

UTILITY REPORTER

JESSE JACKSON MARCHES
WITH NEVADA UNIONISTS
SEE PAGE 8

Lead effort in 1940s to organize PG&E

Weakley inducted into Labor Hall of Fame

The union organizer who brought Pacific Gas & Electric employees together into a single union nearly 40 years ago has been inducted into the Northern California Labor Hall of Fame.

Ron Weakley described himself as "more of an activist than a speaker" in accepting the honor during ceremonies on July 27 at the Machinists hall in Burlingame. But Weakley, widely regarded as a principal "founding father" of Local 1245 as a union for all PG&E employees, had no trouble winning over the audience with remembrances from an earlier era of union struggle.

When Weakley was working as a laborer for PG&E in the early 1940s, union organizing efforts were fragmented. Weakley and other workers began to assemble at mealtime and before and after work to discuss how to organize the company.

It was a time of intense labor activity, spurred on by the formation in the 1930s of the Congress of Industrial Organizations (CIO), which introduced America to sit-down strikes and other militant organizing tactics. In the early 1940s, the CIO-affiliated Utility Workers Organizing Committee won several union representation elections at various PG&E divisions.

Meanwhile, the IBEW,

affiliated with the older and more conservative American Federation of Labor (AFL), began to organize in the rural divisions.

Weakley was active in the efforts of the CIO, which he called "a great organization." Weakley recounted meeting the legendary CIO leader Phil Murray, who he credits with teaching him that "you never start a strike that you can't win."

Over time, Weakley and others grew impatient with the competition between the CIO and the IBEW unions, which they felt only served to keep the union movement at PG&E divided against itself.

In 1948, Weakley's group



Ron Weakley: union founder

sought and received a charter from IBEW to organize a system-wide union election of all physical employees at PG&E, which they eventu-

See PAGE NINE

Collective voice key to success

Talks begin with PG&E

General contract negotiations between Pacific Gas & Electric and IBEW Local 1245 will get underway Aug. 3 when the two parties exchange their initial proposals.

But for the union, the process began months earlier with the gathering of proposals from the membership. Only the members can decide what it is they want, and then through their collective strength as a union go to the bargaining table and try to get it.

The collective bargaining process is important for the concrete benefits it can secure: wage gains, health insurance, retirement benefits, safety protections, grievance procedures. But the process is also important *in and of itself* because it asserts that workers have a fundamental right to some voice in their worklife.

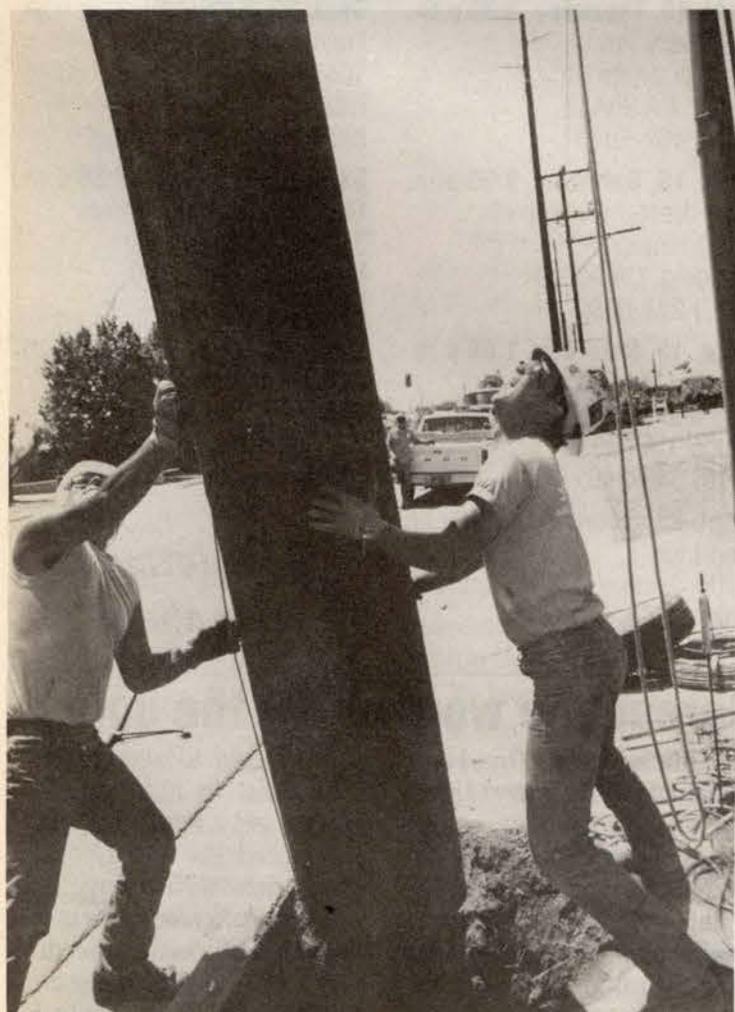
And in 1990, union members at PG&E were not bashful about saying what they wanted. Over 1,000 proposals were submitted by members to their unit meetings, where they were forwarded to the union's bargaining committee.

The membership came up with an impressive list of ideas, according to Danny Jackson, a bargaining team member. "They're informed on the issues," Jackson said of the membership. "They know what they want."

Obviously members want to share in the company's general prosperity. A company that is ranked by Business Week as the nation's 52nd largest corporation is certainly in a position to generously compensate the workers who make that prosperity possible.

But money isn't the members only concern. Not by a long shot.

See PAGE FOUR



Bob Broussard (left) and Billy Reed, Local 1245 Outside Line Construction, position a pole on Pouk & Steinle job in Sun City, Ca. Story on Page 12. (Photo: Eric Wolfe)



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CALENDAR

Aug. 11 - PG&E East Bay Region Shop Steward Conference

Sept. 8 - PG&E San Jose Region Shop Steward Conference

Sept. 15 - Sierra Pacific Power Co. Shop Steward Conference



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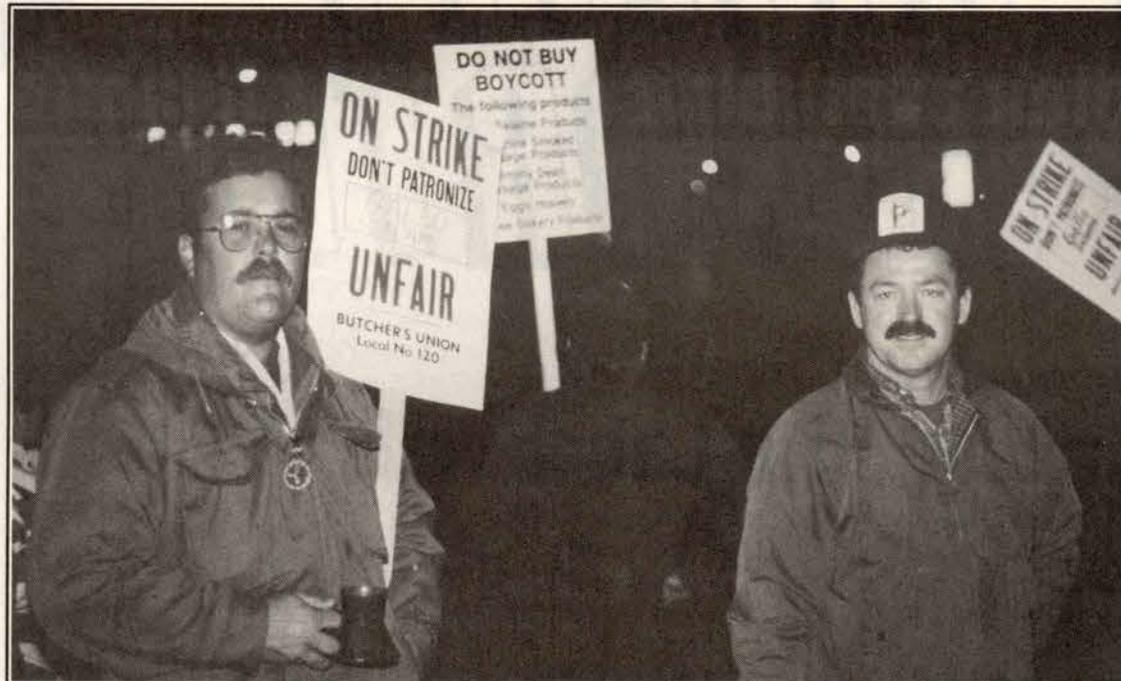
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WIPA



SOLIDARITY
In an expression of solidarity, Local 1245 members Paul Sydow (left) and Gene McCandless join the picket line during a strike by United Food and Commercial Workers Local 120 against Gallo Salame. The strike was prompted by Gallo's demand for take-aways at the bargaining table. Sydow and McCandless work for PG&E Electric T&D in San Francisco. (Photo: Landis Marttila)

Soft landing for managers

One in three major companies compensates top managers who lose their jobs in hostile takeovers, the *Wall St. Journal* reports. But only one in 60 companies offers compensation to those on the shop floor who lose their jobs due to takeovers.

Seminars assist retirement planning

Planning for retirement will be the theme of a series of seminars sponsored by Local 1245 in September.

The Retirement Planning Seminars will cover all aspects of pre-retirement preparations, including financial and tax planning. Seminars are open to Local 1245 members aged 45 years and older and their spouses.

Topics covered in the seminars will include:

- *Planning for retirement
- *Reducing consumer debt
- *IRAs
- *Home ownership
- *Saving for children's college expenses
- *Obtaining long-term health care
- *Saving on income taxes

- *PG&E stock forecast
- *Economic forecast

Each seminar will last approximately an hour and a half, including time for questions. IBEW members will be notified of the seminars by mail and must return the reply card in order to attend.

There is no charge for the seminars. Refreshments will be served

Seminar schedule

Sept. 13, Thursday, 7:30 p.m.
Discovery Inn
1340 N. State St.
Ukiah, CA 95482
(707) 462-8873

Sept. 15, Saturday, 9:00 a.m.
Best Western Hilltop Inn
2300 Hilltop Dr.
Redding, CA 96001
(916) 221-6100

Sept. 15, Saturday, 1:00 p.m.
Holiday Inn-Chico
685 Manzanita Court
Chico, CA 95926
(916) 345-2491

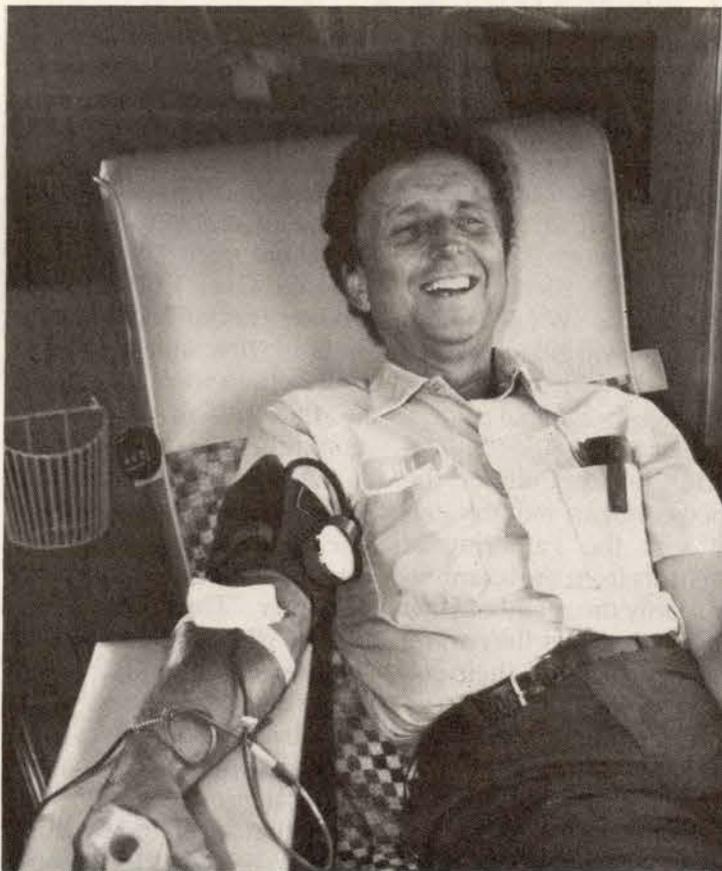
Sept. 22, Saturday, 9:00 a.m.
Red Lion
3100 Camino Del Rio Court
Bakersfield, CA 93008
(805) 323-7111

Sept. 22, Saturday, 2:30 p.m.
Fresno Hilton
1055 Van Ness
Fresno, CA 93722
(209) 485-9000

Sept. 27, Thursday, 7:30 p.m.
Monterey Sheraton Hotel
350 Calle Principal
Monterey, CA 93940
(408) 649-4234

Sept. 29, Saturday, 9:30 a.m.
Embassy Suites
333 Madonna Road
San Luis Obispo, CA 93401
(805) 549-0800

**Be informed:
plan ahead!**



HELPING OUT

Bill Cole (above), gas serviceman and 23-year union member, was among the many Pacific Gas & Electric employees last month who donated blood to Shaun Smith, grandson of PG&E's Ed Gay. Smith, age 6, suffered the loss of both legs in a July boating accident when the boat he was in was struck by a drunken driver in another boat. Cole said this was the 58th time he had donated blood over the years.

Spread the word about the union

Finished with this issue of the *Utility Reporter*? Heading for the garbage can or recycling bin?

Not so fast! There are plenty of folks out there who don't have the slightest idea what a union is or how unions help create a better community. You can help

them begin to see that unions exist to help working people get a better deal.

Spread the word. When you're done with it, leave your copy of *Utility Reporter* at the dentist's office. Or the doctor's. Or the hair dresser's. Or the public library. Or the auto shop. Or the...

General Construction talks stall out

Preliminary talks between Pacific Gas & Electric and the Local 1245 Bargaining Subcommittee for General Construction ran into a deadend last month.

After six weeks of talks designed to iron out General Construction issues prior to the start of General Negotiations in August, PG&E negotiators declared that the two parties were too far apart to warrant further discussions. All outstanding issues will now be referred to the General Negotiations, which were slated to begin July 31.

According to Local 1245 Assistant Business Manager Roger Stalcup, the company appeared to be unwilling to address union proposals during the General Construction talks. Instead, the company focused on a number of its own proposals which union members are apt to view as "take-aways."

For example, the company proposed changes in regular work hours and days so that GC employees could be required to work eight hours straight time anytime between 6:00 a.m. on Monday

and 6:00 p.m. on Saturday. The company also proposed language to provide for overtime meals at five-hour intervals between 6:00 p.m. and 6:00 a.m., with all other meals at the employee's expense regardless of the number of hours worked.

The company eventually withdrew these proposals, Stalcup said.

However, the company stuck fast to its proposal for a per diem system based on a 50 radial mile work center concept. The union countered with a combination work center and road mile proposal to maintain the current 75 road mile, six zone concept, plus full expenses for workers when assigned outside the work center. Numerous counter proposals were exchanged, Stalcup said, but no agreement was reached.

One GC worker who

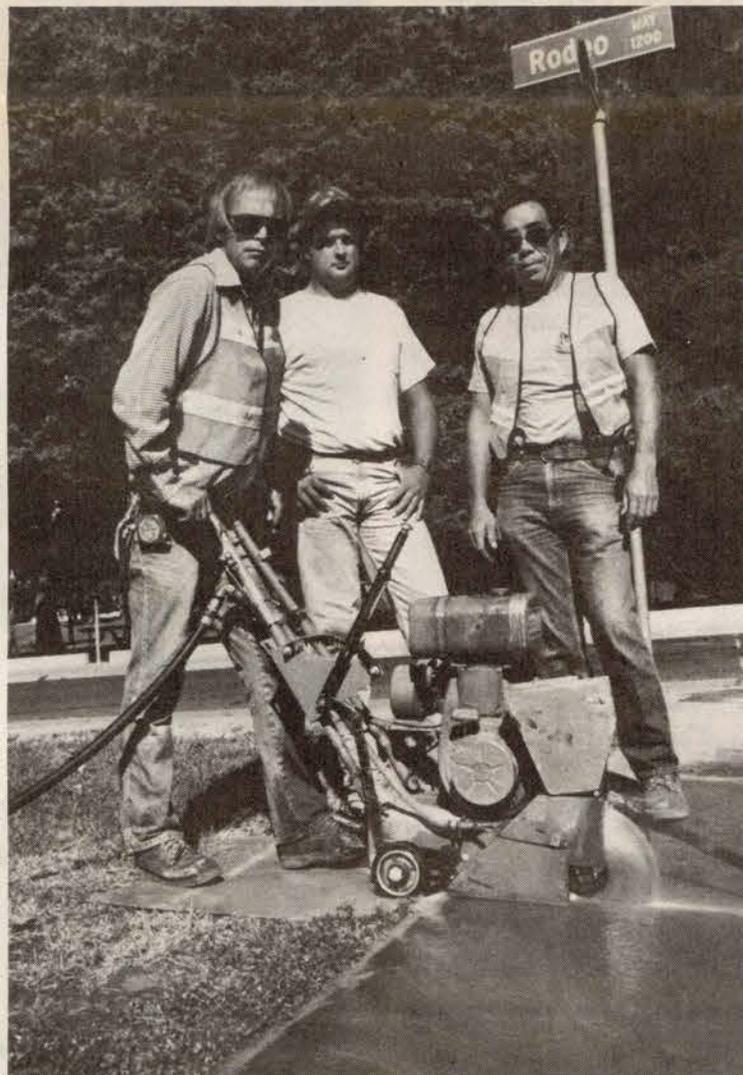
doesn't want to see the per diem expense formula watered down is Sam Eiri, a 24-year member based in the Sacramento area.

By securing the current system of expense reimbursement, Eiri said, "the union did us a good turn."

"It doesn't cover all expenses and it's not meant to," Eiri said. "It's like everything else—nothing's fair. But at least when you're working out of town you get some recompensation" under the present system.

If that system is changed Eiri worries that the company will not have as much incentive to keep people working close to home.

The company proposed numerous other "take aways", including the elimination of all but one hour show-up time on inclement weather days.



INSTALLING NEW GAS LINES

A Pacific Gas & Electric General Construction crew replaces sidewalk following the insertion of new gas lines near 54th and "L" in Sacramento last month. The new lines will increase gas pressure to area homes, replacing lines laid down in the 1920s and 1930s. Pictured are, from left: Ed McGill, a six-year member, Aaron Clark, a summer hire, and Sam Eiri, a union member since 1966.

Bargaining process requires give and take

Jack McNally, IBEW 1245 Business Manager



Local 1245 and Pacific Gas and Electric Co. have exchanged proposals for negotiations for a new contract to be effective January 1, 1991.

We have agreed to commence bargaining early with hope that we can get an acceptable offer ratified before the end of the year.

Each party will have numerous proposals for change. In the union's case, these proposals have come mainly from the members in one form or another. Each side will, in the first few meetings, make arguments to justify these proposals to the other side. As the negotiations progress, each side will evaluate the proposals of the other in an effort to determine their priorities.

One party may indicate a willingness to give ground on one or more of the other's issues if the other side will consider some of the first party's issues. This is the give and take of negotiations that begins to establish the priorities of the parties. At times this can be agonizingly slow or can fall into place and move rather quickly.

The parties set self-imposed deadlines to reach a tentative agreement and work the negotiations to achieve that goal. As the process gets closer to the deadlines the pace picks up and greater strides and movement are often made. Money or cost issues are usually the last subjects to be resolved in reaching an agreement.

The committee members on both sides endure long and short caucuses, engage in vehement discussion and argument amongst themselves and across the bargaining table. The members on each side agonize over making compromises, withdrawing proposals and agreeing to the other

side's proposal in order to get the other side to agree to something in exchange. Sometimes the parties can fashion a "win-win" agreement on an issue where both sides get what they want.

All of the above is what is known as collective bargaining between labor and management. The National Labor Relations Act encourages the practice and procedure of collective bargaining to resolve industrial disputes arising out of differences over wages, hours, or other working conditions. However, there are few rules governing the collective bargaining process. The courts define the mandatory subjects for bargaining and the law requires that the parties bargain "in good faith." But the law does not require the parties to reach agreement. Reaching agreement ultimately depends on the give-and-take between the two parties at the bargaining table.

Collective bargaining goes on daily in the United States. The vast majority of the time agreement is reached without a strike. The process works where the parties live up to the spirit of law.

The union's negotiating committee has a tough job ahead, but I am confident the committee members are up to the task and will do their best to achieve the best settlement possible.

APPOINTMENTS

AIRSPACE TECHNOLOGY CORPORATION

Airspace Technology Corporation Negotiating Committee

Rich Sidman
Christa M. Rockel
William C. LaFay
John Benneche

OXFORD ENERGY

Oxford Energy Negotiating Committee

Kent Ross
Steven C. Flickinger

CONFERENCES AND CONVENTIONS

National Council of Senior Citizens Convention

Ralph Weidling

United membership is key to successful bargaining

from PAGE ONE

"Employees want more control over their working conditions," said Jackson.

In the long run, Jackson argues, empowering the employees will benefit the company as well as the workers. When you have more input, Jackson said, "the better you feel about your job. You feel like you're contributing to the overall operation."

It is a mistake to believe that efficiency can only come from supervisors who constantly push the employees

"You don't have to be a supervisor to motivate people, to let another employee understand their own self-worth to the organization," said Jackson.

Fashioning a package

Fashioning over 1,000 proposals into a package that can be taken to the bargaining table is no easy feat. According to bargaining committee member Steve Moore, the committee divided into subgroups which reviewed all proposals for specific issue areas. The subgroups then brought summaries of each proposal back to the full committee.

"It takes quite some time," Moore noted.

Some would consider that an understatement. The committee, in fact, met for three straight weeks going over proposals. After a week off the committee reconvened for another two full weeks, wrapping things up in mid-July. On July 31 the committee was scheduled to meet again to go over the company's initial proposal.

Serving on the bargaining committee is not the world's easiest assignment. It requires detailed knowledge of the contract and a willingness to spend long hours



Porning over stacks of contract proposals submitted by members are (from left) Barry Humphrey, Chris Habecker, George Naranjo and Sandra Weeks

carefully evaluating each proposal submitted by the members.

Jackson stressed that the committee considered issues from all areas, not just the areas worked in by the committee members. The presence of four clerical workers on the bargaining team helps insure that both physical and clerical concerns will have strong representation.

Clerical workers are following the process closely this year according to Debbie Mazzanti, an East Bay service representative.

"As soon as you walk to your work group nobody says hello to you anymore. They want to know, 'How much money are you getting us and are our benefits going to stay intact?' I'd say the interest level is real high."

Part of the reason for that high level of interest may be recent attempts by the company to suggest that clerical workers are overpaid. Mazzanti is quick to rebut that sort of talk.

Clerical workers "feel that they earned their money," Mazzanti said. "We've bought into their philosophy that the customer is number one.

We've bought into 'Doing More with Less.' It's a real slap in the face when they turn around and tell us we're overpaid."

Clerical negotiators intend to take an aggressive posture at the bargaining table.

"If we go down, we go down fighting," Mazzanti said. "It's going to take a lot to shut us up."

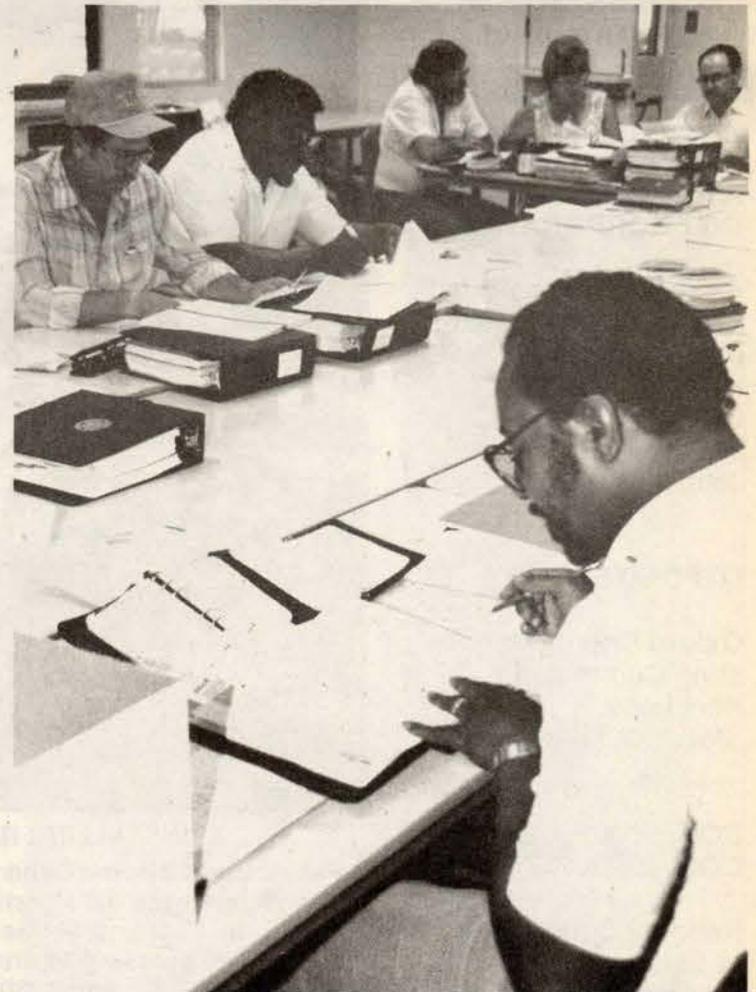
Playing hardball?

In fact, the entire bargaining team is bracing for tough negotiations. Moore, a lineman out of San Jose, noted that the company "pretty much closed the door" on union proposals during preliminary contract talks covering General Construction employees. That may be because PG&E intends to play hardball all the way down the line, or simply because the company didn't want to give away its bargaining strategy that early in the game, Moore observed.

The picture will become a lot clearer as negotiations pick up steam in August. The union will shortly mail to all its PG&E members a copy of the company's initial contract proposal along with the union's initial proposal.

Although the union has assembled a knowledgeable and aggressive bargaining team, successful negotiations depend on the solidarity expressed by the members on a day-to-day basis as bargaining proceeds. When working people speak up together, they are a force to be reckoned with.

It was true when workers a century ago fought, and sometimes died, for the right to bargain collectively. It is still true today.



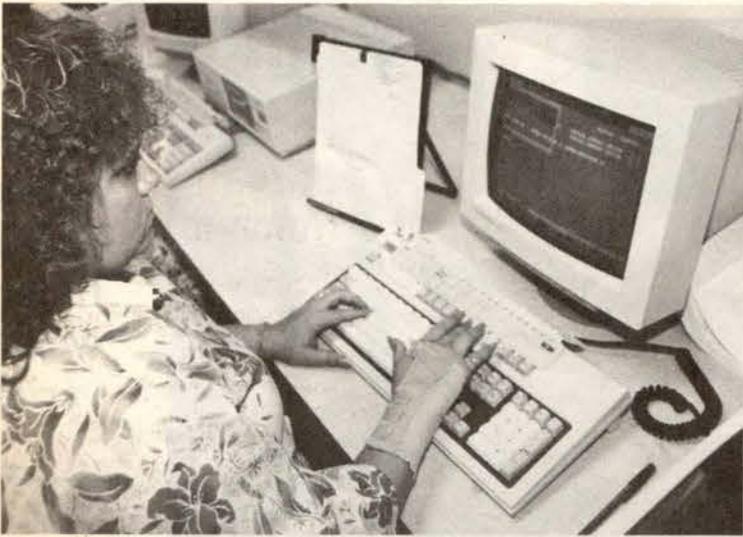
The bargaining committee spent several weeks going through every contract proposal submitted by the membership.

Local 1245 Bargaining Committee

- Sandra Weeks**
Cupertino, new business clerk
- Gary Surfus**
Contra Costa Power Plant, relief control operator
- Bernard Smallwood**
San Francisco, fieldman
- Vernoica Parker**
San Francisco, computer op.
- Robert Olsen**
Santa Rosa, relief service
- George Naranjo**
San Jose, GC, heavy truck driver
- Steven H. Moore**
San Jose, lineman
- Debbie Mazzanti**
East Bay, customer service rep
- Danny Jackson**
Sacramento, gas crew foreman
- Barry Humphrey**
Cottonwood substation, GC, station mechanic
- Chris Habecker**
Fresno, customer service rep
- Michael Brocchini**
Merced, lineman

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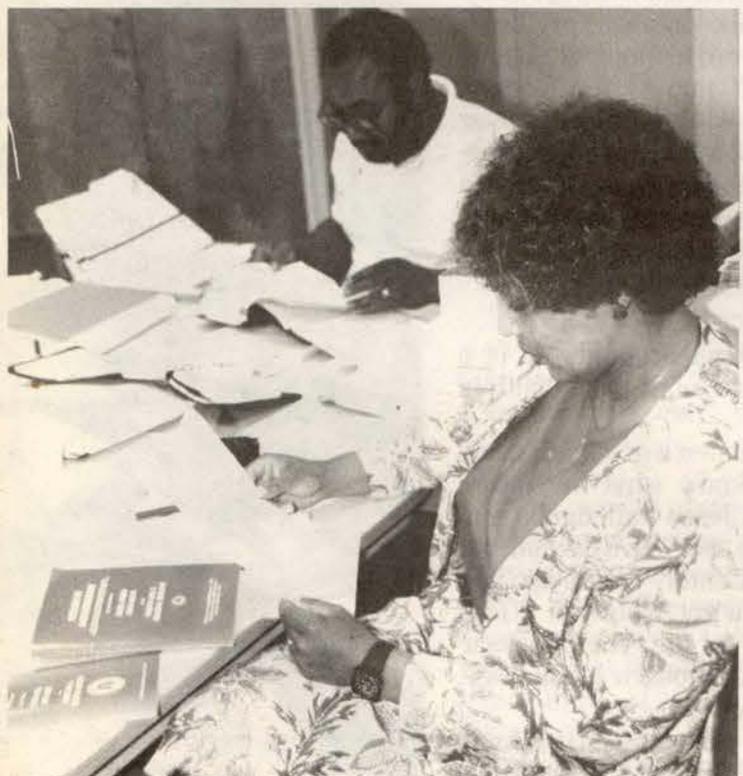
Debbie Mazzanti



Bargaining team member Sandra Weeks enters members' contract proposals into the computer, which aids the committee in keeping track of all proposals made by members.



Debbie Mazzanti and Michael Brocchini discuss a member's proposal during one of many lengthy meetings at union headquarters in Walnut Creek.



Danny Jackson and Veronica Parker consult the contract as they study members' proposals.

When working people speak up together, they are a force to be reckoned with. It was true when workers a century ago fought, and sometimes died, for the right to bargain collectively. It is still true today.



Wrapping up a day of deliberations in preparing for bargaining with PG&E are (from left) Danny Jackson, Bob Olson, Asst. Business Manager Dorothy Fortier, Debbie Mazzanti, Senior Asst. Business Manager Darrel Mitchel, Chris Habecker, Mike Brocchini, Business Manager Jack McNally, and Steven Moore.

"HEY, BOSS!"

WE NEED A RAISE!



KONOPACKI
©1990 HUCK KONOPACKI LABOR CARTOONS

'New' ain't necessarily 'improved'

PG&E service reps cast wary eye on automation

By Eric Wolfe

Not so long ago it was still possible to believe that technology was going to make life easier.

The post-World War II generation grew up being told that energy would be too cheap to meter, food so plentiful no one would starve, and that automation would put an end to the drudgery of common labor. Workers were about to enter an era of shorter hours, lighter work and greater leisure-time opportunities.

The reality, as working people today well understand, has turned out to be something quite different. Automation has created new classes of tiring and stressful jobs which threaten workers' physical and mental health. At the same time, automation has given management new tools to help drive workers harder.

In some cases automation can just plain gum up the works.

Take OCTEL, for example, the new automated telephone answering system Pacific Gas & Electric has installed in its customer service center in Cupertino, Ca. Management hopes that OCTEL can handle turn-ons, shut-offs, and change party functions, taking the place of customer service representatives.

In theory, OCTEL should permit the company to perform more work with fewer people. But in practice, the system has put a greater burden on the customer service workforce with no apparent gain in service.

OCTEL may indeed reduce the volume of calls going to customer service representatives. But some-

one must transcribe the messages that the customers leave. That job falls right back on the customer reps.

And in many respects it's harder, more time-consuming work than simply taking the calls in person.

Normally a customer rep can handle 80 to 100 calls a day according to Mary Davis, a customer rep and union steward. But reps can transcribe, at most, just 60 OCTEL messages per day, she says.

Perhaps in an ideal world where customers are as automated as company equipment, all customers will speak distinctly and give information that is correct and complete when leaving their messages on OCTEL. In the real world, however, where things are seldom so tidy, the customers often must be called back.

When customer reps are pulled off the phones to make these call-backs, they are no longer available for taking in-coming calls, which are shifted onto other customer reps.

To make matters worse, Davis says, about 30 percent of the customers who leave a message on OCTEL call back for a live customer rep because they worry their message didn't get through.

"It's created double work," Davis observes.

"We've told them over and over again that this is not working, but it seems like they're so gung-ho on implementing the system they're overlooking the ways we're being disadvantaged and the customers are really getting upset."

Davis readily acknowledges that new technology is necessary to keep PG&E competitive and believes that



Helen Munoz (above and inset), customer service rep in the high bills section at PG&E's Mission Trail Service Center in San Jose, shows supervisor Jeff Beresini a complaint she put together for presentation to the Public Utilities Commission on a fraud case she uncovered.

Helen Munoz believes that automation could increase productivity by putting more workers to work on a variety of tasks.

Jesse Rutledge, with co-workers, worries about new technology caused employee stress and worry about the future.

OCTEL may prove useful for certain functions, like shut-offs.

"Management sees us as being against anything new, but that's not really true," says Davis.

A more accurate statement of the problem may be that management is so enthralled with new technology that it embraces anything that increases automation, whether it increases service or not. This headlong rush toward technological innovation, which may threaten some workers' jobs while putting a greater burden on others, is not just a problem at a single service center: It is a system-wide phenomenon that suggests a company increasingly out-of-touch with its workforce.

Losing faith

By nearly all accounts, it is a workforce that is fast losing faith in its employer.

"This has been a good company, but I don't know what the future brings," says Jesse Rutledge, a senior service rep at PG&E's Sacramento Gas Service Center. "Years ago you thought if you got a job with PG&E you were set for life. You had security. Now with modern technology, nobody knows."

Rutledge, who has 24 years of service at PG&E, says there was a time when "you felt each job you were doing was the most important

in the company." But no more. With the advent of new technology, like electronic meter reading, "you worry about people's jobs," Rutledge says. "You're constantly worrying about what's going to happen."

Helen Munoz, a 17-year union member, sees evidence of stress at



Computers constantly monitor service requests, contributing to employee stress. This bank of temporary employee Cathy Gist, is at PG&E's Mission Trail Service Center in San Jose.



A new automated telephone system in Cupertino is creating "double work" for customer service reps, according to Mary Davis.

PG&E CUSTOMER SERVICE REPRESENTATIVES



Helen Munoz, left, believes the company could increase productivity by providing workers with more variety on the job.

Jesse Rutledge, at right with co-workers, says new technology has caused employees to worry about the future.



Working in the credit department at PG&E's Sacramento Service Center are (from left) John Gutenberger, senior service rep. II, 25 years in the union, Jan Reese, service rep., 15 years, Marlene Bahlhorn, service rep., 20 years, and Jesse Rutledge, senior service rep., 24 years.

Munoz (above and inset), customer service rep in the bills section at PG&E's Mission Trail Service Center in Rosemead, Calif., shows supervisor Jeff Beresini a complaint she brought together for presentation to the Public Utilities Commission regarding a fraud case she uncovered.

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Helen Munoz, a 17-year union member, sees evidence of stress at

the Mission Trail Service Center in San Jose. People on the phones, she says, "are very stressed out." She believes the company should consider giving people more variety on the job.
"I feel if the company wanted better productivity from its employees it

would shift us around more often. There are people who have been on the phones for 20 years. That's ridiculous," says Munoz, a customer service rep in the high bills section. By training people in new responsibilities, Munoz contends, the employees would not only be happier but they would probably work more efficiently because they would have "a wider vision of the company."
Unfortunately, when the company does move people around, it is not always to provide a wider variety of work. In fact, recent reorganization at the Cupertino office has had just the opposite effect, says Mary Davis. Until fairly recently, she contends, customer service reps had special projects, which served to break up the monotony of phone work. "To have a project on your desk was like a chance to have your mind refreshed, to get away from the customers for a little while."
Now special projects have been consolidated into one position. That consolidation has served no one well, Davis says. The special projects—which range from taking tree trimming orders to ordering supplies to maintaining Continuous Service Agreements, among other tasks—are all piled onto one person, who is paid at the utility clerk rate rather than at the higher customer service rep rate. Meanwhile, the customer service



Computers constantly monitor service reps, promoting speed-up on the job and contributing to employee stress. This bank of computer monitors, overseen by computers temporary employee Cathy Gist, is at PG&E's Cupertino service center.

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Munoz, left, says the company should increase productivity by providing employees with more variety on the job.

Munoz, at right, says technology has allowed employees to do more at the fu-



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Rebecca Lau, promoting speed-up on the job and computer monitors, overseen by computers at PG&E's Cupertino service center.

would shift us around more often. There are people who have been on the phones for 20 years. That's ridiculous," says Munoz, a customer service rep in the high bills section.

By training people in new responsibilities, Munoz contends, the employees would not only be happier but they would probably work more efficiently because they would have "a wider vision of the company."

Unfortunately, when the company does move people around, it is not always to provide a wider variety of work. In fact, recent reorganization at the Cupertino office has had just the opposite effect, says Mary Davis.

Until fairly recently, she contends, customer service reps had special projects, which served to break up the monotony of phone work. "To have a project on your desk was like a chance to have your mind refreshed, to get away from the customers for a little while."

Now special projects have been consolidated into one position. That consolidation has served no one well, Davis says. The special projects—which range from taking tree trimming orders to ordering supplies to maintaining Continuous Service Agreements, among other tasks—are all piled onto one person, who is paid at the utility clerk rate rather than at the higher customer service rep rate.

Meanwhile, the customer service

reps, having lost the special projects that once provided a little variety in their daily routine, are now tied even more tightly to the phones as management drives them to do more.

"The attitude is, 'You just aren't doing enough,'" says Davis, who compares being plugged into the phones day in and day out to "being attached to an umbilical cord."

However, the "umbilical cord" does not attach employees to a nourishing mother. It's more like being attached to Big Brother.

Customer service reps are continuously monitored and rated according to how much time they spend taking in-coming calls. Although it varies somewhat from office to office within the company, reps are expected to be "available" for in-coming calls roughly three-quarters of the time.

That's not as easy as it might sound. A customer request for information may require a rep to spend 15 or 20 minutes to research the question and another 15 or 20 minutes to call the customer back with the answer. None of that time counts as being "available" for answering phones, Davis says.

In fact, she says, management refers to it as "goofing off" time, as if it gives employees a chance to relax.

"How they look at it and how we experience it are two different things," Davis notes.

Formula for stress

For the service reps, such close monitoring of their time is a formula for stress. Escalating levels of stress sometimes show up in very concrete ways, such as mental and emotional problems or cases of cumulative trauma disorders like carpal tunnel syndrome.

Other times the effects of stress are more subtle, showing up as a slow corrosion of the employees' confidence in the company they are serving.

In Cupertino, "special projects" formerly spread out among customer service reps have been consolidated and assigned to Utility Clerk Rebecca Lau.



"They're not what they used to be," muses a long-time operating clerk typist in the Transmission Division, reflecting on the changing character of company management. "Something is missing."

This disillusionment has even found its way into the current round of bargaining between PG&E and Local 1245. According to union bargaining committee members, getting a formula that allows for earlier retirement was a top concern voiced by rank and file members who submitted contract proposals to the committee.

"Burned out"

"People are burned out," says Debbie Mazzanti, a member of the bargaining committee. "People are real concerned with the new corporate structure—the 'Doing More with Less.' People just want to get out."

It is entirely possible that employees would feel motivated to work with management in implementing technological innovations if they felt more secure about the company's intentions. But they don't feel secure. And no wonder. At the same time that they are being pushed to do more, they are being told by the company that they are overpaid.

Workers know that automation itself is not the enemy. Automation, and the training that should go with it, could be used to expand the employment vistas of the current workforce. A skilled and dedicated workforce is the most potent weapon a company can muster in today's highly competitive economic climate.

But when automation is used to undermine morale, hold back wages, or threaten jobs, it is no wonder that employees often resent its implementation.

On coffee breaks "in the old days," says Jesse Rutledge of Sacramento, "you heard people talking about fishing and baseball. Anymore you hear people talking about what the future holds for them."

Jesse Jackson addresses state AFL-CIO

Nevada trade unionists mount massive march on casino

Over a thousand Nevada unionists, with the Rev. Jesse Jackson marching in their ranks, defied city authorities and marched to Binion's Horseshoe Hotel and Casino on July 19 to protest that establishment's labor policies.

"We choose negotiation over confrontation," Jackson declared to reporters as the marchers prepared to depart from Las Vegas High School for the Horseshoe, "but we are going to march today." In the end, city officials who had initially refused a permit for the march declined to interfere with it.

"We're standing tall for the dignity of working people," Jackson declared from a makeshift podium in the back of a pickup truck, displaying the electrifying speaking style for which he is famous.

Nevada trade unionists were jubilant at the support Jackson offered to their cause. During a luncheon at the state AFL-CIO gathering, Jackson "came across almost like he was a neighbor," said Kathy



(Photo: Bob Martin)

"We choose negotiation over confrontation, but we are going to march today."

Rev. Jesse Jackson speaking in Nevada

Tindall, a member of the Local 1245 executive board and a delegate to the convention. "He was just phenomenal."

Other Local 1245 delegates to the convention were Robert Vieira, John Stralla, Stephanie Baber and Bob Martin.

Jackson praised the efforts of Nevada trade unionists, who have scored important political successes despite living in a right-to-work state known for its conservative bent. With labor's support,

Democrat Bob Miller serves as governor, Democrat James Bilbray serves in the U.S. Congress, and Democrats have a majority in the Nevada Assembly.

In addition to endorsing Miller and Bilbray for re-election, the Nevada AFL-CIO endorsed Republican Sue Wagner for Lt. Governor. Although it is increasingly rare to find Republicans who back labor, Tindall called Wagner an exception who had shown herself to be a true

friend of working people.

The Nevada primary is Sept. 4. Labor endorsements appear on Page 9.

The march to the Horseshoe was in support of the striking Culinary Workers union. In a dramatic development the day of the march and rally, casino owner Jack Binion informed Gov. Bob Miller that he would comply with the governor's request that he meet face to face with the union leadership to try to hammer out a solution to the

dispute.

The talks, if they materialize, would be the first since February. About 650 of 1,100 Culinary union and Bartenders union members walked out of the downtown business in late January after talks failed to produce a new contract. The previous contract expired in June 1989.



(Photo: Bob Martin)

Local 1245 executive board member Kathy Tindall (right) addresses the Nevada AFL-CIO convention. Business representative John Stralla (below, right) greets Nevada Governor Bob Miller, a featured speaker at the convention.



Representing Local 1245 at the Nevada AFL-CIO convention in Las Vegas were (from left) Kathy Tindall, Local 1245 executive board member, John Stralla, Stephanie Baber, Robert Vieira and Bob Martin.



(Photo: Bob Martin)



SMUD CREW WORKS LAGUNA

At work bringing electrical service to the Laguna area of Sacramento recently were Sacramento Municipal Utility District employees (from left): Henry Barrera, crafts helper, Ron Turner, labor foreman, and Dan Collins, crafts helper.

Support labor's friends in Nevada primary

Vote September 4!

The Nevada AFL-CIO has endorsed the following candidates in the Sept. 4 primary election. Members of Local 1245 are encouraged to consider these endorsements carefully when making their decisions on election day. Republicans are indicated with an "*" All others are Democrats.

Governor: Bob Miller
 Lt. Governor: Sue Wagner*
 Congress Dist. 1: James Bilbray
 Congress Dist. 2: Jane Wisdom
 Attorney General: Neutral between Frankie Sue Del Papa and Leonard Gang
 State Treasurer: Ray Shaffer
 Sec. of State: James Spinello
 Controller: No endorsement
 Supreme Ct. B: Thomas Steffen
 Supreme Ct. D: Cliff Young

SOUTHERN NEVADA

Senate:

Dist. 1 No endorsement
 Dist. 2 Thomas Hickey
 Dist. 3 Bob Coffin
 Dist. 5 Thomas Kirkpatrick
 Dist. 6 Ron Cook
 Dist. 7 Nick Horn

Assembly:

Dist. 1 Matt Callister
 Dist. 2 No endorsement
 Dist. 3 Sandra Krenzer
 Dist. 4 Bill Kissam

Dist. 5 Vince Triggs
 Dist. 6 Wendell Williams
 Dist. 7 Morse Arberry, Jr.
 Dist. 8 Gene Porter
 Dist. 9 Chris Giunchigliani
 Dist. 10 Myrna Williams
 Dist. 11 Doug Bache
 Dist. 12 Jim Schofield
 Dist. 13 No endorsement
 Dist. 14 Val Garner
 Dist. 15 Charlie Wakefield
 Dist. 16 Rick Bennett
 Dist. 17 Bob Price
 Dist. 18 Bob Fay
 Dist. 19 Vonne Chowning
 Dist. 20 Jack Regan
 Dist. 21 Danny Thompson
 Dist. 22 Jack Jeffrey
 Dist. 41 Larry Spittler
 Dist. 42 Renee Diamond

NORTHERN NEVADA

Senate:

Dist. 1 Diana Glomb
 Dist. 2 Len Nevin
 Dist. 3 No endorsement
 Capital Dist. Ernie Adler

Assembly:

Dist. 24 Vivian Freeman
 Dist. 25 Bob Kerns*
 Dist. 26 Paul Pregelman
 Dist. 27 Ken Haller
 Dist. 29 John Sampaga
 Dist. 30 Jan Evans
 Dist. 31 Bernie Anderson
 Dist. 32 Bob Sader
 Dist. 36 Tom Benz
 Dist. 37 Gary Sheerin
 Dist. 38 Joe Dini
 Dist. 39 No endorsement
 Dist. 40 Robin Williams-Auer

Weakley enters Labor Hall of Fame

from PAGE ONE
 ally won.

In 1951, three IBEW locals were amalgamated into Local 1245 and Weakley, whose father first joined the IBEW in 1905, was appointed first business manager. In 1952, after an election battle with the old CIO union, Local 1245 was also certified to represent PG&E's clerical employees.

Weakley won re-election as business manager each election until he retired in 1971 to accept a job with the U.S. Dept. of Labor.

Weakley, who is now retired and living in Hawaii, was one of 20 Northern California labor leaders to win induction into the Labor Hall of Fame, and one of the few who is still living. Weakley said he felt "overwhelmed at being included with the people who are being honored here tonight," a list of labor luminaries that includes Harry Bridges of the Longshoremen, Mike Casey of the Teamsters and Jack Shelley of the San Francisco Labor Council. "I couldn't carry the lunch pail of some of those people," Weakley said.

Weakley closed his remarks by recounting the definition of a union he once learned from a timberworker

from the Northwest, a man who was active in the Industrial Workers of the World ("Wobblies"). A union, the wobbly told him, is "Every man for himself, together."

In the ceremony's keynote address, Jack Henning of the California AFL-CIO called it "a scandal that labor's dead are forgotten."

'A scandal'

"It is a scandal," he said, "that we have not well remembered those who served our movement."

Henning said that the labor movement's heroes are seldom remembered because "capital", rather than labor, "has written the history of this land."

However, the establishment this year of the Northern California Labor Hall of Fame has taken a giant step toward institutionalizing the memory of labor's heroes.

Family members and co-workers who accepted the awards for some of the labor leaders, most of whom are no longer living, appeared deeply moved by the ceremony.

Kevin Shelley, briefly overcome by emotion while accepting the award for his father, the late Jack Shelley, seemed to express the senti-

ments of many in the audience when he said:

"If there's anything that reflects a commitment to justice in this country, it's the labor movement."

The inductees into the Northern California Labor Hall of Fame for 1990 are: Chet Bartalini, Carpenters; Harry Bridges, Longshoremen; Michael Casey, Teamsters; C.L. Dellums, Sleep Car Porters; Hugo Ernst, Hotel Employees and Restaurant Employees; Andrew Furuseth, Sailor's Union of the Pacific; Ernesto Galarza, National Farm Labor Union; Dick Groulx, Alameda County Central Labor Council; George Hardy, Service Employees; Stan Jensen, Machinists; Claude Jinkerson, United Food and Commercial Workers; George Kidwell, Teamsters; Jenny Matyas, Garment Workers; Joseph Mazzola, Plumbers & Steamfitters; Eugene Patton, Longshoremen; Jack Shelley, San Francisco Labor Council; Thomas Small, Hotel Employees and Restaurant Employees; James Suffridge, United Food and Commercial Workers; Olaf Tveitmo, San Francisco Building Trades Council; and Ron Weakley, Electrical Workers.



GRADUATING APPRENTICES: 1990

Members of the Power Lineman Apprenticeship 1990 graduating class gathered in Garden Grove, Ca. on June 9 for the last regular school day. By year's end, most of these apprentices will have taken their journeyman test and joined the ranks of Local 1245 Outside Line Construction journeymen. Back row, from left: Dennis Nageotte, Chris Martin, Richard Brueckner, Ray Kneff, Jody Pruitt, Craig Gilbert, Doug Archibald, Damon Brown, Mitch Schroeder and Jim Gravo; middle row, from left: Director Russ Cridland, David Ditter, Richard Phillips, Pascal Graebel, Leon Pangburn, John Brown, Glenn Benoit, Cline Hogg, Del Brown, Leslie Snyder and John Brown, trust committee member and contractor; front row, from left: Kimberly Rowley, Gordon Jasper, Brent Felts, Jim St. Angelo, Steve Roberts, Tony Callaway, Brett Banghart, Charles Daniels, Tom Conrad, Dean Evans and Fred Barker, instructor (standing).

Bargaining roundup

Strike authorization vote at Chambers

Members of Local 1245 employed by Chambers Cable TV in Chico, Ca., voted overwhelmingly for strike authorization at a July 24 union meeting.

The members have been working without a contract since Chambers purchased the company from Cooke, Inc., in February. Prior to Cooke, the company was known as State Cable TV.

Although Chambers has used the contract as a guideline for wages and medical benefits, the company refuses to recognize the union as bargaining agent. Chambers does not honor sick leave and seniority rights that workers had accumulated under the union agreement.

"Some guys have lost hundreds of hours of sick leave that's been taken away," said Local 1245 Business Rep. Mickey Harrington.

Harrington said the membership was "very discouraged" about having to "start from square one again," but lauded the members for hanging together under the leadership of their negotiating committee members Mike Nelson and Mike Considine.

"On the 24th [of July] we had what appeared to be the first positive meeting with the company, but we're still skeptical of reaching an agreement," Harrington said.

Chambers TV, which has California holdings in Novato and San Bernadino as well as Chico, employees 16 workers represented by Local 1245. The company also has out-of-state holdings.

C.P. National

In other bargaining news, Local 1245 members have approved a new 3-year agreement with C.P. National in South Lake Tahoe.

The contract provides clerical workers with a 2 percent wage hike effective July 1, 1990, a two percent hike on Jan. 1, 1991 and a 3 percent hike on July 1, 1991. (Clerical workers had already received a 1 1/2 percent hike on Jan. 1, 1990, prior to collective bargaining.)

Crafts won a 4 percent

hike effective July 1, 1990, and a 3 percent hike effective July 1, 1991. Both groups have a wage re-opener in 1992.

Multivision Cable

Negotiators for Local 1245 and Multivision Cable TV have conducted six meetings, the most

recent on July 26, to establish a complete collective bargaining agreement. Union committee members are: Kevin Sullivan, Tom Hagler, Larry Pierce and Asst. Business Manager Orv Owen.

City of Berkeley settles with union

Local 1245 members ratified a new two-year agreement with the City of Berkeley that provides for a 5 percent wage hike retroactive to June 1989 and a 4.5 percent hike retroactive to June 1990.

A strike sanction vote by

the Central Labor Council apparently helped convince the city it would be better to resolve the long negotiations than to risk an embarrassing strike, according to Local 1245 Business Rep Frank Saxsenmeier. The contract covers 18 city workers.

Sierra Pacific crew keeps casinos cookin'

Working on Embassy Suite, a new high rise adjacent to Harrad's parking lot, has provided work during the spring and summer for Local 1245 line crews employed by Sierra Pacific Power in South Lake Tahoe.

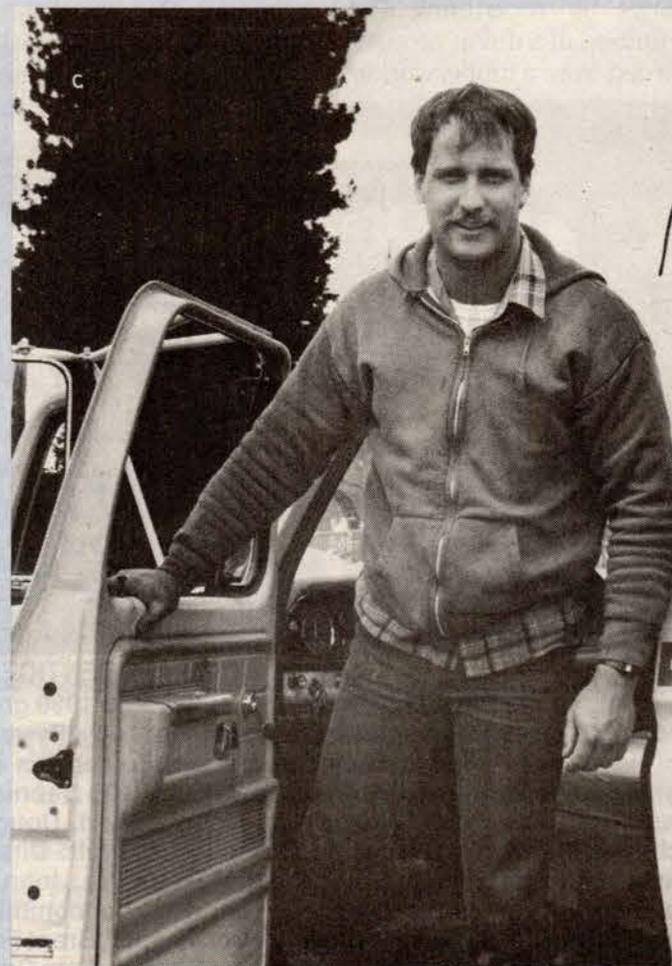
But the real challenge has been to avoid interrupting power for nearby commercial customers who need juice around the clock: the area's gambling establishments.

Says Bill McMillen, line working foreman: "We've been doing a lot of jury-rigging to keep the casinos hot."

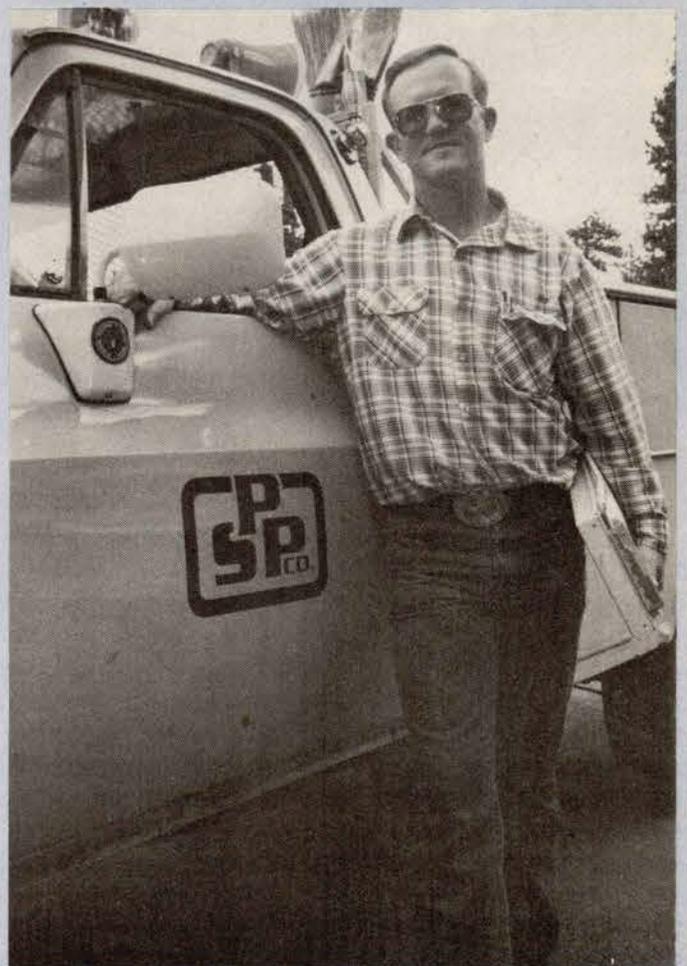


Sierra Pacific line crew in the South Lake Tahoe area includes, from left: Marty Radakian, Steve Hubbard, Richard McBride, Lon Dohnansky, Smiley Stahl and Jack Martin. Not pictured: Dave Greco, Joe Martin and Dan Pepew.

Photos: Eric Wolfe



Dave Fruhwirth, steward for linemen



Bill McMillen, line working foreman

Mandela thanks U.S. union members

Apartheid battle links unionists in U.S. and South Africa

President Bush couldn't wait to shake his hand. A joint session of the US Congress cheered him to the skies.

Everyone, it seemed, suddenly wanted to rub shoulders with Nelson Mandela, the leader of the struggle against apartheid in South Africa. But Mandela did not come to America in June just to hobnob with politicians. He came to thank America's working people and their unions.

Trade unions have been at the heart of the struggle against South Africa's vicious apartheid system of racial separation which denies basic political and human rights to that nation's majority black population.

American trade unions, and individual union members, helped fuel the successful drive in Congress for sanctions legislation, which has put enormous economic pressure on South Africa's white minority government. Union members have helped organize divestment campaigns in dozens of American cities. And American unions have actively promoted the boycott of Shell Oil, a major corporate pillar of the apartheid system in South Africa.

So during his visit, Mandela paid tribute to America's unions by addressing the AFL-CIO in Washington, a United Auto Workers local in Detroit, and a convention of the American Federation of State, County and Municipal Employees (AFSCME) in Florida. He also met with Northern California labor unionists the same day that he spoke to over 50,000 supporters at the Oakland Coliseum.

Two-way solidarity

While many people understand that American unions have fought for the rights of working people in South Africa, fewer are aware that South African unionists have returned the favor when possible.

In 1985, after learning that



Nelson Mandela greets workers at Ford Motor's Dearborn, Mich. plant during his US tour in June. (Photo: Jim West. Copyright 1990, used with permission)

the 3M company planned to close a plant in Freehold, New Jersey, members of South Africa's Commercial Catering and Allied Workers Union employed by 3M in South Africa took action. The South African unionists entered a bargaining session with 3M wearing T-shirts reading "Don't Abandon Freehold, My Hometown," and "No Retreat-No Surrender," slogans taken from songs by New Jersey native Bruce Springsteen.

Two months later, the day after 3M laid off 160 workers in Freehold, the entire black workforce walked off the job, proudly wearing their Freehold T-shirts.

Just as US trade unions have been at the heart of the anti-apartheid movement in America, black South African trade unionists have played a leading role in combatting apartheid from within South Africa.

By law, political activity is off-limits to South African blacks. The apartheid system for generations has determined where black can work, how much they will be paid, where they can live, even how often black workers can visit family members.

Black people in South Africa have no voting rights. Protests are routinely put

down with brutal force by the police. Hundreds have died, thousands have been imprisoned, including many black children.

In this climate of political repression, labor unions have been just about the only organizing vehicle remaining to blacks. So it is little wonder that black South Africans

value their own union movement and appreciate the support that US unions have provided to their struggle.

As Nelson Mandela told the AFL-CIO during his visit to Washington: "We regard as an honor for us to be welcomed by the labor movement of the United States of America. The fact that today

"We regard as an honor for us to be welcomed by the labor movement of the United States of America. The fact that today we are close to the day of liberation is due very largely to the support that we have received here."

Nelson Mandela, addressing AFL-CIO in Washington, D.C.

we are close to the day of liberation is due very largely to the support that we have received here."

Local 1245 members who wish to add their voice to the growing chorus for freedom in South Africa can do so by signing the petition (below) to South African President F.W. de Klerk.

Petition to President F.W. de Klerk of South Africa

After twenty seven years in prison Nelson Mandela has been released. Thousands of political prisoners should have been, but were not, released along with him. The National Executive Committee of the African National Congress, while calling for negotiations with the government on the establishment of a non-racial democracy, has declared the following conditions to be prerequisite to negotiations:

1. The release of all political prisoners and detainees
2. The end of the State of Emergency
3. The repeal of all repressive legislation
4. The halt of all political trials
5. The removal of all troops from the townships

We urge these conditions be met in order to create a proper climate for the conduct of negotiations to establish a non-racial democracy in South Africa.

Name: _____

Address: _____

City & state: _____

Return signed petition to: Committee for International Support of Trade Union Rights, P.O. Box 31397, San Francisco, CA 94131 (This committee is endorsed by Central Labor Councils in Marin County, San Francisco, San Mateo and Santa Clara, as well as dozens of union locals).

Pouk & Steinle's

Tall job

Talk about your tall jobs. Outside Line Construction crews scaled some pretty tall heights in Sun City, Ca., during the spring on a combination distribution and transmission job for Pouk and Steinle. The crews

put up 255 wooden poles ranging from 75 to 110 feet tall and eight tubular steel poles ranging between 80 and 115 feet.

"These guys can do a structure faster than anybody I know," said Tom Cooper, a general foreman for Pouk and Steinle. "These guys can do a structure in 15 minutes."

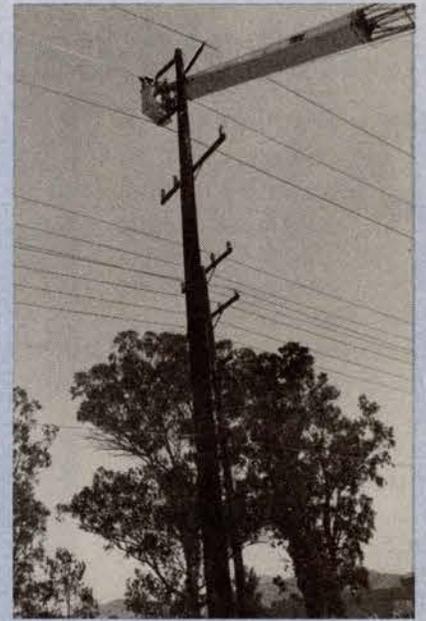
On one day alone, Cooper said, the crews completed 45 structures, a pretty good clip by anybody's standard.

Crews put in some 10-hour days in a push to meet their deadline. In some cases they've had to dynamite holes in the native blue granite rock.

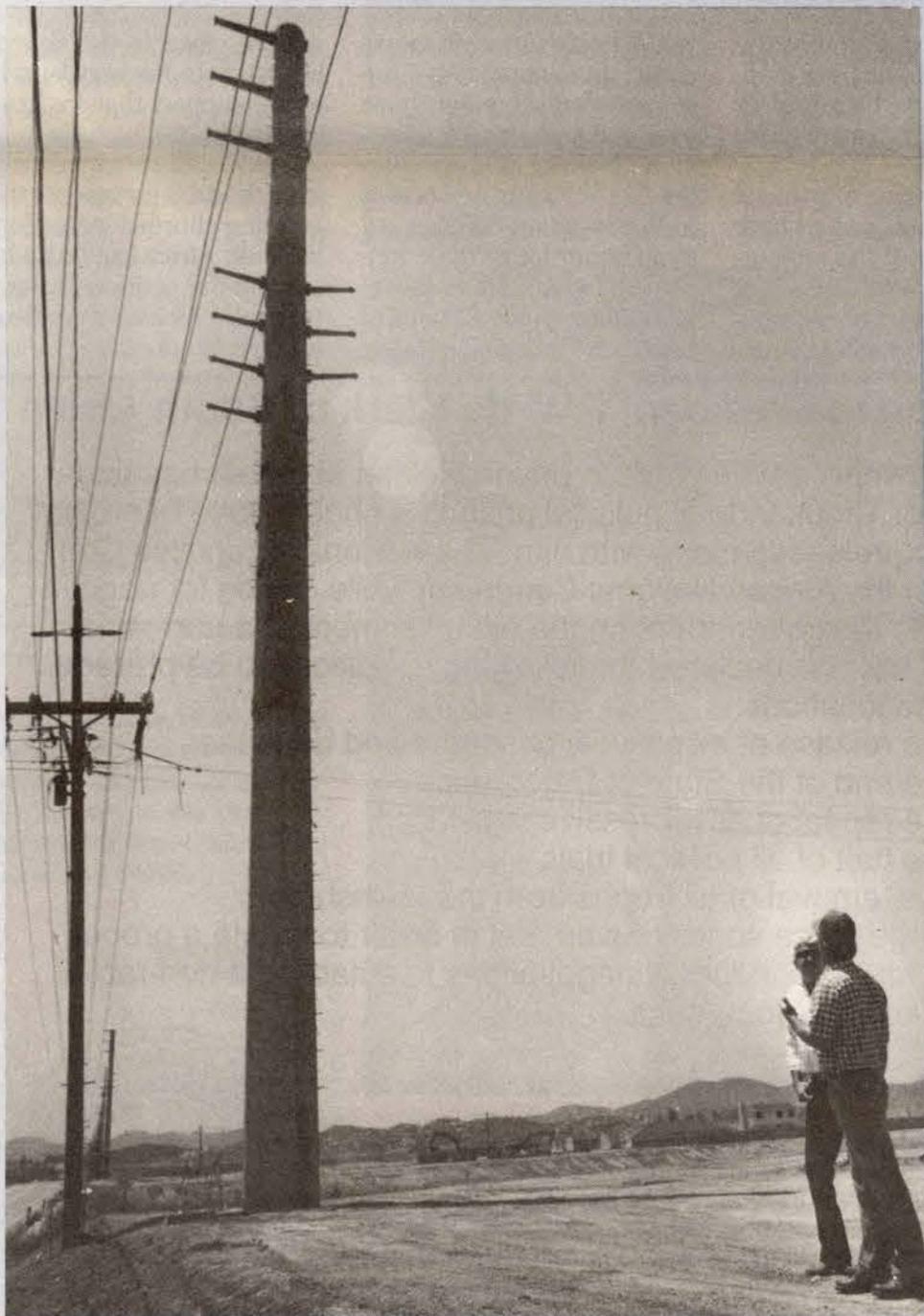
In all, the crews will install 55,000 circuit feet, or about 11 miles, of wire.

"They're putting out. Everybody has been very dedicated to working hard," said Cooper. "That's not an

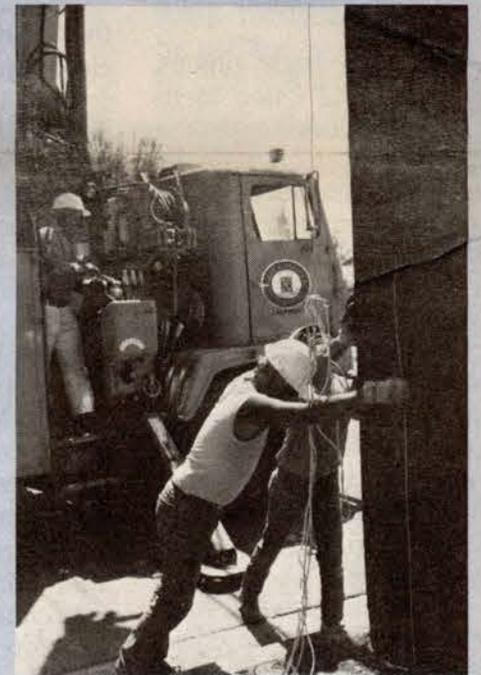
overstatement. They've busted. I couldn't ask for better, more hard-working people."



At left, working high off the ground are Wes Hogue, 5th-step apprentice (left) and Dennis Sylvester. Above, same crew, different perspective. Working with them but not pictured are Ed Kemp, groundman and Willie Coats, lineman.



At left, General Foreman Tom Cooper and Local 1245 Business Rep. Richard Dunkin take a look at one of the newly-installed 115-foot steel poles, which weighs 47,000 lb. (Photos: Eric Wolfe)



Setting a 90-foot pole in place are (above, from left) Operator John Dykes, Bob Broussard and Billy Reed. At left, Steve Hesse (on the ground) and operator Larry Mascari dig a hole, taking care to not interfere with other services (such as telephone or water) that may be buried in the immediate area. Other union members working for Pouk & Steinle in the immediate area but not pictured are Bob Sandow (steward), Mike McKinney, Ron Pendergrass, and Will Thomas.