who perform excessive surgeries and tests. Hospitals are currently required to make similar disclosures, which enhances the ability to negotiate discounts.

These bills deserve the support of both labor and management ■



Photo: Eric Wolfe

Helping to formulate the union's strategy for dealing with drug testing at PG&E are (from left) Rich Bidinost, George Naranjo, Bernard Small and Ed Custer. Not pictured: Local 1245 attorney Jane Brunner.

pressed the company with little success on the issues of split samples, second rehabs and not firing an employee who is caught tampering with a sample. About 100 Local 1245 members at PGT will be subject to testing under the federal regulations.

Bargaining team member Frank Locati and Brunner recently met with and approved the person PGT proposes to use as its Medical Review Officer. The union is also in the process of investigating the Seattle-based lab that PGT intends to use.

Negotiations with PGT over drug testing policy are continuing.

### Sierra Pacific

The union submitted proposals to Sierra Pacific on March 19 but had not received a response at *Utility Reporter* presstime. Union officials say the company and union have two major areas of disagreement: testing of meter readers and which drivers should be covered.

The company maintains that meter readers are in a position to detect gas hazards by observing rust on the meters and therefore fall under the federal guidelines for drug testing. Local 1245 Asst. Business Manager Orv Owen disagreed.

"It's the most ridiculous

thing I ever heard," Owen said. "The only thing a meter reader does is read meters. They are not trained to determine gas hazards.

"If they require their meter readers to make a determination on what is a gas hazard then it's a violation of the collective bargaining agreement," he added.

The union also has taken sharp exception to the scope of the company plan for testing drivers. The union agrees that drivers who frequently cross state lines fall within the federal guidelines for testing. But, according to Brunner, "infrequent drivers do not, and drivers who have never crossed state lines are definitely not covered."

### C.P. National

At a recent meeting to discuss C.P. National's drug testing program, the company was "receptive to union concerns," according to Local 1245 attorney Tom Dalzell. Dalzell said rehabilitation and other issues appeared to be "solvable" and predicted an agreement would be reached with C.P. National without another meeting.

Local 1245 has about 10 members at C.P. National who fall within the federal guidelines for random drug testing. ■

## Correction

Last month the *Utility Reporter* listed incorrect job titles for several union members interviewed for a story on drug testing. The members' correct titles are: Leo Myers, electric working foreman; Lenny Price, temporary gas foreman; Gordon Blackburn, gas crew foreman; Delano Walker, T & R Mechanic; Phil Salazar, equipment operator. Our apologies for the mistake. ■



## APPOINTMENTS

### PACIFIC GAS & ELECTRIC CO.

#### PG&E Commercial License Committee

Dave Sutton  
Mike Longo  
Tim Santo  
Leo Tablizo

#### PG&E Rubber Gloving Committee

Willie Bouzek  
Rick Jones  
George Lindsey  
Ken Richards  
Richard Detmers  
Tom Garcia  
Rich Cowart  
Art Murray  
Dan Robertson

#### PG&E Barehanding Committee

John Meyers  
Bob Bustamante  
George Machado  
John Delsman  
Russ Rylee

## CITY OF REDDING

### City of Redding Negotiating Committee

Steve Mayberry  
Mark Burgon  
Joe Kropholler  
Bill Anderson  
Bob Southern

## CENTRAL LABOR COUNCILS

### Santa Clara and San Benito Counties Central Labor Council

Dennis Seyfer  
Michael J. Davis

### Butte-Glenn Counties Central Labor Council

Mickey Harrington

### Napa and Solano Counties Central Labor Council

Larry Pierce

## CONFERENCES & CONVENTIONS

### 1990 Telecommunications Conference

Orv Owen  
John Stralla  
Mickey Harrington

### 1990 IBEW Regional Utility Conference

Jack McNally  
Howard Stiefer  
Jim McCauley  
Barbara Symons  
Ed Mallory  
Mike Davis  
Ron Blakemore  
Kathy Tindall  
Darrel Mitchell  
Roger Stalcup  
Tube Dudley  
Bob Gibbs  
Enid Bidou  
Ken Ball

## ARBITRATION

### Arbitrator nixes change in meter reader duties

from PAGE ONE

Under the new policy, the new customer could decline to have the inspection done. Without inspections, the company argued, the change party/no entry function amounted simply to reading the meter to record the beginning of service to the new customer.

Accordingly, the company began to assign these duties to meter readers on an occasional basis in some headquarters and assigned them to meter readers in Sacramento on a regular basis.

The union, which has a responsibility to protect the work of its members, argued that gas servicemen had historically been responsible for change party tags, including change party/no entry tags. The job description for meter readers, who are classified as clerical employees and work under a separate bargaining agreement, does not include the change party function.

Furthermore, the union maintained, if the company wishes to change a particular job to a new classification, it must first negotiate the change with the union.

A company witness under questioning by the union's attorney during arbitration, acknowledged that if its new policy was implemented system-wide, at least 89 gas

service jobs could be converted or eliminated.

"The record is clear," the arbitrator wrote, "that when the Parties in the past had occasion for movement of classifications of Employees from the Physical Agreement to the Clerical Agreement, or *vice versa*, such had been the subject of negotiation." As evidence, the union presented records of past negotiations, Letter Agreements, and grievance settlements "in which the issue of conflict in work assignments in the two bargaining units was addressed and settled between the Parties."

The company argued that there was no transfer of duties between bargaining units. The arbitrator saw it otherwise.

"The duties of Gas Servicemen were moved to the classification of Meter Readers and required special training for the Meter Readers and directed them to enter the reading on a Gas Serviceman tag."

Accordingly, the arbitrator ruled, the company "shall cease and desist from assigning Meter Readers, as it is now doing in Sacramento, to perform the meter reading in instances where Change Party/no entry situations prevail." ■

## Delta 'Poker Run' rescheduled for June 2

Local 1245's annual Day on the Delta Poker Run has been rescheduled for June 2. The original date, May 19, would have conflicted with the Local 1245 Softball Tournament.

The poker run starts and finishes at the Brannan Island State Recreation Area boat ramp located on California Highway 160 just south of Rio Vista. Participants sign in between 7:30 and 10:30 a.m. There will be cash prizes for the best poker hands in three categories: adult men, adult women and kids aged 15 and under. Raffle tickets will be available for 50 cents or 3 for \$1. The Ramp Raffle is held at 4:00 p.m. Winners must be present with their tickets to receive their prizes.

Whether you win anything or not, there will be plenty of free hot dogs and beans and ketchup and mustard.

Fliers will be sent out with maps for the poker run. Or you can contact Local 1245 headquarters in Walnut Creek at (415) 933-6060 or see your shop steward. ■

## Meeting Changes

**Unit 2317**, Antioch, Calif., has a new meeting time: 5:30 p.m. The meeting dates and location remain the same.

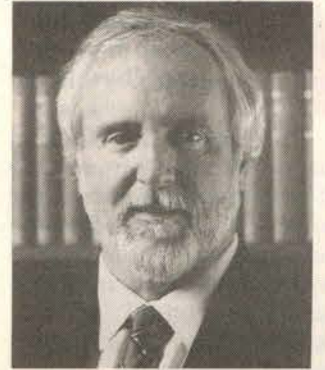
**Unit 3611**, Marysville, Calif., has a new location: Duke's Hickory Tree Buffet, 1526 N. Beale Rd., Linda, Calif. Time and date are unchanged.

**Unit 3513**, Grass Valley, Calif., has a new meeting time and location: 6 p.m. at the union office, 102 Richardson St., Grass Valley. The date is unchanged. ■

## POINT OF VIEW

### The battle to contain health care costs

Jack McNally, IBEW 1245 Business Manager



The spiraling cost of health care continues to make the news and is of serious concern to both labor and management.

The AFL-CIO has been providing assistance to international unions to identify strategies to contain the costs of negotiated health plans, while preserving benefits. These efforts are intended to stave off efforts to shift costs to workers. In addition, a national campaign is underway to inform members of Congress, the media, and the public about the problems confronting health care benefit programs.

There are two parts to the problem of rising health care costs. The first part is the increase in prices charged by the physicians and hospitals. This is reflected in the Consumer Price Index-Medical Cost, which has risen an average of 9.5 percent per year over the last 10 years. The second part is the utilization of health care benefits. This usually has to do with how often health care services are used by the group plan. Increases in the utilization rate of group health plans have been running in the 16-30 percent range.

Approximately 25 percent of U.S. health care expenditures are going towards wasteful or inappropriate procedures. The quality of health care is obviously a problem and contributes greatly to the cost of care. The National Leadership Commission on Health Care estimates that 10-35 percent of hospital admissions are inappropriate; 50 percent of all post-operative complications and 35 percent of all surgical deaths were found preventable. When monitored, physicians decrease their use of lab

testing by 47 percent.

The Public Health Research Group estimates that half of the one million caesarean sections performed in the U.S. in 1988 were unnecessary.

A Rand Corporation study estimates that 14 percent of all coronary bypasses are unnecessary, 32 percent of arterial balloon operations are unnecessary and 17 percent of upper GI examinations are unnecessary. All doctors do not practice the same way.

The number of uninsured Americans has increased by 40 percent in the last 10 years. Three-fourths of the 37 million uninsured Americans are workers and their families. Jobs offering no benefits, parttime jobs and cutbacks in public programs are increasing the number of uninsured. As health care costs continue to rise, and as these costs are shifted to employees, fewer and fewer Americans will have access to affordable care.

Spiraling costs, the quality of care, and access to care are the three major issues that have to be addressed if much is to be done about the health care problem.

There are a number of bills in the Congress dealing with the issues of health care. At present the AFL-CIO is working with Congress but has not

See PAGE TWO



*Professional employees say 'union yes'*

## Port of Oakland votes for IBEW

**P**rofessional and management personnel at the Port of Oakland have voted to be represented by Local 1245.

The April 5 election marked the latest in a string of organizing victories for Local 1245. Included in the new bargaining unit will be professional and management personnel at the Oakland Municipal Airport as well as the port.

According to Local 1245 Business Rep. Corb Wheeler,

*According to Wheeler, Oakland was trying to institute 'pay for performance.'*

Oakland was trying to institute a 'pay for performance' plan. The management personnel "didn't want it," Wheeler observed.

The vote was 13 to 9 in favor of the union, which has already requested a "meet and confer" session with the city. Serving on the union bargaining team will be John Stewart, Larry Ross and Richard Little, along with Local 1245 Business Rep. Joe Valentino.

In other organizing news, Local 1245 has accused

**Paradigm** of discriminating against workers for union activity. The union filed an unfair labor practice complaint against Paradigm with the NLRB.

The union maintains that Paradigm, which is based in Redding, Calif., laid off 33 workers for organizing activity. According to Wheeler, the Paradigm workers "had been promised the moon and given nothing." The workers' major complaints centered around wages, benefits and working conditions, Wheeler said.

Paradigm has rehired seven of the 33 workers originally laid off, but Wheeler said the remaining employees were determined to go back only if they can go back together. "They are a group of people that has really created unity," Wheeler said. "They're backing each other."

"Paradigm manufactures satellite antennae in Redding.

On another front, the NLRB has certified Local 1245 as bargaining agent for employees of **Airspace Technology Corp.**, paving the way for negotiations for a first contract. The union has sent the company a letter formally requesting for bargaining to begin.

Bargaining continues for a first contract between the union and **Oxford Energy**, a newly-organized company. ■

## Spanish language contract planned

**L**ocal 1245 is producing a Spanish language version of the union's current contract with Davey Tree Surgery Co.

English is the second language for a majority of the members in the bargaining unit, according to Local 1245 Business Rep. Landis Marttila. "They can speak English and understand English, but some of the nuances of the contract will be easier for them to tease out in Spanish," Marttila said.

Marttila described the members at Davey Tree as

highly motivated and noted that many of them spend time in their off-hours working to master English. Marttila attempts to meet them half-way by "dusting off" the little bit of Spanish he learned in college, but he acknowledged that his mangled verb conjugations sometimes provoke laughter from the Spanish-speaking members.

The contract, a three-year agreement that expires the last day of 1991, is being translated by Mark Sharwood, a staff member of Service Employees Local 1877 in San Jose. ■



The union's committee on rubber gloving met to discuss policy issues April 4. The committee consists of Willie Bouzek, Rick Jones, George Lindsey, Ken Richards, Richard Detmers, Tom Garcia, Rich Cowart, Art Murray, Dan Robertson, Business Manager Jack McNally and Senior Asst. Business Manager Darrel Mitchell.

## Layoffs averted during SMUD reorganization

Thirty union workers targeted for layoff by the Sacramento Municipal Utility District last fall will keep their jobs under a letter agreement with Local 1245.

The threat of layoffs arose last November when the District notified the union that it planned to reorganize the Distribution and Construction Department, according to union Business Rep. Perry Zimmerman. Those at risk of losing their jobs were 10 craft helpers and 11 utility helpers, while nine clerk drivers were at risk of being demoted or laid off.

In their place, Zimmerman said, the District wanted to hire 31 pre-apprentices to perform the same work.

The reorganization plan combined special equipment operators, labor foremen and material delivery personnel into the new classification of utility crew foreman.

The union assembled a negotiating committee which

met a dozen times with the District between Jan. 10 and March 6, when an agreement was reached to reassign workers rather than lay them off. Serving for the union on the committee, in addition to Zimmerman, were Ike Williams, Dan Collins, Glenn Hurdle, Don Hurdle and Local 1245 Asst. Business Manager Ron Fitzsimmons. ■

## Two CAPCO plants resume operations

California Agricultural Power Co. (CAPCO) has resumed operations at biomass energy facilities in Chowchilla and El Nido, but the company still faces NLRB complaints stemming from its decision in January to close a total of four plants.

Local 1245 filed NLRB complaint against CAPCO after the company failed to bargain with the union over the effects of the January layoffs, which threw about 60 union members out of work. The union also charged CAPCO with discriminating against employees for union activity.

Employees at the El Nido plant and one of CAPCO's two plants in Chowchilla are represented by Local 1245 under one-year contracts that took effect last October.

The union has also been certified as bargaining agent for workers at a second plant in Chowchilla and for a "traveling" crew of CAPCO workers.

According to Local 1245 Business Rep. Corb Wheeler, CAPCO has had trouble finding people to operate the plants following the January layoffs. "They created a cesspool and now they're falling into it," Wheeler observed.

However, the reopening of two plants—and the scheduled reopening of a third plant later this month—has raised the possibility of the company and union coming to terms. Wheeler said the union was "trying to get discussions going to settle the case" before an NLRB hearing slated for May. ■



Armando Covarrubias at work for Davey Tree.



## Supplemental payments restored

## PG&amp;E rebuffed in bid to kill benefits

**A** move by Pacific Gas & Electric to reduce benefit payments to injured workers was struck down during arbitration last month.

Local 1245 forced the issue into arbitration after learning in November that the company intended to cut off all supplemental benefits to injured workers whose medical condition has become "stationary" and whose permanent disability is considered "rateable." About 84 workers would have lost their supplemental benefits on Jan. 1, 1990.

Such a loss could have been devastating to injured workers and their families. The supplemental benefits, when added to Workers' Compensation, bring an injured worker's weekly paycheck up to 85 percent of the

journeyman wage rate for the first 182 calendar days, and 75 percent thereafter. Without the supplemental benefit, the injured worker would receive only the Workers' Compensation Temporary Disability benefit. Temporary Disability currently pays only \$266 per week and prior to 1990 paid only \$224 per week. (Under reform legislation recently passed by California lawmakers, the benefit will increase to \$336 per week in 1991.)

PG&E explained its attempt to cut the supplemental benefit by saying that it needed to control costs due to a poor economic year in 1988 and a generally more competitive market. Put in human terms, the company intended to save some money at the expense of workers who had been injured in its service.

"The only way an employee could be entitled to the benefit in the first place is the result of an on-the-job injury," noted Roger Stalcup, Local 1245 assistant business manager.

To justify its attack on supplemental benefits, which were first negotiated into the union contract in 1956, PG&E attempted to rewrite the history of California's Workers' Compensation Rehabilitation Act. This statute, enacted in 1975, requires the company to rehabilitate injured workers who are unable to return to their former jobs, and to provide Vocational Rehabilitation Temporary Disability payments to injured workers during rehabilitation.

The parties had already established, prior to 1975, that supplemental benefits would be paid to an injured

worker until his or her injury was "stationary and rateable." Following the passage of the Rehabilitation Act in 1975, both the union and PG&E adopted the interpretation that employees were eligible for supplemental benefits while they were engaged in vocational rehabilitation. In other words, the company is obliged to pay supplemental benefits until the employee becomes stationary and rateable *vocationally* as well as medically.

However, 15 years later, PG&E suddenly decided that injured workers who were medically "stationary and rateable" would no longer be eligible for the supplemental benefits, even if the injured workers were still engaged in vocational rehabilitation. PG&E argued that it had the right under the union con-

tract to discontinue paying supplemental benefits after giving notice to the union.

The arbitration board rejected this argument.

In the context of the Workers' Compensation statutes, the board stated, "the period of rehabilitation was regarded as a continuation of 'temporary disability,' and an employee's disability would not become permanent and rateable until he or she was both vocationally and medically rehabilitated."

As a result of this successful arbitration, injured workers can now be secure in the knowledge that the company will pay them supplemental benefits while they undergo vocational rehabilitation. Considering that these workers have received permanent injuries while serving the company, it seems little enough to ask. ■

## More than a statistic: the human face of workplace injuries

**O**n Dec. 5, 1989, Dan Mitrick received a letter from PG&E stating:

"We are writing to notify you that because your medical condition has become 'stationary and rateable,' the additional income you have been receiving under the company's Supplemental Benefits for Industrial Injury Plan will be discontinued effective January 1, 1990."

The letter came as a rude shock to Mitrick. An electric line subforeman with 30 years of service to PG&E, Mitrick has battled a series of disabling job-related injuries that have sapped his health and put enormous strains on his family.

Mitrick first realized he had a problem when his knees began to "go to sleep" while he was climbing poles. He underwent repeated operations in the 1970s to clean out the synovial fluid that had caked in his knee joints. Eventually he had to have plastic knee joints put in, followed by plastic hip joints, and then a plastic wrist joint. The wrist joint produced a severe infection that kept Mitrick "in and out of the hospi-

tal for months."

To combat the pain, Mitrick takes steroids. Without them, he says, "I can't bend. I'm like a piece of steel."

PG&E wanted to take away Mitrick's supplemental benefits on the grounds that his medical condition was determined to be "stationary." Although he was still entitled to a Vocational Rehabilitation Maintenance Benefit, this would be far less than what he had been receiving under the contract's supplemental benefits provision.

As explained in the accompanying story, an arbitration board ruled in March that people like Mitrick are entitled to the supplemental benefit in addition to the Vocational Rehabilitation Maintenance Benefit until such time as the worker's condition is both medically *and vocationally* stationary.

Mitrick makes it clear he would like to return to PG&E in a position that doesn't require climbing. He believes the company owes him that chance.

"I've always been a hard worker," says Mitrick, who in 1984 won the Employee of the Month Award from the company. "I've never given

them any problem. There are jobs I can do."

"Here is a very productive man," says Mitrick's wife, Nancy. Rather than "sit around" during his convalescence, she notes, Mitrick enrolled in Ohlone Junior College, earning an Associate Arts degree in 1984. For the company now to simply write him off, his wife says, would be "a total shame."

Mitrick knows that his injuries have taken a toll on his family. In 1980, with three schoolage children still at home, his wife had to go to work. Mitrick, meanwhile, was in and out of the hospital.

"The kids couldn't understand what was going on," Mitrick recalls. They just knew that their father "couldn't do the things he had done before." But Mitrick is proud that he "never quit on the kids" despite his severe disability. "That's one of the things I've always emphasized: you never give up," Mitrick said.

"We are lucky the marriage has stayed together," says Nancy. The company's notice that their supplemental benefits would be cut off, she notes, has only added to the strain they are under. ■



Photo: Eric Wolfe

Dan Mitrick, whose injuries have prevented him from working since 1986, holds the clock he received from PG&E in 1984 as "Employee of the Month." Local 1245's arbitration victory last month stopped PG&E from cutting off supplemental benefits to dozens of injured workers.





Photo: Bobby Blair

New transformer being pulled in on rail car.



Photo: Bobby Blair

Old transformer and new transformer side by side.

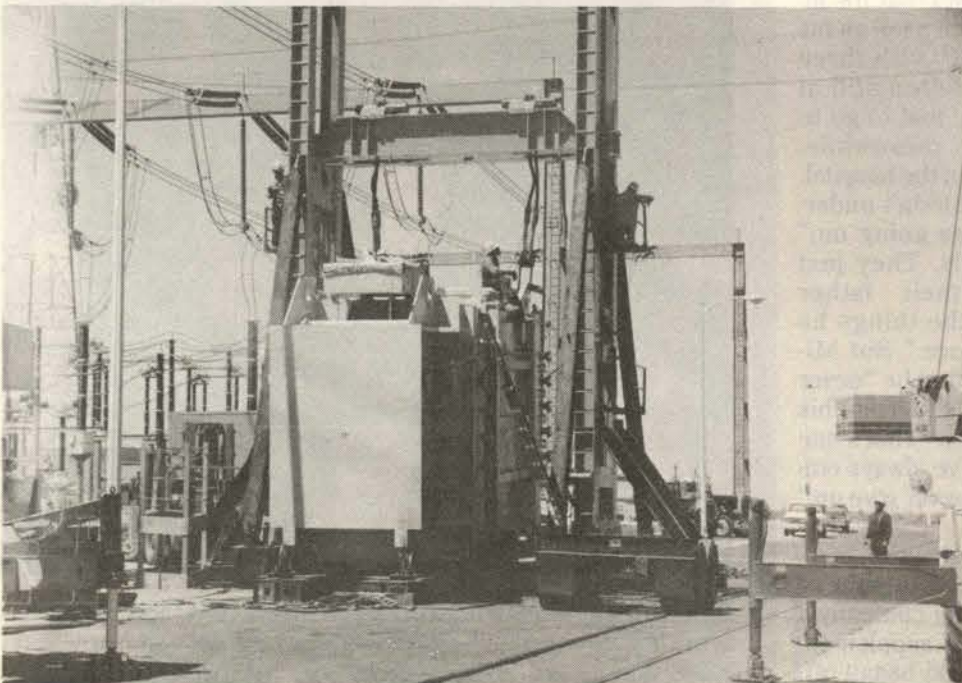


Photo: Bobby Blair

Getting ready to stand up the transformer.

# Providing power for the future



Lugo substation changeout crew: (standing from left) Bobby Blair (business reporter), Persefield, Lou Hogan, Mike Kemp, Roy Bradley, and Ken Anderson; (kneeling) Tom Davis.



# Providing power for the future

By Eric Wolfe

**N**o one can say for sure if California can fulfill the dreams of the millions who will move here in the 1990s. But members of IBEW Local 1245's Outside Line division are doing their best to make sure that the power needs of new residents are fulfilled.

In Southern California, an Outside Line crew has been at work for nearly a year upgrading seven transformers at Southern California Edison's Lugo substation in Hesperia. The substation links Boulder Dam in Nevada, where power is produced, to the rapidly growing Los Angeles area, where it is consumed.

But transformers that worked well for the 1960s, when the substation first went into operation, don't necessarily do the job in the 1990s. Last June, Local 1245 members working for Bechtel Corp. began a project that will double the station's ability to transform the raw energy from Boulder Dam into something you can use to read by while lying in bed at night.

The single phase transformers, each weighing 462,000 pounds stripped, were brought in by rail from a Westinghouse plant in Indiana. Teamsters and Operating Engineers for Almas International pulled the transformers out of the rail cars, drug them on rollers over steel plates to their appropriate positions and turned them upright.

But until they are "dressed," the transformers are no good to anyone. Dressing them is the job of skilled electrical workers. According to Local 1245 Business Rep. Bobby Blair, the Lugo changeout has kept 10-15 electrical workers busy most of the time.

"After they're set up, the electrical workers go in and they frame this transformer," said Blair. "They have to put all the bushings in it, they have to get inside it and hook up leads, they have to take out shipping braces." They also have to weld the transformer down, pull vacuum on it, and supply it with purified oil.

"It's quite a process," said Blair. "It takes quite a while just to dress out one transformer."

At work on the project in late March were linemen Lou Hogan, Lyman Morri-

*Although the lines are dead during  
of this work, the job is far from*

son, Ken Anderson, Jimmy Joe Persefield, Ben Meuir and Clyde Winsbury; Lowell Fine, groundman; and apprentice linemen Ray Bradley and Mike Kemp. Job steward is Chuck Patterson and the foreman is Tom Davis.

Although the lines are dead during the performance of this work, the job is far from hazard-free. "Your deadlines can kill you just as quick as a live one because of the buildup of induction on it," Blair noted. "If you don't ground it right, it'll



Lugo substation changeout crew: (standing from left) Bobby Blair (business rep.), Ben Meuir, Jimmy Persefield, Lou Hogan, Mike Kemp, Roy Bradley, and Ken Anderson; (kneeling, from left) Chuck Patterson, Tom Davis.



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By Eric Wolfe

**N**o one can say for sure if California can fulfill the dreams of the millions who will move here in the 1990s. But members of IBEW Local 1245's Outside Line division are doing their best to make sure that the power needs of new residents are fulfilled.

In Southern California, an Outside Line crew has been at work for nearly a year upgrading seven transformers at Southern California Edison's Lugo substation in Hesperia. The substation links Boulder Dam in Nevada, where power is produced, to the rapidly growing Los Angeles area, where it is consumed.

But transformers that worked well for the 1960s, when the substation first went into operation, don't necessarily do the job in the 1990s. Last June, Local 1245 members working for Bechtel Corp. began a project that will double the station's ability to transform the raw energy from Boulder Dam into something you can use to read by while lying in bed at night.

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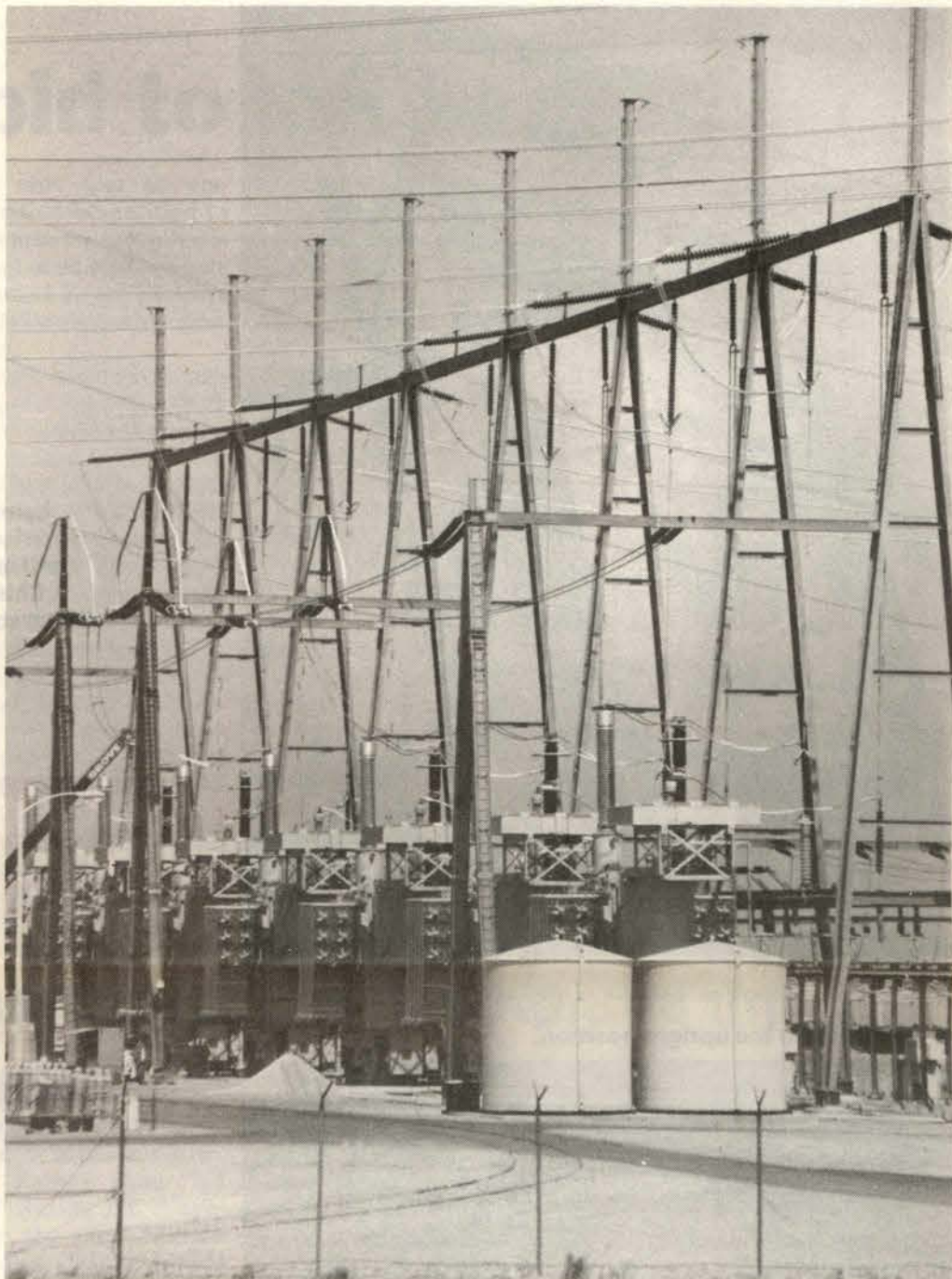
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The new transformers in place.

Photo: Eric Wolfe

knock your head off."

"Everything's dangerous," said Patterson. He noted that wind can blow static electricity into lines that are supposed to be dead. In addition, Patterson said, "everything's heavy and you're working off the ground."

for us," said Davis.

But a sizeable amount of work in Southern California has been going non-union recently. That has many union members worried.

"Non-union money is pretty close to ours" in many cases, said Patterson. "But if everybody went non-union then they could pay you whatever they want to."

According to Blair, what non-union workers don't know — but need to know — is that they have an alternative. "The union does offer you a better benefit package, a better quality of life, a better style of life," said Blair.

"It's been a good job," Patterson said of the Lugo changeout. "Bechtel's a pretty good outfit to work for."

The job is scheduled for completion in May, at which time Lugo's capacity will be doubled. But given current trends, the job of providing sufficient power to Southern California's growing population is just beginning.

Local 1245's Outside Line workers will be on hand to make sure the job is done right. (Additional photos on page 8.)



Photo: Eric Wolfe

(p.), Ben Meuir, Jimmy from left) Chuck Patterson,



**LUGO SUBSTATION**  
*from PAGE SEVEN*

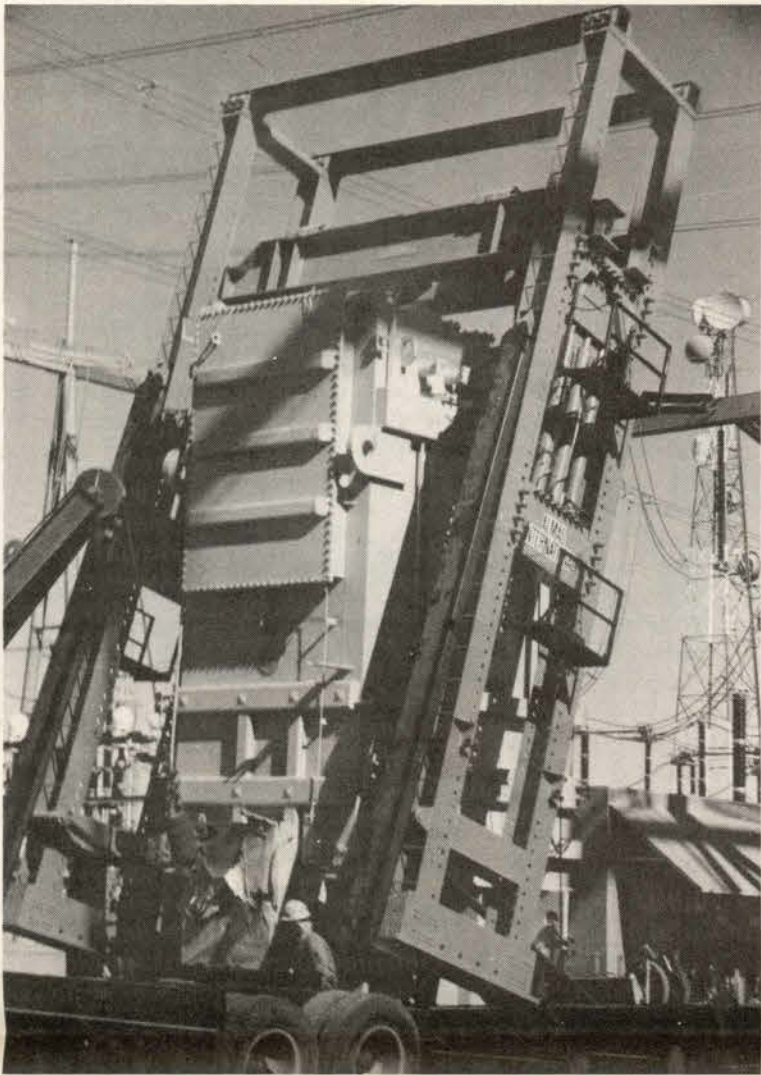


Photo: Bobby Blair

Transformer in the upright position.

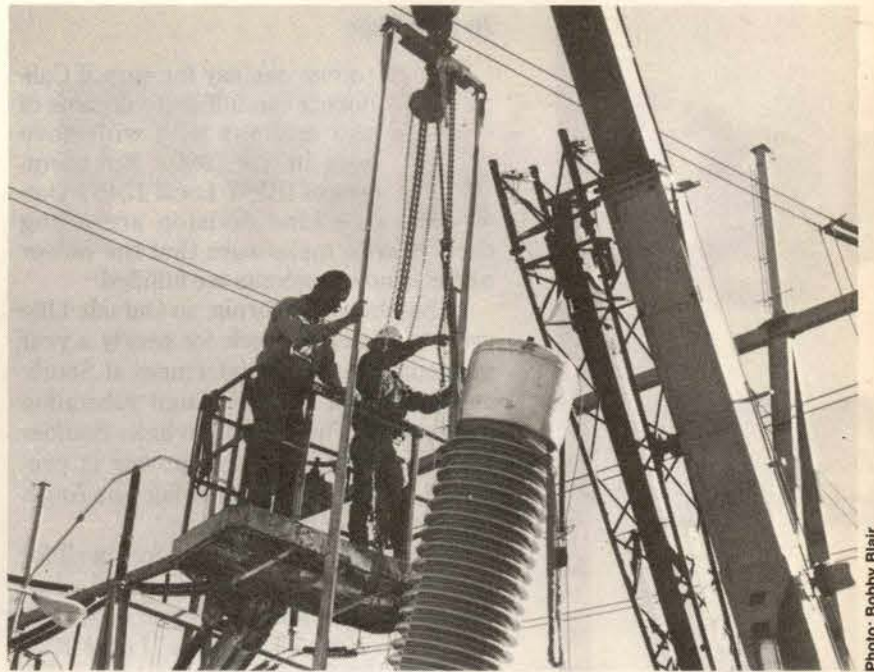


Photo: Bobby Blair

Lyman Morrison (left) and Chuck Patterson.

*"Everything's dangerous," said Patterson. He noted that wind can blow static electricity into lines that are supposed to be dead.*

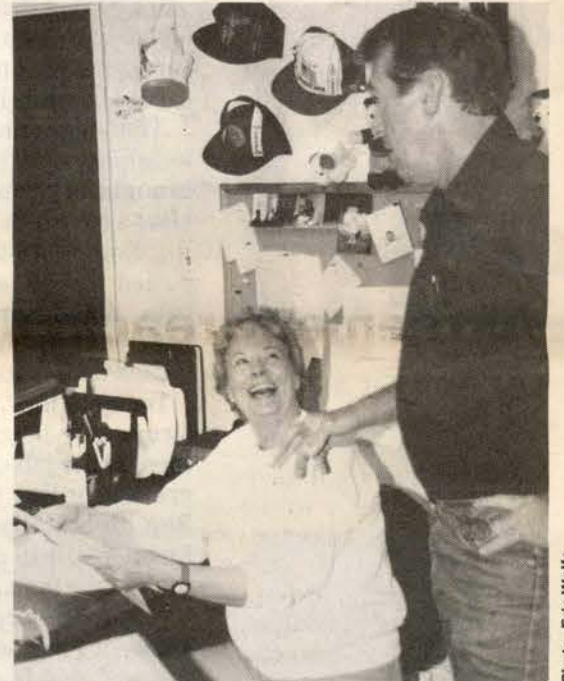


Photo: Eric Wolfe

Janet Evans, dispatcher in the Local 1245 Riverside office, shares a laugh with Business Rep. Bobby Blair.

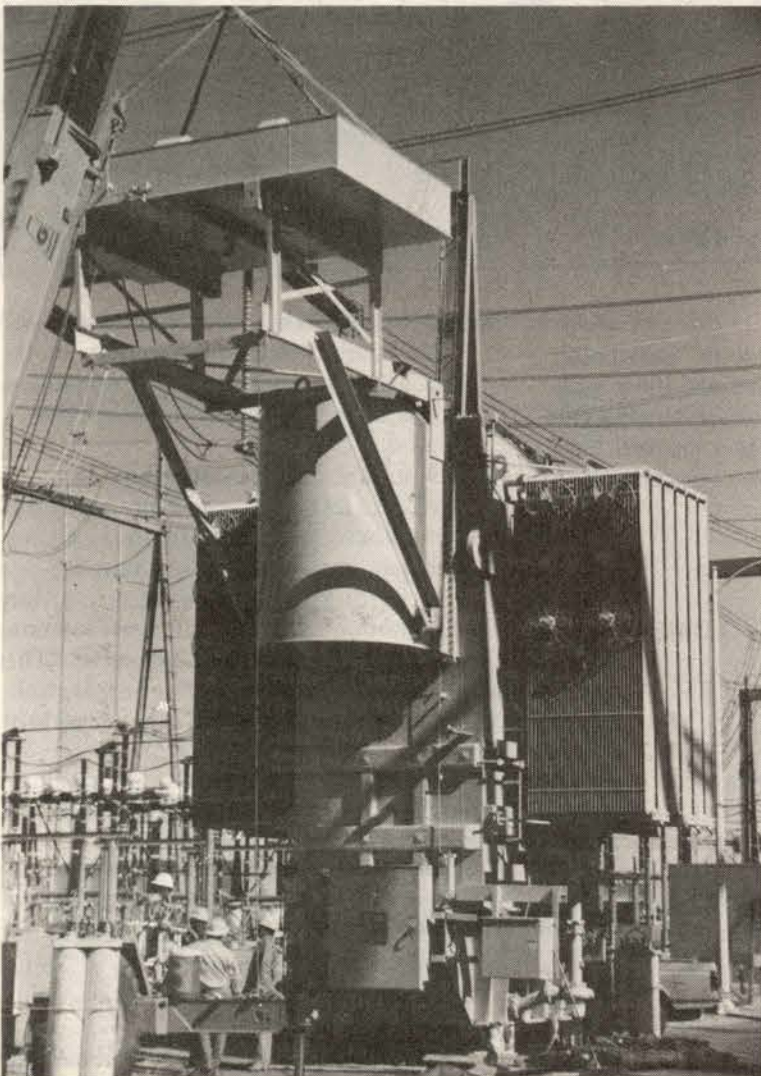


Photo: Bobby Blair

Transformer almost dressed out for service.

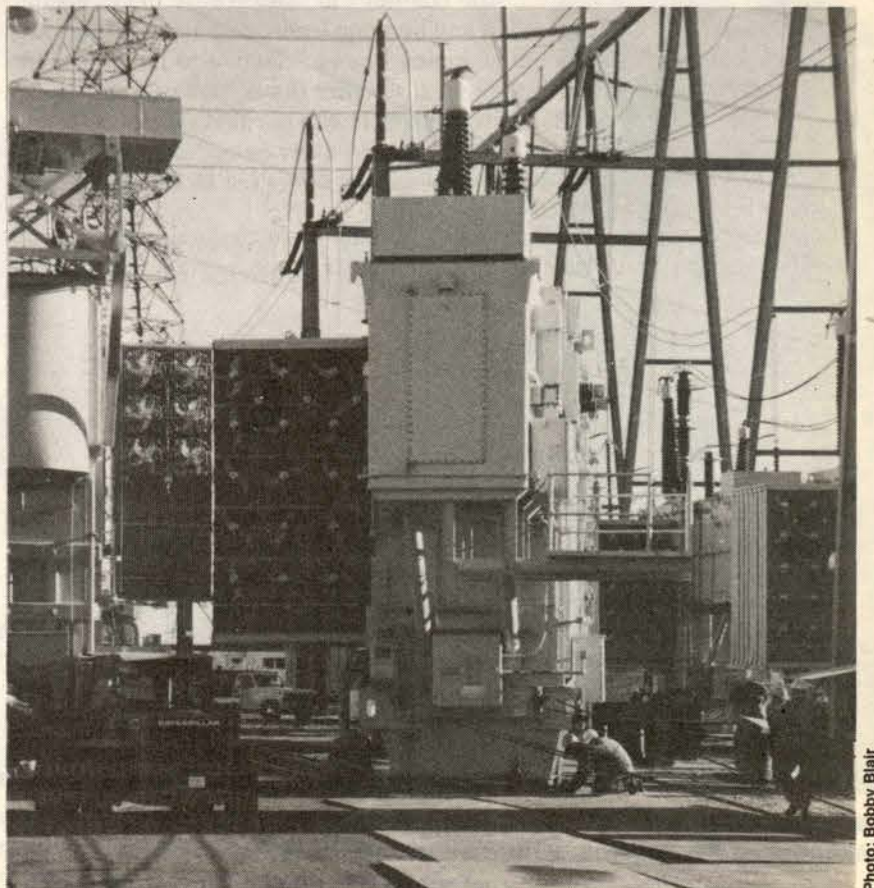


Photo: Bobby Blair

Moving the old transformer off of the pad.





Photo: Kua Patten

The union's committee on barehanding met to discuss policy issues April 5. Standing, from left: John Delsman and Russ Rylee. Seated, from left: Jack McNally, Bob Bustamonte and George Machado.

## Pacific Tree pact ratified

# Arbor Tree accused of bad faith bargaining

Arbor Tree's conduct at the bargaining table prompted Local 1245 to file unfair labor practice charges against the company on April 3.

Asst. Business Rep. Orv Owen said the company had never shown any intention of bargaining in good faith with its union workers. "We also feel he's in violation of state labor laws and we intend to pursue that through the appropriate agency," Owen said. Among the company practices the union objects to are: Arbor's refusal to pay for the time employees spend traveling to a job site; requiring employees to buy their own tools; and using employees with less than 18 months experience to trim near or around energized conductors.

Pacific Tree workers ratified a new one-year contract that provides a 4.2 percent wage increase. The agreement also made improvements in medical coverage and provides for increased meal allowance.

GEO responded to the union's request for a best and final offer by putting forward the same position as before. The union has strong objections to the provisions concerning seniority and union security, but will submit the offer to the membership for a vote. Meanwhile the union will continue pursuing its NLRB complaint against the company for discriminating against employees for union activity.

State TV and Local 1245 are negotiating amendments to the union contract. Bargaining was delayed due to a buyout of the company by Chambers Communications. Any agreement will be retroactive to Nov. 1, 1989. Representing the union in negotiations are Mike Considine, Mike Nelson and Business Rep. Mickey Harrington.

Citizens Utility and the union were slated to return to the bargaining table April 12 after the membership rejected Citizens contract offer for the second time. Among the members' objections was the fact that the proposal provided for no employer contribution to 401K plans.

## Agreement reached with Alameda Bureau of Electricity

The City of Alameda's Bureau of Electricity has reached agreement with Local 1245 on a new three-year agreement that provides 5 percent wage hikes each year.

The pact calls for equity pay increases ranging from .75 percent to 5.5 percent for three classifications. It also continues to provide 100 percent coverage on medical expenses and establishes the first apprenticeship program ever agreed to by the parties.

The agreement covers about 30 linemen, cable splitters and electrical maintenance technicians. Serving on the union negotiating

team were Larry Sanderson, Tim Meier, Larry Rodriguez, Bud Dougherty and Business Rep. Frank Saxsenmeier.

The Alameda-Contra Costa Transit District has agreed to a new 3-year agreement with Local 1245 covering 21 electricians, electronic technicians and radio technicians. The agreement provides for a 1.6 percent wage increase retroactive to Nov. 12, another 2 percent retroactive to Jan. 1, 1990, 3 percent effective Jan. 1, 1991, and 3 percent effective Oct. 1, 1991.

An additional cost-of-living adjustment will be applied

during the last quarter of the agreement.

The union was represented in negotiations by Lynne Morel, Dennis Hert and Terry Remy.

City of Berkeley electricians and radio technicians were slated to vote April 10 on a new three-year agreement with an option for a fourth year. Retroactive to June 30, 1989, the agreement would provide wage increases of 5 percent in the first year, 5 percent in the second year and 4 percent in the third year.

Upon ratification, the wage rate would be rolled up to reflect 40 hour earnings based

on a 37.5-hour work week. In the fourth year the pact calls for a 36-hour week with no loss of pay plus a 3.75 percent wage increase.

The City of Fallon has recognized Local 1245 as the bargaining agent for 35 city workers, including sanitary, electrical, maintenance and clerical personnel. Fallon is the first Nevada municipality to be organized by Local 1245. The workers were scheduled to meet April 16 to develop proposals.

## Pact with Roseville provides 14% hike

Local 1245 members ratified a new agreement with the City of Roseville in March that provides for a 14 percent wage hike over three years.

The members had approved a two-year agreement in January, but the union asked that it be renegotiated as a three-year agreement after learning that other city workers had received three-year agreements. The new Memorandum of Understanding (MOU) is retroactive to Jan. 1.

In addition to wage hikes

of 5 percent in the first year, 4 percent in the second year, and 5 percent in the third year, the agreement provides for an 80-20 split on health benefits. It also provides language clarifications regarding compensatory time off.

The agreement calls for \$10 for all overtime meals and provides for line boots (up to \$175) every two years for all climbing classifications. According to Local 1245 Business Rep. Wayne Greer, grievance procedure language was incorporated into

the MOU for the first time.

An additional feature is longevity pay. Workers completing nine years of service will receive a 2 1/2 percent hike, while those completing 14 years will receive an additional 2 1/2 percent. The MOU also provides for a voluntary catastrophic health care plan.

Serving on the Roseville negotiating committee, in addition to Greer, were Don Cox, Larry Layton and Mike Northcut. The committee was chaired by Randy Wilkins.

## Mother's Day Special from the Union Shopper

Honor your union "Mom" with the newest item from the Union Shopper!

14K Gold-plated Charm



Inscription: "IBEWomen, Local 1245"

Pebble background has die struck image of woman's profile and IBEW logo. Raised polished lettering. Jewelry bar on back for use as pin, cut-out at top for use as charm. \$8.00. Available May 1.



Joint study group learns about 'wellness'

## A preventative approach to health care

In the American system of health care, doctors get paid for treating problems, not for preventing them.

Ken Pelletier thinks that goes a long way toward explaining why America scores no better than many Third World countries in various health categories, even though Americans spend \$550 billion annually on health care. It also helps explain why corporations face staggering increases in employee health insurance costs and why many workers are being forced to bear those costs through contract concessions.

But according to Pelletier, who presented his views on March 26 to a joint study group of PG&E and Local 1245 officials, there is a solution to the rising costs and

declining quality of American health care. It's called health promotion and disease prevention.

"You as a corporation have no vested interest in disease, whereas every aspect of our medical establishment does,"

*The true interest of employers and employees is in preventing disease.*

said Pelletier, who is associated with the University of California San Francisco and directs the Corporate Health Promotion Research Program. The true interest of employers and employees is in preventing disease. Pelletier argues that it can be

done.

A study by the U.S. Surgeon General, Pelletier noted, found that the vast majority of diseases are preventable. The challenge to employers and employees is to design a "wellness program" that meets the needs of their particular work environment.

However, some health problems are very widespread and their solution needs to be incorporated into any "wellness program." According to Pelletier, these problems include smoking, coronary disease, hypertension and stress.

### Pay for choice

The joint study group also examined a health care program now being designed by Pacific Bell for its employees. Currently, Pacific Bell em-



Photo: Eric Wolfe

**Labor participants in the joint health care study with PG&E are (from left): Ben Hudnall for Engineers and Scientists of California; for Local 1245, Business Manager Jack McNally, Senior Assistant Business Manager Darrel Mitchell and Benefits Director Wendy Bothell.**

ployees enjoy freedom of choice when it comes to their health care providers. But starting next year, Pacific Bell will adopt a health maintenance organization (HMO) plan which requires employees to use only those doctors enrolled in the program.

However, unlike traditional HMOs, Pacific Bell's program will permit employees to retain freedom of choice if they are willing to pay a larger share of the bill out of their own pocket. By

signing on with an HMO the company will be able to negotiate lower health care costs while at the same time retaining some element of choice for employees.

The Local 1245/PG&E joint study team on health care and family issues will continue meeting throughout the spring in an effort to become better informed about the many complex health care issues that will confront company and union negotiators during bargaining later this year.

## Be a hero – save a life

It turns out it's not that hard to be a hero.

Not if you think saving a life is heroic.

Art Cutler, a shop steward and 18-year member of Local 1245, says just about anyone has a shot at being a hero by volunteering to join a nationwide computer bank in the battle against leukemia.

Each year 20,000 Americans are diagnosed with leukemia. Nine thousand lose their lives. But many lives could be saved if healthy folks donated blood marrow for transplantation into leukemia victims.

According to Cutler, if you come down with leukemia there's a 25 percent chance that a sibling has compatible bone marrow for a transplant. But if a sibling match isn't available, the odds of finding a match in the general population are far smaller: only 1 in 20,000.

By building a computer bank that lists people by their type of marrow, Cutler and other activists hope to improve the odds leukemia victims face in trying to find a match.

Cutler, who works for

PG&E in Angel's Camp, Calif., became concerned about leukemia when his doctor's wife was diagnosed with the disease last year. A spaghetti fundraiser Cutler helped organize last month at the Sonoma fairgrounds raised \$8,000 in donations from about 500 people.

"Til it hits home it's something you don't think about," Cutler observes. Now he's trying to spread the word so that lots more people will start to think about it and become involved.

If it turns out that your type of marrow is needed by a leukemia patient, you can donate marrow with very little trouble. The process involves putting a small needle into the bone under local anesthetic.

"They take it out the same way they take out blood. You can return to work the next day," Cutler said.

For further information on how you can be a hero and save a life, contact: Heart of America Bone Marrow Donor Registry, Inc., P.O. Box 460325, San Francisco, CA 94146 or call (415) 647-1980.

### 4 Divisions

- Men's "C"
- Men's "D"
- 35 or Older
- Women's



Family Members Eligible

\$150 Entry Fee  
Due no later than:  
May 4, 1990

## IBEW Local 1245

# Thirteenth Annual Slow Pitch Softball Tournament

Saturday and Sunday, May 19 & 20, 1990

Willow Pass Park, Concord, California

- Individual Trophies ■  
for the 1st Place Teams
- Team Trophies ■

for 1st, 2nd and 3rd Place in All Divisions

- Winner of "C" and "D" Divisions to Advance ■  
to State Industrial Championship
- USSA Umpires Provided ■

For more information contact: Ed Caruso

(415) 933-6060



## Executive Board resolution blasts Greyhound

**T**he Local 1245 Executive Board on March 23 roundly condemned the Greyhound Corp. in this sharply-worded resolution:

Whereas, The Greyhound Corp. has provoked a strike between itself and the Amalgamated Transit Union, AFL-CIO;

And Whereas, The Greyhound Corp. did not enter

Chairman Frank Lorenzo;

And Whereas, A scab driver crushed a striker to death with a bus in Redding, Calif., on March 3, 1990;

And Whereas, The scab driver was not taken into custody for the killing, but two strikers in Chicago were arrested for allegedly throwing stones at a bus;

Therefore, Be It Resolved, That good faith bargaining between the Amalgamated

*... A scab driver crushed a striker to death with a bus in Redding, Calif., on March 3, 1990;*

*... The scab driver was not taken into custody for the killing, but two strikers in Chicago were arrested for allegedly throwing stones at a bus...*

into negotiations seeking and is not now seeking an equitable contract with the union;

And Whereas, The Company has admitted to building cash reserves to bust the union in the event of a strike while pleading poverty at the bargaining table;

And Whereas, Fred G. Currey, Chairman of Greyhound, crawled out from under the same rock as Eastern

Council of Greyhound locals and the company commence immediately;

And Be It Further Resolved, That the Congressional leadership be urged to introduce a resolution denouncing Greyhound's unbusting and to introduce legislation prohibiting AMTRAK from honoring Greyhound tickets;

And Be It Further Re-

**In memory of workers killed by Greyhound's scabs**

**Ray Phillips - December 5, 1983**  
**Robert Waterhouse - March 3, 1990**

solved, That the Attorney General of the State of California begin an immediate investigation into the failure of the Redding Police Dept. to file charges regarding the death of the ATU striker on March 3;

And Be It Further Resolved, That the State PUC suspend Greyhound's operating license on the basis of the company's disregard for public health and safety and that Cal-OSHA begin an im-

mediate investigation of the licenses, training and safety records of Greyhound's scab drivers;

And Be It Further Resolved, That the California state legislature leadership be urged to introduce a resolution condemning Greyhound's union-busting tactics and supporting the Attorney General's investigation and to introduce legislation calling on the PUC to suspend Greyhound's operating li-

cence and direct Cal-OSHA to investigate the scab drivers;

And Finally Let It Be Resolved, That the California Labor Federation and the state's Central Bodies pass resolutions condemning Greyhound's vicious anti-unionism, that they press their Congressional and state legislators to take appropriate action and that they themselves take all actions necessary to speed the resolution of the Greyhound strike. ■



Robin Blair



Roblyn Blair

### Girls compete in pageant

Local 1245 Business Rep. Bobby Blair couldn't be prouder. His two pre-teen girls, Robin and Roblyn, will compete in the Miss California Pre-Teen Pageant on May 26 in Los Angeles.

The pageant, in addition to offering prizes for the winners, gives contestants an opportunity to practice their poise in a public setting.

Robin, grade six, and Roblyn, grade five, attend school in Victorville. ■

### Steward becomes Demo delegate

**N**agarja "Dada" Rao has been named as an alternate delegate to the Contra Costa County Central Committee of the Democratic Party. Rao, a senior operating clerk with PG&E, is active in numerous political and community organizations. He has been a Local 1245 shop steward for 10 years and serves on the general office labor-management committee.

Some people may believe that political action isn't important. Rao isn't one of them. "We can elect the leaders who make the laws. We can let them know our concerns, our problems," Rao said.

As a member of the County Central Committee, Rao said he will attempt to serve as a link between his community and elected officials.

Rao was born in southern India in 1942. He came to the United States in 1967. ■



Nagarja "Dada" Rao

Photo: Eric Wolfe



## Propositions 118 & 119 would hurt workers

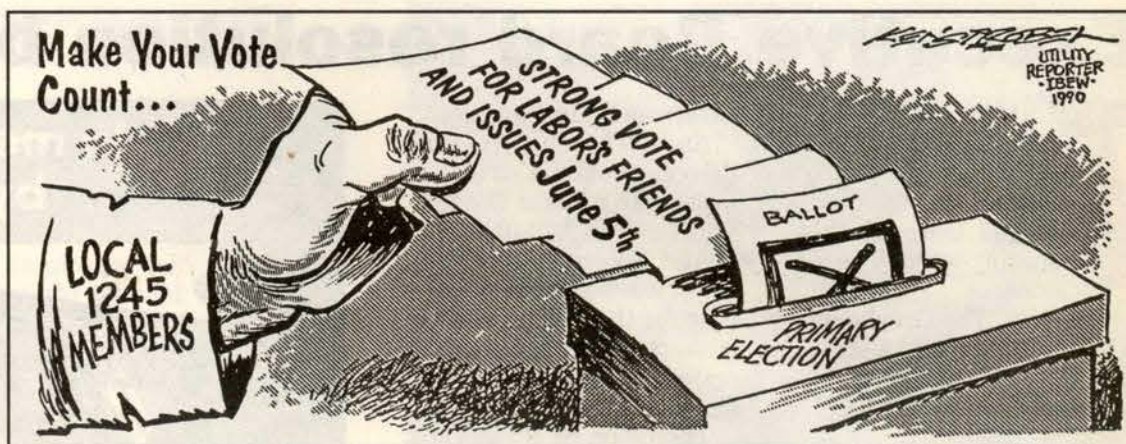
**U**nder the guise of "ethics reform," California Republicans and their Big Business allies are seeking to manipulate the reapportionment process to weaken the influence of working people in government.

Every ten years, during reapportionment, the nation's congressional and legislative districts are redrawn in accordance with the latest census statistics. That job normally falls to our elected representatives in the state legislature.

However, state Republi-

cans and Big Business have devised two ballot initiatives—Propositions 118 and 119—that would take the reapportionment process out of the hands of elected representatives accountable to the people and put it in the hands of special interests accountable only to their Big Business patrons.

Proposition 119 would create a 12-member reapportionment commission whose job would be to evaluate reapportionment proposals submitted by independent parties. Because of the complexity and expense involved, only well-financed special in-



Registration deadline is May 7. Call 1-800-345-VOTE.

terests will be able to participate in this process.

A list of the financial contributors to Proposition 119 sheds light on which special interests hope to control reapportionment. The list includes Chevron Corp., Clo-

rox Corp., Sunkist Growers, Merrill Lynch, Transamerica Insurance and over a dozen Republican politicians and the California Republican Party. The citizens group Common Cause and numerous labor organizations strongly oppose Proposition 119.

Under Proposition 119, the real business of drafting redistricting plans will be done in secret behind closed doors, instead of in public by elected officials accountable to voters.

Proposition 118 is equally devious. The authors have

tried to package it as "ethics reform." But according to Common Cause, Proposition 118 "will allow a minority number of legislators to dictate how our legislative districts are to be designed." The result will be "back room dealings and even more gerrymandering."

Proposition 118 and 119 pose real and significant threats to the future livelihoods of working people in California. Working people should carefully study these measures and "Vote No" on Propositions 118 and 119 on June 5. ■

## Unionists back Thompson for senate

**W**orking people will gain a new friend in the California legislature if Democrat Mike Thompson succeeds in his bid to represent northern California in the State Senate.

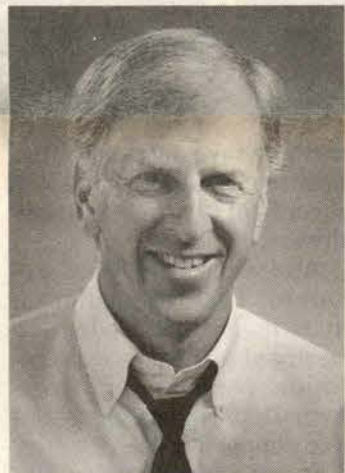
Thompson, a native of St. Helena, doesn't have to make up working class credentials; he earned them. From his days as an apprentice mechanic in a tractor repair shop to his stint as an organizer during a faculty union drive at Chico State, Thompson's allegiances have been clear for all to see.

Thompson's straight-forward positions on the issues have won him enthusiastic endorsements from labor unions in his district, including Local 1245, and have energized grassroots support.

"Working conditions and workers' safety and workers' salaries are extremely important to me," Thompson told *Utility Reporter*. "Having come from the working community I identify closely with working men and women and understand through my own experiences what working men and women face on a day to basis."

Thompson is no stranger to the workings of state government. As chief of staff for Assemblywoman Jackie Speier and Assemblyman Louis Papan, two close friends of labor, Thompson knows how things get done.

And as a state senator, Th-



Mike Thompson

ompson would be in a position to get things done for working people on several critical issues, including:

**Worker safety** - Cal-OSHA, Thompson told *Utility Reporter*, "should be preserved and enhanced. We should make certain the program is staffed appropriately so violations or potential violations can be investigated. We can be pro-active and make sure workers have the safest working environment" possible.

**Workers' Compensation** - "Irrespective of how safe the work environment is, there are always going to be accidents... We need to make sure that we have a program in place whereby an injured worker doesn't lose everything he or she has worked for. Compensation to injured workers has got to be greater."

**Health care costs** - "We

have to be able to keep the cost of health care down... We need to make sure that we can do things at the front end that reduce the cost of medical care. For instance, preventive health care... We have to make sure that the programs focus on keeping the society healthy, and that in turn will reduce the cost of medical care over time. We need to put more attention and money into pre-natal care for children. If people start out healthier with programs that keep them out of the hospital, the overall cost of health care is certain to go down."

**Propositions 118 & 119 (Reapportionment)** - "It's a Republican measure, both of them are, designed to change the numbers (of Republicans) in the state legislature. That hurts us. It hurts union workers. Look at Cal-OSHA. It was a Republican move to do away with Cal-OSHA." Governor Deukmejian "has never been overriden in one of his vetos. That's because we have Republicans in the legislature who will vote with this governor regardless of the cost. And that's got to change."

Thompson, who lives with his wife and two sons in St. Helena, is running a grassroots campaign that relies heavily on volunteers for walking precincts and organizing "house parties." For information, contact Thompson campaign headquarters at (707) 224-1990. ■

## Eaves seeks re-election

For Assemblyman Jerry Eaves, safety on the job is a very personal matter. His father died of job-related lung cancer.

"He was an underground miner in the days when they didn't have a lot of the laws they do now," Eaves recalls. "Unsafe working conditions affected me personally."

As a three-term assemblyman, Eaves has been resolute in his support of worker safety. He fought Gov. Deukmejian's bid to gut Cal-OSHA and was a vigorous supporter of the 1988 ballot initiative to get Cal-OSHA restored.

Eaves expresses enthusiasm for last year's reform of Workers' Compensation, especially the provisions for rehabilitation. "I don't think it's gone far enough, but we've made some strides and I think we need to give it a chance and see how those work."

Eaves understands the burden put on workers by rising health care costs. He believes a major revision of MediCal is needed to provide better reimbursements to doctors for treating the uninsured so that those costs do

not get tacked onto the premiums of insured workers. Eaves also believes a greater emphasis on preventative health care could "catch a lot of these problems before they become serious."

Eaves sides with Local 1245 in favoring passage of Proposition 111, the constitutional amendment that would gradually raise the gas tax to fund road improvements and expand rail transit. "We continue to grow, we can't stop the growth, so we're going to have to deal with the growth," Eaves says. "I just think it's time we get a transportation system that's going to work into the '90s."

Like other Democrats, Eaves regards Propositions 118 and 119 as nothing but a gambit by state Republicans to gain political power by manipulating the reapportionment process. The two propositions, he says, may be "kind of cloaked in ethics and all that other stuff, but realistically—it's politics."

Eaves, who worked for 25 years as a laborer and in management in the steel industry, faces opposition in both the primary and general election. ■