

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
June 1991  
Vol. XL No. 6

# UTILITY REPORTER

Unit Meeting Schedule  
Pages 18-19

## Union negotiates child care agreement with PG&E

**H**elp is on the way for PG&E employees with young children and other dependent relatives thanks to an agreement recently negotiated by Local 1245 with the company.

Under the terms of the agreement, up to 56 children of PG&E employees will be enrolled in a day-care facility at the company's Beale Street headquarters in downtown San Francisco beginning in early 1992. Roughly 16 percent of the available spaces will be allocated to unionized employees, who make up about 16 percent of PG&E's employees in downtown San Francisco, with the remaining spaces going to exempt and management personnel and members of Engineers and Scientists of California.

The spaces will be made available to employees on a lottery system whose terms are to be negotiated by the union and the company. At the union's request, the facility will operate a minimum of 12 hours a day.

Cost was a major concern in the negotiations that led up to the agreement, accord-

ing to Assistant Business Manager Dorothy Fortier.

"We told them up front that we couldn't support a program that was so expensive our members couldn't participate in it," said Fortier, who spearheaded the union's Family Issues Committee which negotiated the agreement.

The company agreed to limit fees to \$450 per month for toddlers and \$600 per month for infants when the center opens. However, the

**"We told them up front that we couldn't support a program that was so expensive our members couldn't participate in it."**

company reserved the right to raise the fees in the future.

PG&E's announcement last month of the new "family support programs", including the Beale Street child care facility in San Francisco, is

the culmination of years of effort by the union to direct company resources to the growing problem of child and dependent care.

In 1989 Local 1245 com-

*See PAGE THREE*

## Sacramento Municipal Utility District experiments with '9-80' schedules

**W**ith an overwhelming majority of its members expressing support for the idea, Local 1245 has negotiated an agreement with the Sacramento Municipal Utility District that permits physical workers to have more days off in exchange for longer workdays.

Under the recently-concluded agreement, IBEW-

represented employees can choose to continue working a five-day, 40-hour schedule. But each employee will also be free to switch to 10-hour days in a four-day work week (4-10s), or to 9-hour days in which the employee works eight 9-hour days and one 8-hour day over a two-week period (9-80s).

According to union negotiators, SMUD's general manager advocated the plan as a way to cut down on

commute traffic and reduce pollution. It is likely that SMUD also believes it will save money on the plan by eliminating some overtime and by saving on fuel costs.

The decision by SMUD physical workers to embrace the alternative hours plan puts them in the middle of a heated controversy within the labor movement as a whole. The modern labor movement was born a cen-

*See PAGE FOUR*



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### CALENDAR

June 28  
50th Anniversary  
Reception in Stockton

June 29  
Golden Gate Region &  
General Office  
Steward Training Conf.  
Pacifica, Ca.

June 29  
Sierra Pacific Steward  
Training Conference  
Reno

June 29  
Sierra Pacific Pin Dinner  
Reno

June 29  
Outside Line (Southern)  
Pin Dinner  
San Bernardino

August 10  
East Bay Stewards Conf.



## Local 1245



1941 - 1991

Celebrating 50 years  
of union



Nevada linemen worked under primitive conditions in the early 20th century ... and with no union to back them up. In this issue of Utility Reporter, Sierra Pacific linemen remember the early days of Local 1245 at Sierra Pacific. See Page 5.



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WIPA



## Workers here and abroad Rolling the union on...

**No rights for the undyed:** A woman who said she was fired after turning down her boss's sexual advances got no help from the courts. Alabama US District Judge E. B. Haltom wrote that the woman "wore little or no makeup and her hair was not colored in any way." Considering the appearance of the boss's wife, the judge opined, it should be obvious that the employee "was not attrac-

tive" to him. The judge dismissed the employee's suit.

**Testing's big tab:** Drug testing costs the federal government \$77,000 for every positive test result, according to a Congressional subcommittee. Only one-half of one percent of nearly 29,000 government workers tested positive. Rep. Gerry Sikorski, whose subcommittee uncovered these results, said the government is wasting money that could more effectively fight drugs in other ways.

**Literacy drive:** COSATU, the South African trade union coalition, is formulating proposals for a massive, nationwide literacy and basic education campaign for black South African workers. COSATU estimates that more than 8 million South Africans cannot read or write properly.

**Family leave bill:** The California Assembly has approved a bill to give California workers the right to take a four-month unpaid leave to care for a newborn child or seriously ill relative. A similar bill passed by the legislature last year was vetoed by then-Governor George Deukmejian.

**SMUD plan draws fire:** A petition drive by an anti-tax group in Sacramento is seeking to keep the Sacramento Municipal Utility District from raising its debt ceiling on new bonds to \$900 million. SMUD wants the money to finance construction and conservation efforts, but will have to submit the issue to the voters if the anti-tax group gets its way.

**"Union No":** Executive Enterprises, Inc. is charging companies nearly \$800 to send executives to a two-day



Union members got together for a weekend of fun and competition last month in Local 1245's annual Slow-Pitch Softball Tournament. Photos of the action--and the winning teams--will appear next month.

seminar on how to defeat the AFL-CIO's "Union Yes" campaign. The program flyer states: "Discussion will be frank... Individuals affiliated with union organizations are not eligible for registration."

**Burnout:** One in three Americans seriously considered quitting work last year because of workplace stress. One third also expect to "burn out" on the job in the near future, according to a survey of 600 American workers conducted for Northwestern National Life Insurance Co. The study found that burnout occurs in companies that substantially cut employee benefits, reduce the workforce, require frequent overtime or change ownership. The study implicated stress in turnover, reduced productivity, absenteeism and illness. Stress-related disability cases, which cost an average of \$73,270 each, have doubled in the last 10 years.

**Burnout solution:** Attorney Richard Such is launching a drive to amend the California Constitution to give workers six weeks of vacation every year. He says American vacation policy hasn't progressed since the Depression of the 1930s. His amendment would bring California vacation policy "up

to the European standard," Such says, and would cure worker burnout.

**Dissatisfaction grows:** The percentage of workers who think their benefits are adequate has declined from 83 percent to 50 percent in the last ten years, according to International Survey Research Corp.

**He meant 'Dear Sir':** A letter of apology from Jerry MacDonald, executive officer of the Canadian Wire Service Guild, to an executive of the Canadian Broadcasting Corporation, explained: "It has been brought to my attention that a letter...was addressed to you with the greeting, 'Dear Asshole.' I do apologize for this." MacDonald explained that his new secretary apparently did not realize that "humorous nicknames" he sometimes used in drafts of letters were not to become part of the final document.

**Correction**

In last month's article on Cumulative Trauma Disorders, the Utility Reporter incorrectly stated that Chris Habecker is a PG&E employee in Vallejo. Habecker works for PG&E in Fresno.

**APPOINTMENTS****PACIFIC GAS AND  
ELECTRIC COMPANY****Roving Operator Interim  
Committee**

Jerry Covert  
Robert Whitley

**Geysers EPM Ad Hoc  
Committee**

William Hunt  
Bob Choate  
Darrel Mitchell

**Apprentice Gas Control  
Committee**

Jim Lynn

**EMF Committee**

Floyd Latimer  
Leslie J. Davis

**LOCAL UNION 1245****International Convention  
Delegate Ballot  
Committee**

David Mackley  
Leo Tablizo

**CONFERENCES AND  
CONVENTIONS****Labor Education  
Career Institute for  
African-American and  
Minority Workers**

Daris Massey  
Bernard Smallwood

**IBEW Nuclear Seminar**

Darrel Mitchell  
Mike Haentjens  
Chet Bartlett

**Ergonomics for Union  
Representatives**

Dorothy Fortier  
Leslie J. Davis

**Rocky Mountain Labor  
School**

Keith Smith  
Val Wiens  
Earl Jones

# SOLIDARITY WORKS!

AUGUST 31, 1991 ★ WASHINGTON, D.C. ★ BE THERE!



## Union negotiates child care pact

From PAGE ONE

missioned a professional "needs assessment" which determined that on-site child care could have a positive affect on productivity. Half of the parents surveyed for the assessment said they believed that child care-related problems affected their job performance.

Nearly one-third indicated that they had considered quitting their jobs due to child care problems.

Only 3,000 out of 6 million American employers provided child care help of any kind.

In addition to the child care center, the newly-negotiated programs include:

- \*Extension of the Dependent Care Reimbursement Account, which will now allow all employees to set aside up to \$5,000 annually in pre-tax earnings to cover expenses for a dependent child or dependent elder relative.

- \*A Resource and Referral Program to provide information on sources of child care to employees outside of the downtown San Francisco area. According to Fortier, PG&E intends to locate con-

tractors on a countywide-basis who can provide lists of child care centers, in-house care providers, and sick care providers, as well as providing criteria for the employee to evaluate these resources.

- \*An Elder Care Resource and Referral Program will refer employees to available services and provide information on federal assistance such as Social Security and Medicare.

- \*An Adoption Assistance Program will reimburse employees up to \$2,000 for expenses associated with adopting a child, such as legal fees, court costs, agency fees, and transportation expenses.

"We didn't get everything we wanted" in the negotiations over child and dependent care, noted Fortier. "But the child care center is something we've pushed for for a long time, so naturally we're happy to finally have that happening."

"We would have been a lot happier if they hadn't put a cap of 56 on it," Fortier added, referring to the number of children who will be accommodated by the program initially. Fortier also

said the union would have preferred for the company to commit to making this the "first" of several child care centers. PG&E has not ruled out opening other centers, but has made no commitment to do so.

### Committee wins praise

Fortier praised the efforts of the union's Family Issues Committee, which includes Joy O'Hagan, a service rep in Merced, Wilma "Willie" Arjona, a San Francisco service rep, Joseph Audelo, an Oakland electric crew foreman, Mary Davis, a Cupertino service rep, and Business Representative Landis Marttila.

"I think they worked very hard and got most of what they started out to get. We had to start somewhere, and that's what this is: a start," said Fortier. "The committee members provided a lot of input to the company based on their own day-to-day experience as parents and the experiences of other employees they are acquainted with."

"This is going to be a great center," Fortier added.

## POINT OF VIEW

### Company, not union, blocks job-sharing

Jack McNally, IBEW 1245 Business Manager

In the last few years job sharing has been a topic of discussion among some members, particularly in the clerical unit, and in various publications produced by some of our employers.

In job sharing, two full-time employees, qualified in the same job duties, share one fulltime job. Their hours are scheduled to cover one position.

The PG&E agreement had never specifically provided for job sharing, but did provide terms covering part-time employees.

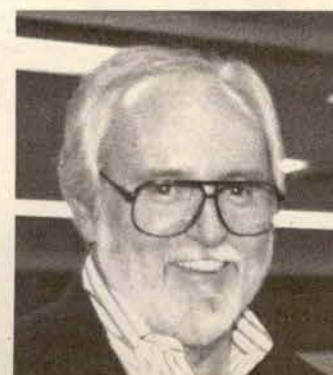
Job sharing interests some of our members. In some cases, two employees wanting to reduce their hours have approached PG&E about job sharing.

The company generally responds that the contract does not provide for it and the union won't agree to it.

But in fact the union has proposed job sharing. The company refused to go along because it would be required to pay full coverage on health benefits for two job-sharing employees.

Then last fall we entered into general bargaining with PG&E and new provisions were agreed to that prorated the costs of medical benefits for part-time employees. In addition, based on the union's concern to protect fulltime jobs, a parttime employee cap of 4 percent of the clerical bargaining unit was agreed to. This paved the way for job sharing.

In 1991, after ratification of the agreement, the company proposed that job sharing arrangements be exempt from the 4 percent cap. PG&E stated that the company's primary interest in using parttime employees is to staff peak workloads and hours outside of the regular work hours. PG&E also said that when employees currently working regular hours re-



quest to job-share, it doesn't provide the company with the additional flexibility they had originally sought.

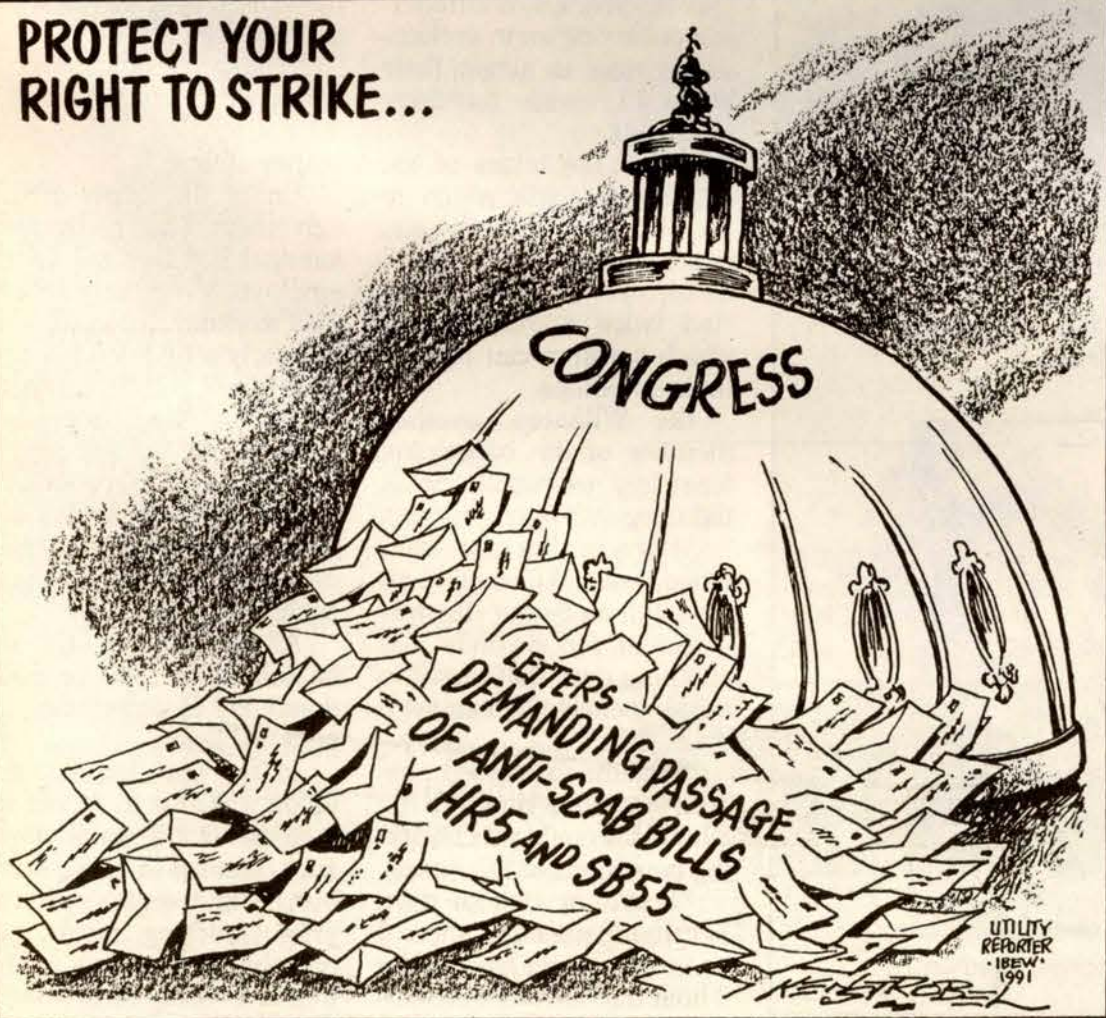
The union then agreed that job sharing employees would be exempt from the 4 percent cap providing that the company agree that the number of fulltime equivalent positions would not be reduced in a department at a headquarters while any job sharing arrangement is in effect there.

The company's proposal, through the use of job sharing, could render meaningless the 4 percent cap designed to protect fulltime positions.

In many cases where the company denies job sharing requests, it will blame the union. The truth is, the union agreed to PG&E's original demand on prorating medical benefits in an effort to institute job sharing. Now the company imposes additional new demands in exchange for job sharing, demands that rip to the heart of job security for the majority. The price is too high to pay.

Despite all of this, nothing in the current labor agreement prevents PG&E from establishing two parttime jobs in a headquarters, in essence providing a job sharing arrangement. The only requirement would be the jobs would count against the 4 percent cap. If the company will not agree to a job share it's because they don't want to, not because the union stands in the way.

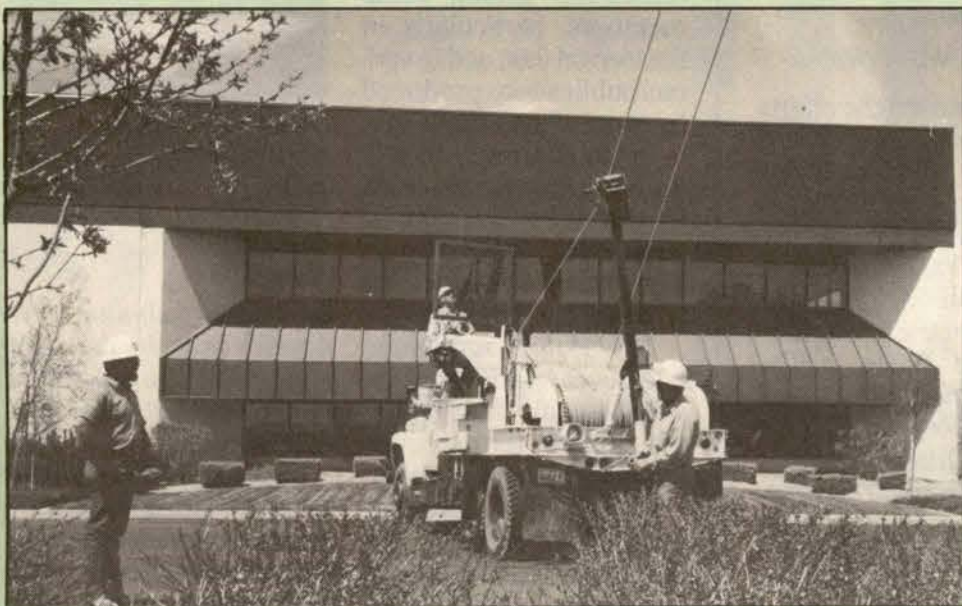
### PROTECT YOUR RIGHT TO STRIKE...





## Outside Line crews in Nevada

Outside Line Construction crews were at work recently for Harker & Harker on a transmission job in Carson City, Nevada, as shown in these photographs taken by Business Representative Art Murray.



Union members Donald Eveatt, lineman (right), and Stan Martin, foreman (left), along with unidentified Sierra Pacific inspector on truck.



Union lineman and Advisory Council member Bill Branson is on truck in background; Donald Eveatt, lineman, is on truck in front.



Local 1245 members Jeff Birch, groundman (left) and Ron George, lineman.

## SMUD workers approve alternative schedules

From PAGE ONE

tury ago out of working people's struggle for shorter hours. In an era when workers routinely had to work 10, 12, even 14 hours a day at straight time, the 8-hour day became a powerful symbol of social justice.

Clearly SMUD workers voted for the alternative workweeks not out of a desire to weaken those historic labor standards, but to get better use out of their time off. To many employees, it is worth working longer days in order to have a weekday off to conduct personal business or to make a three-day weekend.

Art Torres, a member of the union team that negotiated the agreement, said he had mixed feelings about the longer workday.

"Historically, unions have been trying to shorten the day. A lot of people died for the 8-hour day," said Torres.

On the other hand, he noted, workers are now in a financial position to enjoy a long weekend precisely because unions have helped them increase their wages over the years, so it is understandable that some workers would want to juggle their hours to create three-day weekends.

Under the terms of the agreement, participation in the alternative schedules is entirely voluntary. There will be an open enrollment period twice a year during which workers can change their schedules.

Ike Williams, another member of the bargaining team, had reservations about tinkering with the 8-hour day.

"I guess I'm old fashioned," said Williams. "I always felt an 8-hour day was sufficient for anybody and anything over that ought to be compensated on an overtime basis."

Williams expressed concern that tampering with the 8-hour day could affect working conditions in the future.

"If nine or 10-hour days became a standard, there'd be no way to get back to the 8-hour day" through the bar-

gaining process "without giving up something," said Williams. "People aren't looking at what could happen down the road."

### Practical problems

But philosophical considerations of justice aside, practical considerations may be what decides the ultimate fate of the alternative workweeks. Both Williams and Torres expect the District to experience major scheduling problems under the new agreement.

"If a person working 9-80s goes to an 8-hour crew, what happens?" Torres asked. After the others have quit for the day, one worker ends up with time to kill. Or, Torres said, you end up with the potentially divisive situation where the 9-80 person is working that last hour on straight time while the 8-hour people on the crew are getting paid overtime.

Scheduling equipment will also be a problem, according to Williams. For example, if you have two or three crews all needing holes dug for poles on a Friday that the hole digger is off, what do they do?

"These things haven't happened yet, but they will," Torres warned. "It's just a matter of time."

Under the terms of the agreement, when recognized national holidays fall on an employee's regularly scheduled workday, the employee regularly scheduled to work nine hours will be compensated for nine hours of straight-time holiday pay. If the holiday is observed on an employee's regular day off, the employee will be credited with eight hours of personal leave.

All floating holidays will be administered as an additional day of eight hours of personal leave.

In the line division, the union was able to secure an increase in the meal allowance. Instead of being reimbursed at a separate, lower price, morning meals will now be reimbursed at the higher evening meal price.



# Sierra Pacific workers carve strong union out of rugged frontier

## *The rise of Local 1245 at Sierra Pacific Power Co.*



Working conditions were rugged for Nevada linemen during the early part of this century. It took 10 men to put up a pole, something accomplished with a boom on a truck today. (Nevada Historical Society photo furnished courtesy of Sierra Pacific Power Co.)

By Eric Wolfe

**O**n June 8, 1945, as World War II drew to a close, 103 people did something that would affect the lives of Sierra Pacific workers for generations to come: they voted for a union.

Nevada hardly provided an ideal climate for union organizing. Historically, the state was a bastion of rugged individualism. Dreams of

wealth and adventure drew people to the mineral-rich state, not the prospect of harsh toil.

But harsh toil was what many newcomers found waiting for them in frontier Nevada, especially in the mines. For miners, dreams of quick wealth were transformed into a more tangible goal: getting a fair wage for their labor. According to one 19th Century Nevada miner, the legendary William "Big Bill" Haywood, it was in Nevada that the nation's first union of miners—the Virginia City Miners' Union—was born in 1867, just three years after Nevada became a state.

The earliest roots of Sierra Pacific Power can be found in Nevada's mining

industry. The Eldorado Canal Co. was established in 1852 to provide ditches for hydraulic mining. Springing up alongside the ditch companies to service the mining industry in the 1860s and 1870s were various gas companies, including the Virginia City Gas Co.

In the late 1880s electric utilities were established in both Carson City and Virginia City and construction began on an electric distribution system that would benefit not only the mines but also residents. Shortly thereafter, in 1891, the International Brotherhood of Electrical Workers was organized in St. Louis, Mo. to represent the interests of workers in this promising—and dangerous—new industry.

But the union would be a long time in coming to Nevada.

Right out of the gate one problem facing any would-be union organizer was finding stable employers. As new water and power companies sprang up, they merged with or were taken over by others with dizzying speed.

Another problem was the step-child status of unions at the dawn of the 20th Century. Labor unions would not become legally-recognized institutions—with federally-protected bargaining rights—until the New Deal of the 1930s.

The consolidation of the electric industry in Nevada took a big leap forward in 1899 with the establishment of the Truckee River General

Electric Co., which completed construction of the Farad hydroelectric plant on the Truckee River the following year.

To bring power from the plant to the mines of the Comstock area, a 37-mile, 22,000-volt transmission line was constructed.

### **More plants, more lines**

As electricity's vast potential became increasingly apparent, more plants were built on the Truckee and more line was strung.

In 1911, pioneers of the lineman's craft built a line to Yerington from the newly-constructed plant at Verdi. Their supplies were packed in by mules; horseteam and wagon were used to drag

*See NEXT PAGE*

## Local 1245



1941 - 1991

*Celebrating 50 years  
of union*

Nevada hardly provided an ideal climate for union organizing. Historically, the state was a bastion of rugged individualism. Dreams of wealth and adventure drew people to the mineral-rich state, not the prospect of harsh toil.



## ORGANIZING SIERRA PACIFIC: A RETROSPECTIVE

From PAGE FIVE

poles across the rugged terrain. Rivers were forded by raft, poles were set by hand.

In 1923, linemen undertook another great project: construction of a 60,000-volt interconnect across the Sierra's to allow the newly-renamed Truckee River Power Co. to tap into power from Pacific Gas & Electric Co. on the other side of the range.

During this period, consolidation of the industry continued apace and in 1928 the Sierra Pacific Power Co. was incorporated, absorbing the Truckee River Power Co., the first step on a long journey to becoming the dominant utility in the area.

Sierra Pacific presented an organizing target to working people, but most unions of that era were not yet organizing on an industrial basis. In fact, unions across the nation in the late 1920s and early 1930s were in retreat. But over the next few years, conditions changed.

The passage of the National Labor Relations Act under President Franklin Roosevelt in 1935 gave labor unions the right under federal law to petition for representation elections. Six years later, IBEW Local 1245 was chartered to organize workers at PG&E. Workers at Sierra Pacific, which received much of its power from PG&E, were almost certainly

aware of these events to the West.

### War Labor Board

However, the final catalyst for bringing the union to Sierra Pacific was one nobody could have envisioned in early 1941: the coming war with Germany and Japan. To

help insure a stable labor force during the war, the federal government established the War Labor Board, which pressured industry to enter into collective bargaining agreements with labor unions.

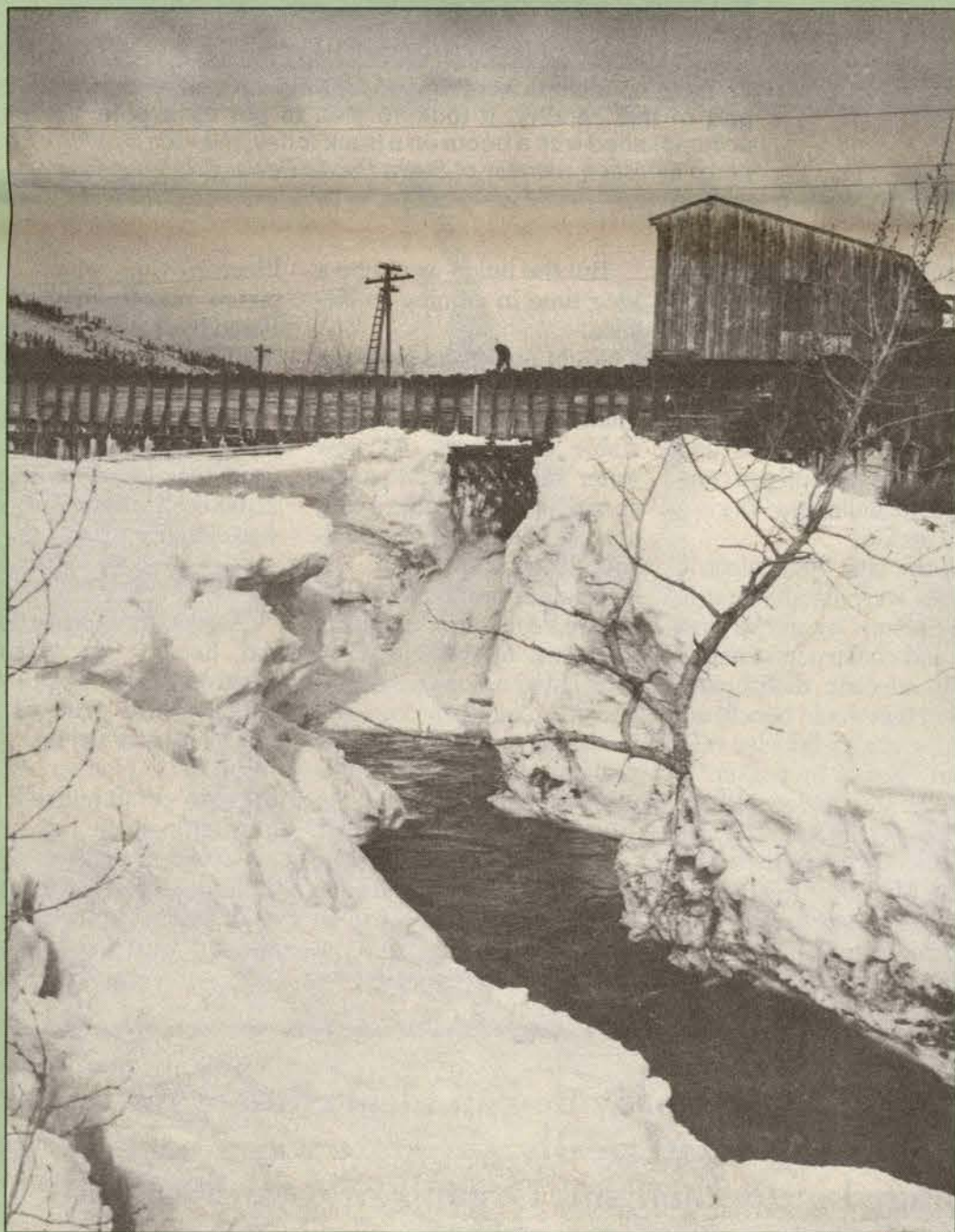
Against this backdrop of federal support for the insti-

tution of collective bargaining, physical and clerical workers at Sierra Pacific on June 8, 1945, voted to be represented by Local 1245.

Out of 127 eligible voters in the physical unit, 76 voted for the union and 11 voted against. The new bargaining

*See PAGE EIGHT*

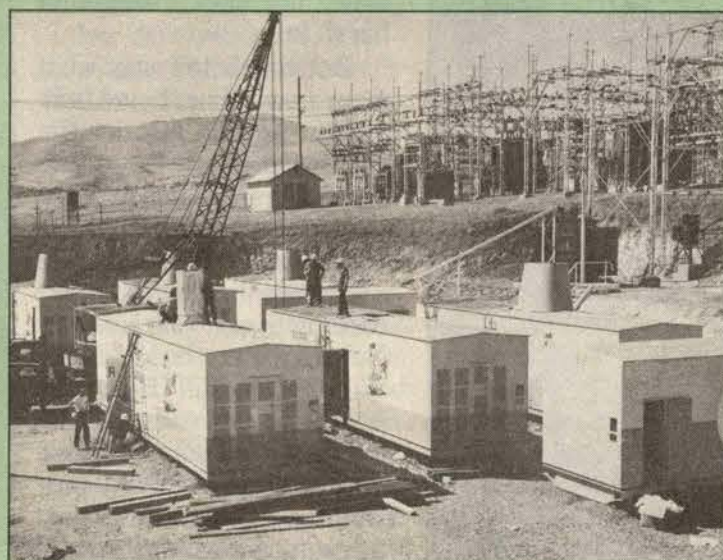
**In 1923, linemen undertook another great project: construction of a 60,000-volt interconnect across the Sierra's to allow the newly-renamed Truckee River Power Co. to tap into power from Pacific Gas & Electric Co. on the other side of the range.**



### SECURING POWER

Ditch patrolmen have their hands full keeping the Verdi Spillway (at left) open during the cold winter months. This photo was taken in February 1949.

Until Sierra Pacific got the Tracy steam plant on line, diesel generators took care of peak loads, as seen below at the Valley Road-Reno substation. Photo taken in 1958. (Photos courtesy of Sierra Pacific Power Co.)







**THE DEATH TRAP**

The Lincoln Alley Electric Line Distribution in Reno was sometimes called "the Death Trap" because of the tight quarters that Sierra Pacific employees had to work in. (Photo courtesy of Sierra Pacific Power Co.)



## ORGANIZING SIERRA PACIFIC: A RETROSPECTIVE

unit included linemen, apprentice linemen, watchmen, operators, substation operators, ditch tenders, repairmen, laborers, groundmen, servicemen, electricians, metermen, fitters and fitters helpers, mechanics and apprentices, meter readers, assistant bookkeeper and blacksmiths.

Out of 42 eligible voters in the clerical unit, 27 voted for the union and 10 voted

against.

By daring to put themselves on the line and vote yes, these 103 physical and clerical workers set in motion a train of events that would bring new union-negotiated wage and benefit standards to future generations of Sierra Pacific employees.

### Moving ahead

But major progress

doesn't happen overnight. It happens one step at a time. At Sierra Pacific, progress depended on the willingness of workers to throw their energies behind the union cause and make the union work for them.

One of the early union activists at Sierra Pacific was a powerfully-built young worker named Orville Owen.

Owen began work with Sierra Pacific in 1949, as-

signed to a gas crew.

"Of course, in those days you didn't have digging equipment," Owen remembers. "Everything was pick and shovel and jackhammer. I can remember one day I was out running the jackhammer. I was a big kid and it was the 125-lb. Gardener Denver hammer—the biggest jackhammer they had. Most people, because it was so large, would back off of it.

But it was the most balanced so it was easier to handle once you got it set.

"Well," Owen continues, "we were cutting the blacktop just getting ready to lay some gas main. The vice president of the company—his name was Fairchild Barnett but we called him 'Barney'—drove by in his car and saw me with my legs laying over that jackhammer, outrigging that hammer with my legs. He stopped, he backed up and he waves to me and says, 'Hey, young fella. I'm gonna get one for your other leg.' And I says, 'That's all right, but you're gonna pay me twice.'"

Barnett probably didn't realize it at the time, but he had just had his first sparring match with a future union negotiator.

During those first few months at Sierra, Owen was encouraged to become involved in the union by Peter Riviera, a worker in the water department, and by George Kaiser, who served for a time as a member of the Local 1245 Policy Committee (later renamed the Advisory Council).

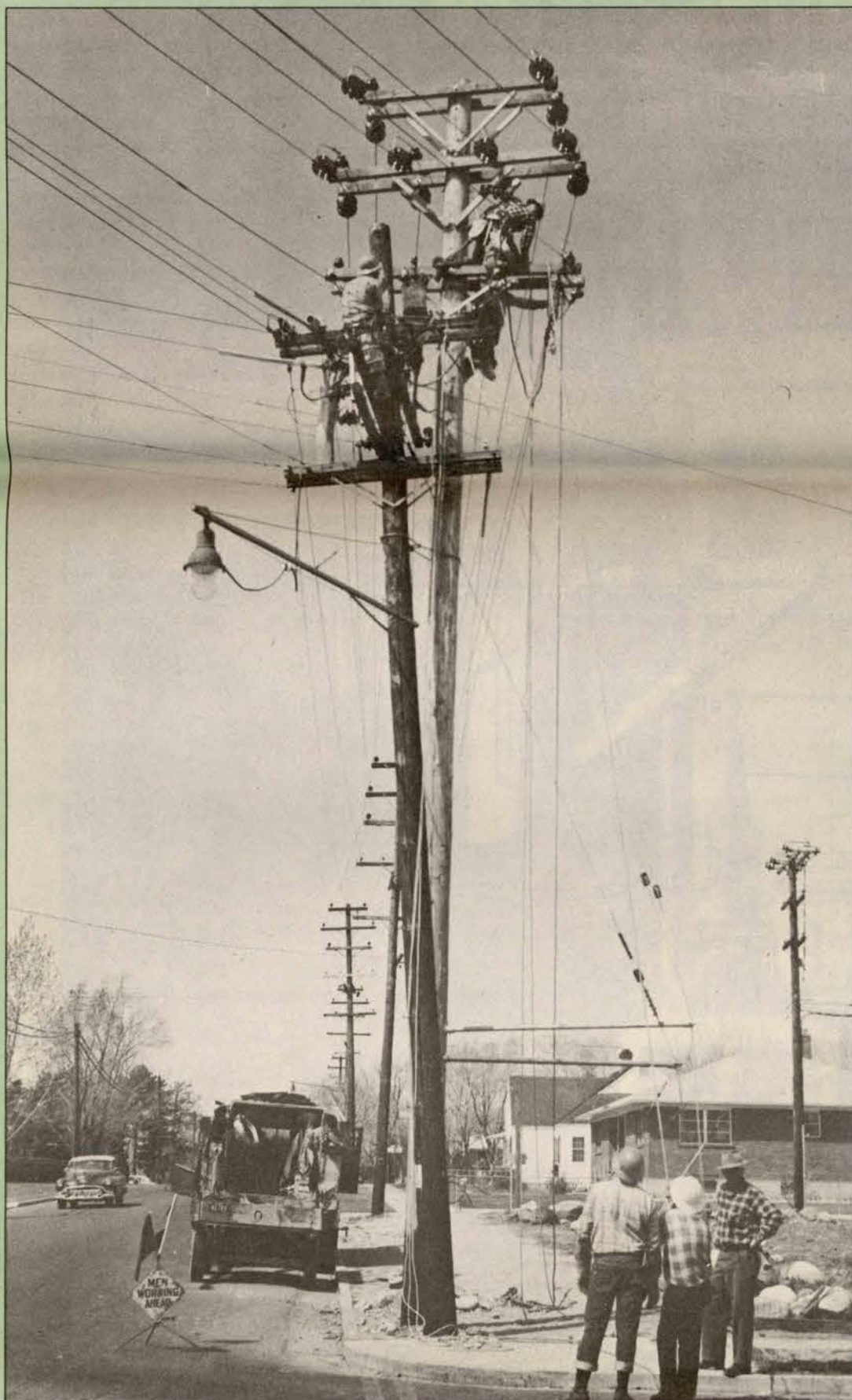
Owen, who now serves as an assistant business manager in the union's head office in Walnut Creek, Ca., was receptive to the union message. Many in his family had belonged to the railroad brotherhoods and Owen himself had briefly belonged to the Woodworkers of America after returning from World War II.

Owen's interest in the union was eventually tapped by the Local 1245 business representative for Sierra Pacific, Al Kaznowski. He was appointed first to the grievance committee and then to the negotiating committee, where he met Local 1245 Business Manager Ron Weakley and Weakley's top assistant, L. L. Mitchell, two of Local 1245's founders (See the April 1991 issue of *Utility Reporter*).

Mitchell remembers Owen as a determined negotiator, not easy to move off a position.

"He did have a temper," says Mitchell. "If things went too awry, he expressed himself, maybe threatening to

**Pole changeout, Lincoln Alley Electric Distribution, 1950. (Photo courtesy Sierra Pacific Power Co.)**

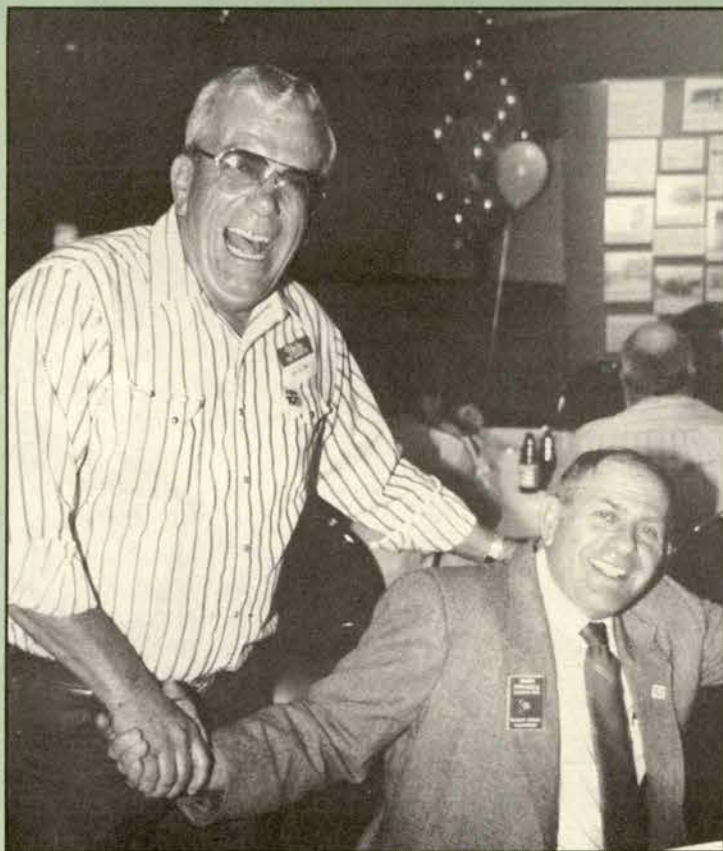




# Local 1245 celebrates 50 years of union: Reno, Nevada May 3, 1991



Tom Lewis, left, a retired Sierra Pacific Power serviceman and longtime union activist, shares some stories with Business Manager Jack McNally.



Jay Kilgore (left), a Sierra Pacific electric meterman and a union member since 1963, greets Business Rep. John Stralla.



Union members and their families and friends (above and below) enjoyed an evening of food, drink and memories during the union's 50th Anniversary Reception in Reno in May.



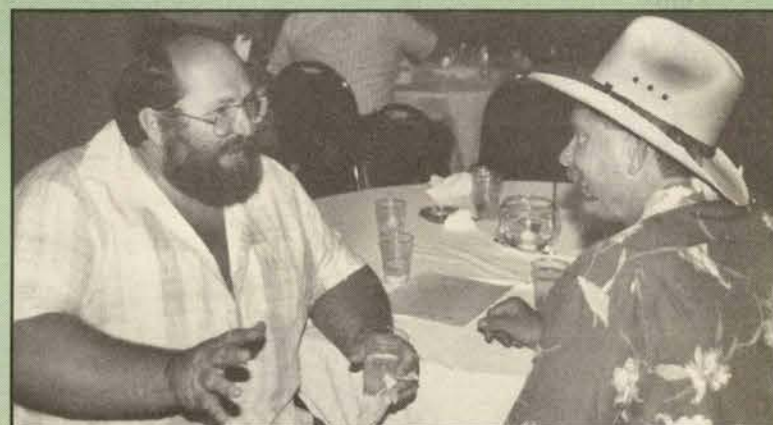
Photos by Eric Wolfe





Retired member Ted Tollner, attending with his wife Rina, started in steam generation in Oakland in 1952, then became a heavy truck driver in PG&E's warehouse system. Tollner retired in 1987.

## Fifty years of union cause for celebration



Local 1245 President Howard Stiefer (left) shares a thought with Advisory Council member Jim Travis.

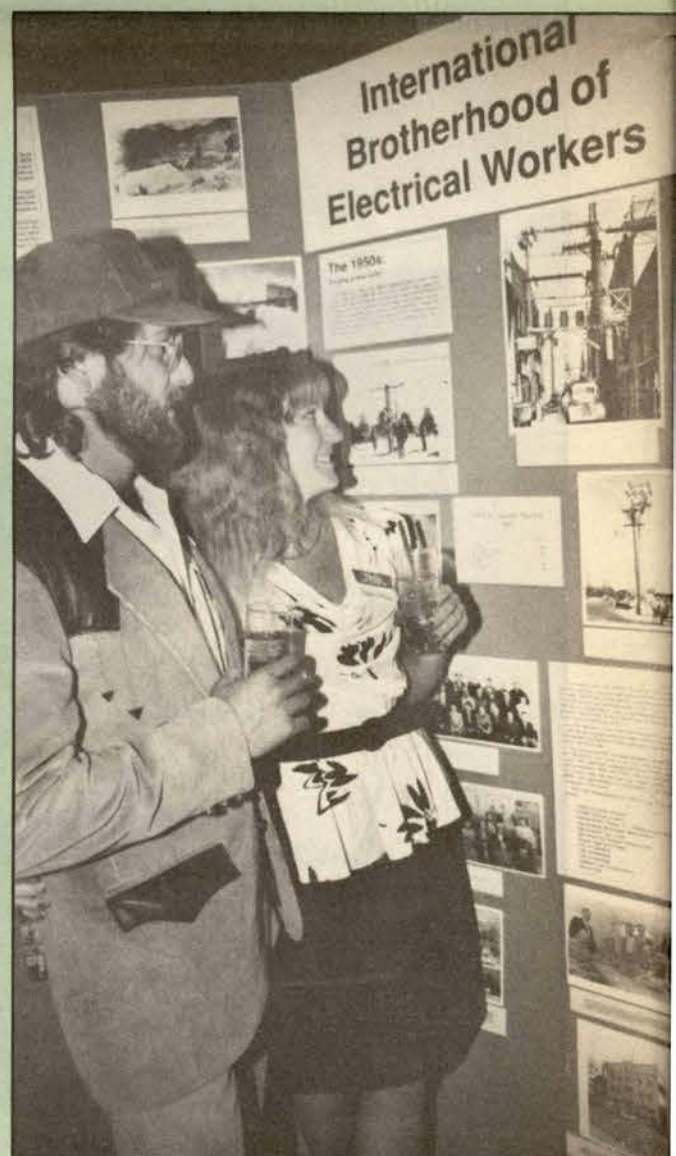


Maude and Jerrel Farmer.

"They were wonderful," says Maude Farmer, left, of her experience with the union. "They made working conditions so much better." Farmer, an IBEW member since 1942, was a Local 1245 shop steward at Lynch Communications in Reno. She retired in 1983.



From left: Sharon Cote, Joel Cote (18 years at Sierra Pacific in telecommunications), Don Moler, unit chair in Reno for 11 years and member for 38 years, and Josie Moler.



Jim and Jynell St. Angelo. Jim is a six-year union member.





Local 1245 Treasurer Ed Mallory meets Bud Gray, who formerly held that position himself. Gray is a Sierra Pacific lineman out of Sparks, Nev.

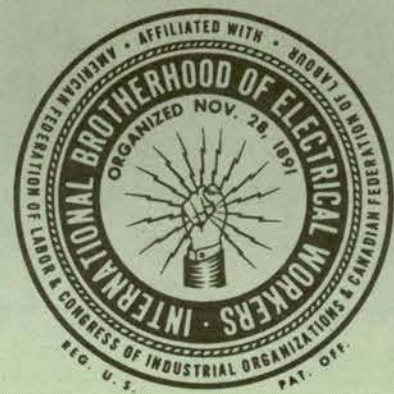


The union's Anniversary Reception in Reno featured plenty of chow.

"I had a lot of complaints about the union," recalls Bud Gray, left. "Then Orville Owen inspired me to run for treasurer." As treasurer, Gray says he wrote a column in *Utility Reporter* where "I tried to explain to the rest of the membership where their dues dollars went"



Business Manager Jack McNally (left), and Sierra Pacific bargaining team member Kent Vanderbundt (center), listen as charter member Gene Ripperdan relates a tale from the union's early days.



Jim and Jynell St. Angelo, at left taking in the union's historical exhibit, find a photo of the Waldorf in Reno, a place where both of them once worked. Says Jynell: "That picture just brought back so many memories."



Advisory Council member and PG&E machinist Jim Dorman and his wife, Dale, along with PG&E electrician and shop steward Pete O'Driscoll and his wife, Cathy.





From left: John Weller, union member and Sierra Pacific ditch patrolman for 10 years; Mary Ann Weller; Debra Summy; and Bill Summy, Sierra Pacific ditch patrolman for 14 years.

"Without the union, the benefits wouldn't be there and we wouldn't have been able to raise our families in the style we were able to raise them. I just hope the young people coming along now will recognize that and realize if they don't stay behind the union the benefits will fall off," says 43-year member Will Hammon, at right.



Kerin Mana (left) and Frank Mana, a 30-year union member. Mana works at PG&E's Vaca-Dixon substation in Vacaville.



From left: Will Hammon, formerly with PG&E and now in Outside Line Construction; Brenda Smith; Robert Bryant, formerly with PG&E and now in Outside Line Construction; and Linda Bryant, a member of IBEW Local 125 out of Portland, Oregon.



Enjoying the 50th Anniversary celebration are (from left) Executive Board member Tube Dudley, his wife Daralene, Linda Hargreaves, and Rod Hargreaves, a union member in Outside Line Construction.

#### Schedule of upcoming Anniversary Receptions:

June 28, Friday  
Waterloo Gun & Bocci Club  
Stockton, Ca.

August 3, Saturday  
Holiday Inn, Chico, Ca.

November 2, Saturday  
Sheraton Inn, Concord, Ca.



## ORGANIZING SIERRA PACIFIC: A RETROSPECTIVE

From PAGE EIGHT

throw a fellow out the window."

"It used to scare Mitch half to death when I'd get mad," Owen recalls. "When I was young, I was a little quick tempered. Mitch used to say he could always tell because my neck started getting red and at that point in time he'd usually call a caucus and ask to see if I was all right. Because it wouldn't have been any problem for me to pick one of 'em up and throw 'em out the window."

"Of course," Owen added, "it was only the second floor."

Also serving the union in bargaining in the mid-1950s were Bob Newberry, on the electrical side, and Loretta

Jackson, representing clerical workers.

### Union advantage

In those days, the union often negotiated directly with Tracy, the head of the company. The union had one distinct advantage in these negotiations: the comptroller of the company, Al Peterson, was a bargaining unit member and served on the union's negotiating team.

Mitchell remembers: "Anytime the president of the company said we don't have enough money to give you this or that, the comptroller would say, 'Look here, Tracy, we do too.'"

Tom Lewis, another union activist of that era, got his

start at Sierra Pacific the same year as Owen, 1949. Lewis had left the textile mills of the East in hopes of finding a job where there was a union to help protect his interests. He found it at Sierra Pacific, where he began as a laborer digging pole holes.

"When I first started there was about 52 percent union membership at the power company," Lewis recalled. "I got active right away."

Membership in the union grew, eventually stabilizing in the 80-90 percent range, a significant achievement in a right-to-work state. Lewis gives credit for this growth to union staff members through the years: "Look at

See NEXT PAGE

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During organizing in the 1950s, workers leaving the old Sierra Pacific yard at Fifth and Wells in Reno would find six-foot five-inch Orville Owen standing in the gateway. "We never used any force," Owen says, "we just talked to them about joining the union." Many an exhausted worker finally asked what it would take to get through the gate. "Just sign this card," Owen answered with a smile. The union grew.



Pole line down from storm damage in Minden, Nevada. 1980. (Photo courtesy Sierra Pacific Power Co.)



## ORGANIZING SIERRA PACIFIC: A RETROSPECTIVE

From **PAGE THIRTEEN** the business reps we had from the IBEW. They were so good: Mitch Michell, Al Kaznowski, John Stralla."

Lewis's own role in that era was hardly that of a shrinking violet. He served as a shop steward, unit chair, and chair of the PAC committee, as well as a member of the negotiating team for a number of years.

Lewis remembers it as an exciting era.

"The company was growing and the time was ripe for

people to get into the union. I loved it."

### Working conditions

The union had its work cut out for it in those early days. Wages provided nowhere near the standard of living that today's wages do. Benefits were meager. Working conditions left a lot to be desired.

"We didn't have anything," remembers Bill Campbell, who went to work for Sierra Pacific in 1951 and retired as an overhead line

foreman last year. "You never heard of a rest period. We worked 40 hours at a shot. We just laid down on the cement floor of the warehouse and then we're off again."

Weather provided constant challenges. Peter Vanni, who hired in at Sierra Pacific in 1948, remembers what it was like trying to keep the Tahoe area powered up in winter:

"Getting around in the snow, we used to have to snow shoe or ski—there just

wasn't any other way. No snowcats or anything like that. But the circuits around the lake had to be kept open. So you'd pick up your wire, jacks and ropes and you'd go do it."

There weren't any radios for communication back then, either, Vanni said, so linemen would tap into phone lines in order to communicate.

Campbell remembers working on a river line during a particularly nasty winter storm:

"The wind was coming at 80 miles per hour. You could hear trees busting off and everything. I remember one tree busted about two spans away and rattled everything when it came down. It must have been about midnight. This one kid came off that pole and quit. He said, 'I ain't staying up that damn mountain.'"

But Campbell stayed because, he says, that's what linemen did. "You never came off that mountain until that job was done."

**"The union gives us job protection... It's gratifying to know I have a group of people out there who are looking after my family and their welfare and my future."**

--Bill Summy, a ditch patrolman with Sierra Pacific for 14 years



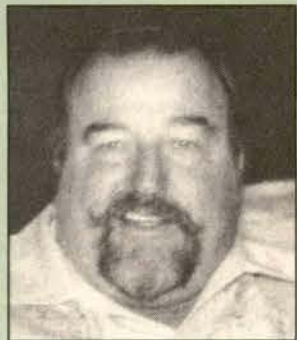
**"The union's been very important to me. It's benefitted my job security and my retirement."**

--Jay Kilgore, unit recorder from 1966-89 and Advisory Council member for most of the 1970s and 1980s



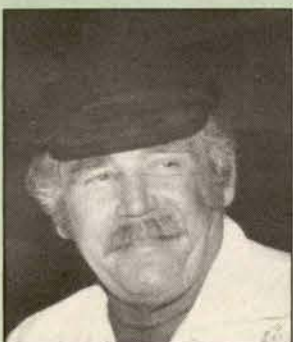
**"The union's given me a good living wage and helped me keep my job."**

--Don Moler, a union member for 38 years and Local 1245's Reno unit chair for 11 years



**"The company wasn't volunteering to give us any raises. It was up to the union to negotiate those raises. The union did it all as far as I'm concerned."**

--Bud Gray, former E-Board member, since 1978 an SPP lineman out of Sparks





## ORGANIZING SIERRA PACIFIC: A RETROSPECTIVE

Of course some aspects of linework will always be difficult and will test the mettle of those who choose to do it. But in those early days linemen were expected to put in an effort that bordered on the superhuman. Both Campbell and Vanni believe the union had a lot to do with improving those conditions.

"The union did a lot of good for our benefits, working conditions, hours, meal time—we didn't have a lot of that at first. You'd eat when they wanted you to eat," said Vanni. "The union has done a lot of good. I think those who don't belong, should!"

Getting people to join the union in a right-to-work state, and keeping them, has been

no small challenge over the years. Most people, once they see how the union benefits them directly, are willing to do their part by joining and paying dues. But the voluntary nature of union membership in Nevada has given companies like Sierra Pacific an opportunity to stir up mischief over the years.

Orville Owen remembers a time, after the union had signed up members on payroll deduction cards, when the company forced the union to go back and have them sign up all over again.

"At that time the attorneys advised us—our attorneys and the company's attorneys—that the form had to be revised to make it more in com-

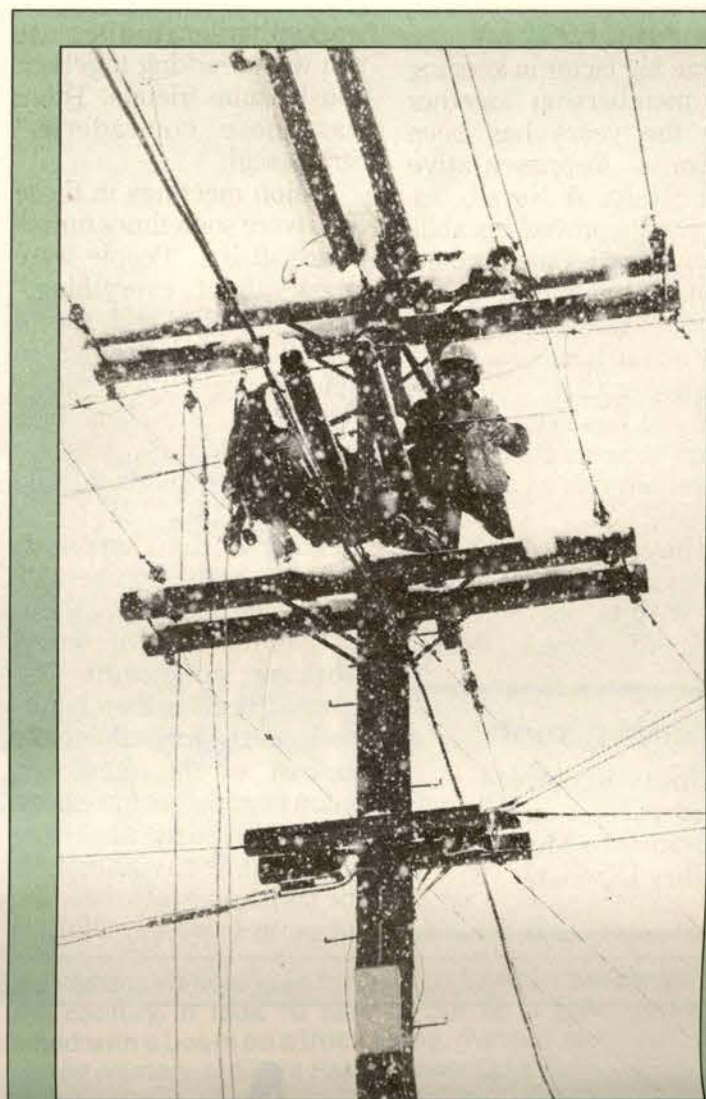
pliance with the law," Owen recalls. "All those people who had previously signed those cards, we had to go back and re-sign them. I think the company was hoping that the guys would [be irritated] and say 'No.'"

Owen continues: "Roy Murray, who was then our business representative, gave me all the cards. He says, 'Orv, we have to re-sign everybody,' and I says, 'Okay.' So we went to all our stewards, gave them cards for each one of their guys. As a result of that we picked up twenty-five more members than we had prior to the re-signup. We had a real tight group up there."

See NEXT PAGE

**"The wind was coming at 80 miles per hour. You could hear trees busting off and everything. I remember one tree busted about two spans away and rattled everything when it came down. It must have been about midnight. This one kid came off that pole and quit. He said, 'I ain't staying up that damn mountain.'"**

*Bill Campbell, retired overhead line foreman*



Sierra Pacific linemen Keith Carlson and Ermon Hally at work in a snowstorm in the 1960s. (Photo courtesy Sierra Pacific Power Co.)



Sierra Pacific Power Co. warehouse and store personnel in Reno, Nevada in the late 1950s. (Photo courtesy Tom Lewis)



## ORGANIZING SIERRA PACIFIC: A RETROSPECTIVE

From PAGE FIFTEEN

One big factor in keeping that membership together over the years has been Business Representative John Stralla. A Nevada native, Stralla proved his abilities on the grievance and negotiating committees in the late 1960s before being hired as a union business representative in 1971.

Stralla has seen a lot of change at Sierra Pacific since he first hired in as a laborer in 1964.

"The company didn't have the equipment that PG&E had. We'd be out there with pick and shovel. People

worked harder. And because you were working together, you became friends. There was more comraderie," Stralla said.

Union meetings in those days were sometimes tumultuous affairs. "People were angry about everything," Stralla recalls, and they'd pack the union meetings in Reno to speak their minds. When the Musicians hall, which seated 60, was no longer big enough to hold everybody, Local 1245 began meeting at the Carpenters hall, where the numbers often topped 100.

Over the years, of course, working conditions improved. By doing their homework, and by maintaining the support of the members, union negotiators have been able to persuade the company to come up with more at the bargaining table over the years. In some ways, Stralla

believes, the union may have become a victim of its own successes.

"We've made employers smarter by doing too good of a job. We beat them and they figured they're tired of getting their a-- kicked," Stralla said.

### Complex bargaining

As a result, collective bargaining has become much more complex. The days of the company president sitting down and negotiating the union contract are long gone. Bargaining has become a science.

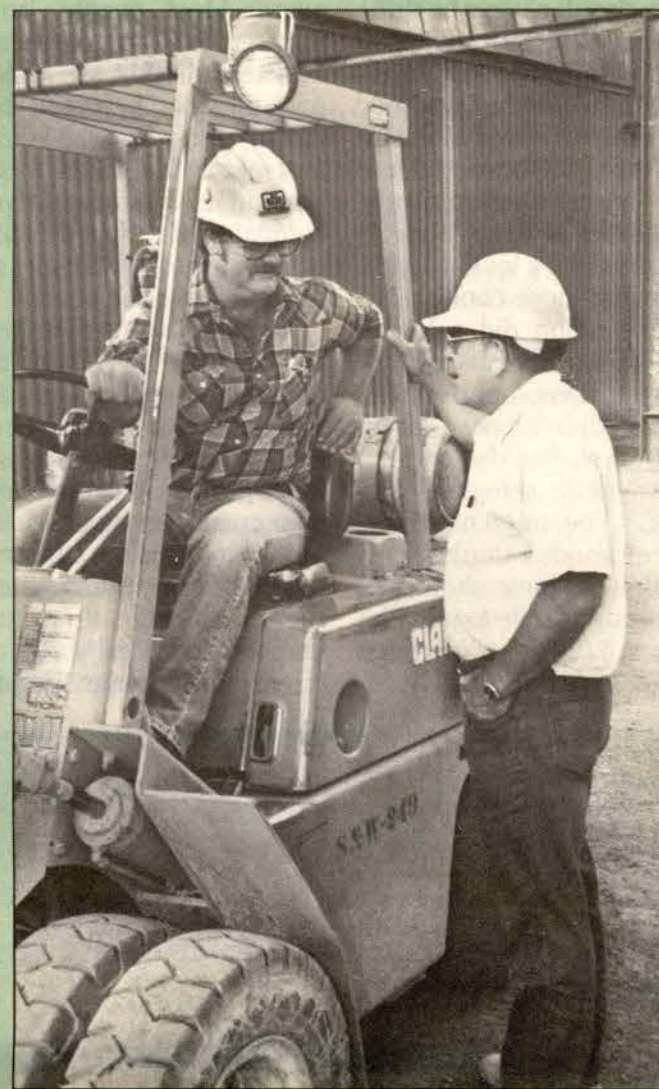
"People used to negotiate with calculators—you know, those old mechanical adding machines. Now they use computers," said Stralla. "These utilities pool all their information through their institute [Electric Power Research Institute]. That information gives them am-

### Coming soon:

a Utility Reporter retrospective on the Sacramento Municipal Utility District.



Line crews work to restore the interconnect with PG&E after the disastrous Donner Ridge fire of 1960. The fire disrupted power for three days. (Photo courtesy Sierra Pacific Power Co.)



Business Representative John Stralla visits with Shop Steward Earl Jones during a recent visit to Valmy Power Plant. (Photo: Eric Wolfe)

munition."

But the union has managed to hold its own at the bargaining table in recent years. A contract ratified in May brought a wage increase of 12.5 percent spread over three years, increased employer matching money to 401k plans, and preserved medical benefits, among other improvements.

Sierra Pacific has benefited from its relationship with the union. Having a unionized workforce that is highly-skilled and motivated has allowed Sierra Pacific to respond to the challenges it has faced through the years.

One of the largest of those challenges was a disastrous fire in 1960 that devastated the Donner Summit interconnect with Pacific Gas & Electric, disrupting service for several days. This natural calamity made it clear how vulnerable Sierra Pacific was made by its dependence on other utilities for power.

Over the next several

years, the company added several gas and oil-fired units: three steam generating units at the Tracy plant and two units at Fort Churchill.

These power sources were supplemented in the 1980s by the addition of two 250-megawatt coal-fired plants at Valmy.

With the century now entering its last decade, Sierra Pacific has clearly come a long way from the era when linemen's supplies were carried by mules and when poles were transported by horse and wagon.

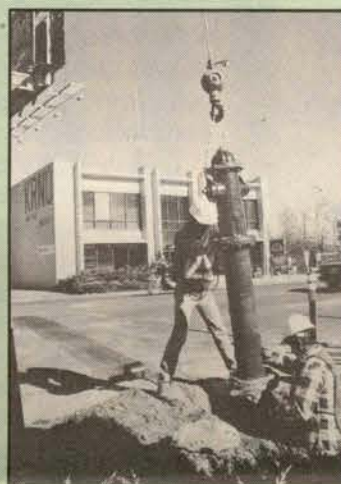
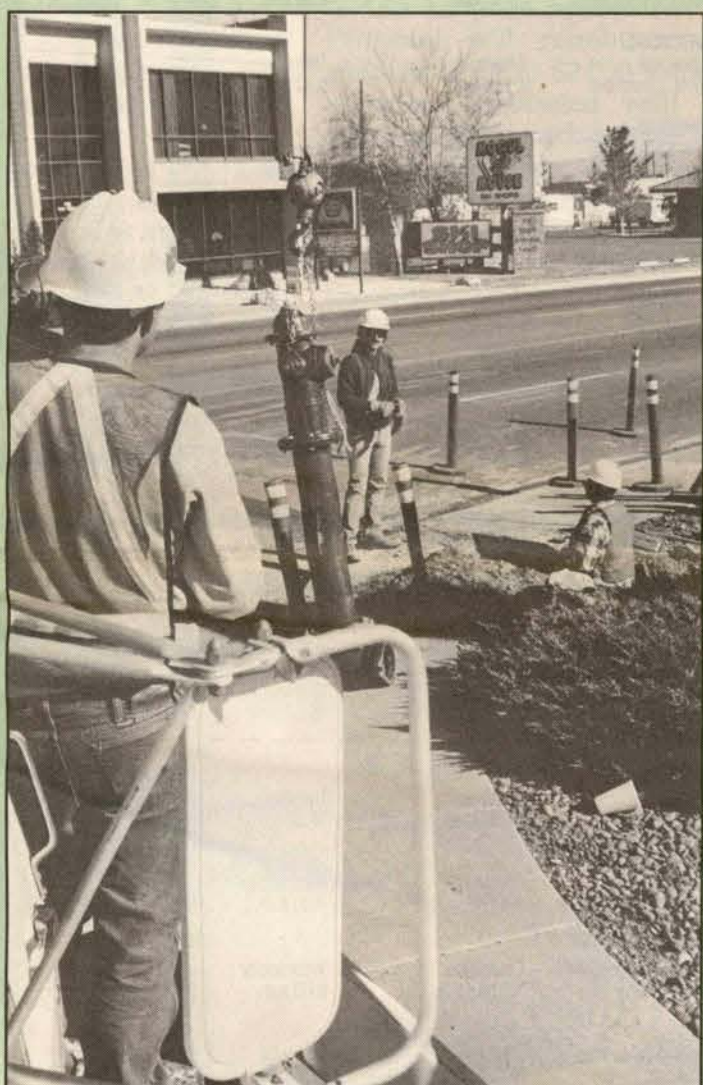
If Sierra Pacific's employees have been able to share in the company's growth and prosperity, it is largely because they learned a long time ago that the union gives them a voice with which to press for what they have rightfully earned.

(Some historical information for this article was obtained from a special issue of Sierra Pacific's "Pipe & Wire").



# Talkin' union

Union members at Sierra Pacific shared their thoughts about the union some months back during a Utility Reporter visit to a Reno job site, where a Sierra Pacific crew was installing a fire hydrant at the corner of Moana and Coliseum. On the crew that day were: Bob Wilk, foreman, 12 years in the union; Larry Martin, equipment operator, 9 years; Kim Marlow, truck driver, 12 years; and Pat Nielson, apprentice fitter, 4 years in the union. (Photos: Eric Wolfe)



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"I love the security" that the union provides, says Larry Martin. "I believe the union makes it so I'm going to be here tomorrow."

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Without the union, "I don't think we'd have the benefits we have now," says Kim Marlow. "We wouldn't have the tools to ask for what we want." With non-union employers, "If you didn't like [the way things are] they'd fire you. You didn't have anybody to protect you." Marlow's wife recently had \$30,000 worth of surgery, but they had to pay only \$200. "Would you be able to get that kind of benefit at a non-union company?" Marlow asks. "I doubt it."

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"I think the company would be doing what it wants at will if we weren't standing up fighting for wages, for working conditions," says Bob Wilk. "If it wasn't for the union we wouldn't have what we have today." He confesses that it's frustrating being in a right-to-work state "fighting for the same rights for people who don't belong."

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The union is responsible for securing "a lot of our safety stuff," says Pat Nielson. He believes a unionized position offers more job security than a management position because in management "they can screw with you. There's no protection."

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SAN JOAQUIN				Jul	Aug	Sep	Oct	Nov	Dec					Jul	Aug	Sep	Oct	Nov	Dec								
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.	9	6	3	8	5	10	1511	SAN JOSE PHYSICAL 3050 El Camino	Chairman: *M. Hernandez	Tuesday 8:00 p.m.	2	6	3	1	5	3								
1112	BAKERSFIELD Econo Lodge 2700 White Ln	Chairman: R. McCormick	Thursday 5:30 p.m.	11	15	12	17	14	12	1512	BELMONT 240 El Camino San Carlos	Chairman: *S. Slattery	Wednesday *5:00 p.m.	10	14	11	9	13	11								
1113	*MADERA 309 S. Gateway Madera	Chairman: M. Micheli	Thursday 5:15 p.m.	11	8	5	3	7	5	1513	SANTA CRUZ Adolph's 525 Water St.	Chairman: A. Garza, Jr	Thursday 7:00 p.m.	11	8	5	10	7	5								
1117	WASCO Wasco Inn 1120 Hwy 46	Chairman: D. Scott	Monday 5:15 p.m.	8	12	9	14	18	9	1515	GILROY Watsonville Svgs 801 First St.	Chairman: G. Pfeffer	Wednesday 7:00 p.m.	10	14	11	9	13	11								
1118	CRANE VALLEY The Kettle Hwy 41 Oakhurst	Chairman: R. Newton	Wednesday 7:30 p.m.	10	7	4	2	6	4	CITY OF OAKLAND				2211	OAKLAND GENERAL The Flanker 45 Hegenberger	Chairman: E. Myall	Thursday 5:00 p.m.	18	15	19	17	21	19				
1120	SELMA El Conquistador Selma	Chairman: P. Sandoval	Thursday 5:00 p.m.	11	8	12	10	14	12	EAST BAY				2301	EAST BAY CLERICAL Holiday Inn 1800 Powell St	Chairman: D. Dito	Tuesday 6:00 p.m.	9	13	10	8	12	10				
1122	*MERCED IRRIG. DIST. Ryan's G Street	Chairman: *G. Coleman	Tuesday 7:30 p.m.	2	6	3	1	5	3	2311	OAKLAND The Flanker 45 Hegenberger	Chairman: P. Ramsey	Tuesday 5:00 p.m.	2	6	3	1	5	3								
1123	MERCED Sinaloa 950 Motel Dr	Chairman: D. Mayo	Wednesday 5:30 p.m.	17	14	11	9	13	11	2314	HAYWARD/FREMONT *McHart's Pizza 3400 Fremont Blvd.	Chairman: *B. Coots	Wednesday 6:00 p.m.	10	14	11	9	13	11								
1124	LOS BANOS Wool Growers Inn 609 H Street	Chairman: B. Howard	Thursday 5:00 p.m.	18	15	12	10	14	12	2315	LIVERMORE Eagles Hall 527 N. Livermore	Chairman: J. Howard	Thursday 5:30 p.m.	*11	1	5	3	7	5								
1127	TAFT Bit of Country 738 Finley Dr	Chairman: D. Thomas	Wednesday 5:30 p.m.	10	14	11	16	13	11	2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: D. Sutton	Thursday 7:30 p.m.	11	8	12	10	14	12								
1128	LEMOORE Fleet Reserve 788 D St.	Chairman: P. Altamirano	Tuesday 5:30 p.m.	9	13	10	15	12	10	2317	ANTIOCH Roundtable 2741 Lone Tree Wy	Chairman: J. Dorman	*Thursday *7:00 p.m.	*2	1	5	3	7	5								
COAST VALLEYS				1211	SALINAS Am. Legion Hall 14 W. Laurel Dr	Chairman: K. Richards	Tuesday 5:00 p.m.	9	6	3	8	5	3	2318	RICHMOND White Knight 3150 Pierce St	Chairman: C. Jackson	Tuesday 5:00 p.m.	9	13	10	8	12	10				
1212	MONTEREY Surd's 2030 Fremont St	Chairman: J. Delsman	Wednesday 5:00 p.m.	17	14	11	16	13	11	SAN FRANCISCO				2401	SAN FRANCISCO CLERICAL Hyatt Regency 5 Embarcadero Ctr	Chairman: G. Alston	Wednesday 5:30 p.m.	10	14	11	9	13	11				
1215	SAN LUIS OBISPO Margie's Diner	Chairman:	Thursday 5:00 p.m.	11	8	5	10	7	5	2412	SAN FRANCISCO PHYSICAL 4 Berry Street Embarcadero	Chairman: B. Smallwood	Wednesday 5:30 p.m.	3	7	4	2	6	4								
1216	SANTA MARIA Great Scott's Pizza	Chairman: A. Castillo	Tuesday 5:00 p.m.	9	6	3	8	5	3	STOCKTON				2511	STOCKTON Ed Stewart Post 3110 N. West Ln	Chairman: M. Rasmussen	Thursday 7:30 p.m.	11	8	12	10	14	12				
1217	TEMPLETON Good Neighbor Deli	Chairman: G. Burk	Tuesday 4:00 p.m.	16	13	10	15	12	10	2512	ANGELS CAMP Round Table Pizza Hwys 4 & 49	Chairman: W. Fippen	Wednesday *5:30 p.m.	*17	7	4	2	6	4								
1218	MPTV CABLE Surd's 2030 Fremont St	Chairman: G. King	Tuesday 7:00 p.m.	16	13	10	15	12	10	2513	JACKSON Gold Cntry Pizza 525 S. Hwy 49	Chairman: D. Schulze	Tuesday *5:30 p.m.	2	6	3	1	5	3								
1219	HOLLISTER Paine's Rest. 421 East St	Chairman: J. Schneider	Wednesday 5:00 p.m.	10	7	4	9	6	4	2514	USB/TRACY *Control Room Tracy Pumping Plant	Chairman: R. Pender	Wednesday 4:00 p.m.	10	14	11	9	13	11								
1220	DIABLO CANYON Mulligans	Chairman: D. Lockwood	Wednesday *5:30 p.m.	17	14	11	16	13	11	2515	MODESTO Sundial Lodge 808 McHenry	Chairman: *R. Morante	Wednesday 6:00 p.m.	10	14	11	9	13	11								
1221	BUELLTON Andersons	Chairman: *J. Lauer	Thursday 5:00 p.m.	18	15	12	17	14	12	2516	LODI *Round Table Pizza Kettleman Lane	Chairman: B. Fisher	Thursday 7:30 p.m.	11	8	5	3	7	5								
1222	MORRO BAY Dorn's Cafe	Chairman:	Wednesday *5:30 p.m.	10	7	4	9	6	4	2517	SONORA RoundTable Pizza Junction Shp Ctr	Chairman: W. McCord	Tuesday 4:00 p.m.	9	13	10	8	12	10								
1223	DIABLO CANYON Mulligans	Chairman:	Wednesday 2:30 p.m.	17	14	11	16	13	11	2518	MODESTO IRRIG. DIST Sundial Lodge 808 McHenry	Chairman: D. Pittman	Wednesday 5:00 p.m.	3	7	4	2	6	4								
PIPE LINE				1311	BARSTOW PSEA Rec Rm Hinckley Station	Chairman: B. Wilage	Wednesday 5:30 p.m.	3	7	4	9	6	4	2519	S.SAN JOAQUIN IRRIG DIST SSJID Headqtrs	Chairman: J. Schaad	Tuesday 6:00 p.m.	9	13	10	8	12	10				
1312	NEEDLES Eagles Club Front Street	Chairman: M. Walters	Thursday 5:15 p.m.	--	8	--	10	--	5	PACIFIC GAS TRANSMISSION				3023	WALLA WALLA Jack's Fountain Book Nook/Main St	Chairman: F. Locati	Wednesday 7:00 p.m.	10	14	11	9	13	11				
1313	TOPOCK Rec Rm Park Moabi	Chairman: R. Mejia	Thursday *3:15 p.m.	2	--	5	--	7	--	3024	REDMOND Pietro's Pizza 413 W. Glacier	Chairman: M. Latta	Tuesday 7:00 p.m.	9	13	10	8	12	10								
SANTA CLARA				1411	CITY OF SANTA CLARA Round Table Pizza El Camino	Chairman: J. Parker	Thursday 5:30 p.m.	11	8	12	10	14	12	3025	*SPOKANE Chapter 11 Rest E. 7720 Sprague Ave	Chairman: J. Fifiold	Wednesday *7:00 p.m.	17	21	18	16	20	18				
SAN JOSE				1501	SAN JOSE CLERICAL Round Table Pizza 3050 El Camino	Chairman: B. Brill, Jr	Tuesday *6:15 p.m.	2	6	3	1	5	3	HUMBOLDT				3111	EUREKA Labor Temple 9th & E St	Chairman: S. Anderson	Tuesday 7:30 p.m.	9	13	10	15	12	10



				Jul	Aug	Sep	Oct	Nov	Dec					Jul	Aug	Sep	Oct	Nov	Dec				
3112	GARBERVILLE Firemans Hall Locust Street	Chairman: B. Harmeyer	Thursday 5:00 p.m.	11	15	12	17	14	12					3713	E. GEYSERS Ltl Red School House Bottle Rock Rd	Chairman: R. Runnings	Wednesday 6:00 p.m.	17	21	18	23	20	18
3113	WILLOW CREEK Country Club Willow Creek	Chairman: C. Fleming	Wednesday 5:00 p.m.	10	14	11	16	13	11					3714	UKIAH Discovery Inn 1340 N. State St	Chairman: D. Bettencourt	Wednesday 7:30 p.m.	3	7	4	9	6	4
SHASTA														3715	LAKEPORT Senior Center 527 Konocti Ave	Chairman: B. Dawson	Tuesday 7:00 p.m.	2	6	3	8	5	3
3212	REDDING Uppercrust Pizza 3655 Meadowview	Chairman: A. Streetman	Tuesday 5:15 p.m.	2	6	3	1	5	3					3716	NAPA/VALLEJO *Mary's Pizza Shack 3085 Jefferson St., Napa	Chairman: T. Jacobson	Thursday 7:00 p.m.	3	1	5	3	7	5
3213	BURNEY Sam's Pizza Johnson Park	Chairman: R. Trunnell	Thursday 5:00 p.m.	*3	8	5	3	7	5					3717	FORT BRAGG/PT ARENA Masonic Temple 428 N. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	18	22	19	24	21	19
3214	RED BLUFF Palamino Room 723 Main St	Chairman: H. Iness	Thursday 5:30 p.m.	11	15	12	10	14	12					3718	W. GEYSERS Roundtable Pizza Healdsburg Ave	Chairman: A. Maclean	Tuesday 6:30 p.m.	16	20	17	22	19	17
3216	TRINITY New York Hotel Weaverville	Chairman: S. Fisher	Tuesday 5:15 p.m.	9	13	10	8	12	10					SACRAMENTO									
3217	CITY OF REDDING Hospitality House 532 Market	Chairman: J. Kropholler	Wednesday 5:30 p.m.	10	14	11	9	13	11					3011	SACRAMENTO REGIONAL TRANSIT *IBEW Local 1245 3453 Ramona	Chairman: L. Gill	Wednesday 5:00 p.m.	3	7	4	2	6	4
NEVADA														3811	SACRAMENTO Florin Odd Fellow 8360 Florin Rd	Chairman: D. Norris	Wednesday 6:00 p.m.	17	21	18	16	20	18
3311	RENO IBEW Hall 2713 E. 4th St	Chairman: D. Moler	Wednesday 7:00 p.m.	3	7	4	2	6	4					3812	VACAVILLE Brigadoon Lodge 1571 Monte Vista	Chairman: J. Runswick	Thursday 7:00 p.m.	18	8	12	10	14	12
3312	CARSON CITY Fire Station	Chairman: *S. Downs	Monday 5:30 p.m.	8	12	9	14	11	9					3814	WOODLAND American Legion 523 Bush Street	Chairman: M. Davis	Thursday 5:30 p.m.	*11	1	5	3	7	5
3313	YERRINGTON Fire Station	Chairman: P. Perumean	Tuesday 6:30 p.m.	2	6	3	1	5	3					3911	SMUD IBEW LU 1245 3453 Ramona, Sac.	Chairman: G. Ritchie	Wednesday 4:30 p.m.	10	14	11	9	13	11
3314	SOUTH LAKE TAHOE Moose Lodge	Chairman: D. Fruhwirth	Thursday 5:30 p.m.	*	1	5	3	7	5					3912	FRESH POND (SMUD) Moose Lodge Hwy 50-Frontage Rd	Chairman: D. Newton	Tuesday 6:00 p.m.	2	6	3	1	5	3
3315	MT. WHEELER/ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: D. Strausburg	Wednesday 4:30 p.m.	17	21	18	16	20	18					CITIZENS UTILITIES COMPANY									
3318	ELKO Stockmen's Hotel Elko	Chairman: V. Nelson	Wednesday 6:00 p.m.	9	13	10	8	12	10					4012	SUSANVILLE RoundTable Pizza 2655 Main	Chairman: J. Deal	Monday 5:30 p.m.	8	12	9	7	*18	9
3319	WELLS Ranch House *Wells	Chairman: M. Cromie	Thursday 6:30 p.m.	18	22	19	17	21	19					4013	ALTURAS Benney's 1200 W 4th St	Chairman: J. Belle	Tuesday 5:30 p.m.	9	13	10	7	12	10
*3320	NORTH LAKE TAHOE Carpenters Hall Kings Beach	Chairman: Dan Lyday	Wednesday 5:30 p.m.	17	21	18	16	20	18					4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: J. Rupel	Thursday 5:30 p.m.	18	22	19	17	21	19
DESABLA														4015	BURNEY - CUCC Sam's Pizza Hwy 299 E	Chairman: C. Hutchinson	Wednesday 5:30 p.m.	10	14	11	9	13	11
3411	CHICO Pizzoni's Pizza Hwy 32, Chico	Chairman: T. Rist	Wednesday 7:30 p.m.	17	21	18	16	20	18					4016	PALO CEDRO Uncle Bob's Pizza 9348 Deschutes	Chairman: D. Albright	Thursday 5:30 p.m.	11	15	12	10	14	12
3412	QUINCY Moons Restaurant Lawrence Street	Chairman: N. Adamson	Wednesday 7:00 p.m.	3	7	4	2	6	4					DAVEY TREE									
3417	PARADISE Red Lion Pizza 6011 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	*2	8	5	3	7	5					4412	DAVEY TREE/SANTA CRUZ Adolph's 525 Water St	Chairman: K. Neal	Thursday 6:00 p.m.	18	15	12	17	14	12
DRUM														4416	DAVEY TREE/SELMA El Conquistador Selma	Chairman: A. Sanchez	Thursday 6:30 p.m.	*2	1	5	3	7	5
3511	AUBURN Moose Lodge Sacramento & High	Chairman: C.D. Felkins	Tuesday 7:00 p.m.	9	13	10	8	12	10					4417	DAVEY TREE/SANTA ROSA Round Table Pizza 421 Stoney Point	Chairman: S. Ginsburg	Tuesday 7:00 p.m.	9	13	10	8	12	10
3512	ROSEVILLE Round Table Pizza 106 N. Sunrise	Chairman: R. Wilkins	*Monday 5:00 p.m.	8	12	9	14	*18	9					4418	DAVEY TREE/EUREKA Angelo's Pizza 7th St. Eureka	Chairman: *M. Ryan	Monday 5:00 p.m.	8	12	9	14	11	9
3513	GRASS VALLEY The Office 102 Richardson St	Chairman: J. Berrera	Wednesday 6:00 p.m.	10	14	11	9	13	11					4419	PAC TREE/REDDING Angelo's Pizza 1774 Calif. St	Chairman: D. Mitchell	Tuesday 6:00 p.m.	2	6	3	1	5	3
3813	PLACERVILLE The Hoosegow 2864 Ray Lawyer	Chairman: G. Parks	Thursday 5:00 p.m.	11	8	12	10	14	12					4420	DAVEY TREE/NAPA Pietro's 999 Trancas St	Chairman M. Linley	Tuesday 5:00 p.m.	16	20	17	15	19	17
COLGATE														4421	DAVEY TREE/BELMONT 240 El Camino San Carlos	Chairman *I. Mora	Wednesday *5:00 p.m.	17	21	18	16	20	18
3611	MARYSVILLE Duke's 1526 N. Beale Rd	Chairman: J. Kuhn	Tuesday 6:00 p.m.	2	6	3	1	5	3					OUTSIDE LINE									
3613	OROVILLE Eagles Hall 2010 Montgomery	Chairman: A. Knudsen	*Tuesday 6:00 p.m.	16	20	17	15	19	17					4911	OUTSIDE LINE/SACRAMENTO IBEW LU 1245 3453 Ramona	Chairman: W. Branson	Saturday 10:00 a.m.	13	10	14	12	9	14
NORTH BAY														4912	OUTSIDE LINE/RIVERSIDE 1074 La Cadena Dr Riverside	Chairman: *C. Patterson	Wednesday 8:00 p.m.	10	14	11	9	13	11
3711	MARIN COUNTY Round Table Pizza S. Novato Blvd	Chairman: J. Findley	Thursday 6:00 p.m.	11	8	12	10	14	12					* Indicates change									
3712	SANTA ROSA Round Table Pizza 421 Stoney Point	Chairman: B. Olson	Tuesday 7:00 p.m.	2	6	3	1	5	3														



# Unionists demand fair budget during rally at state capitol

**T**rade unionists rallied alongside religious and community groups at the State Capitol last month to demand equitable solutions to the California budget crisis.

Hundreds of trade union delegates in Sacramento for the annual California AFL-CIO Legislative Conference, including several Local 1245 members, swelled the crowd's ranks to an estimated 2,000. Their demand: make the rich pay their fair share to deal with California's budget deficit.

The rally came in response to a proposal by Gov. Pete Wilson to cut money for education and social programs, force furloughs and layoffs of state employees, and impose a regressive sales tax that would burden low- and moderate-income wage earners while going easy on corporations and the well-to-do.

Wilson's economic strategy was vigorously criticized at labor's legislative conference by Dean Tipps, state director of the Service Employees union.

Tipps said that the period 1980-1988 ushered in "a massive shift and redistribution of wealth in our state."

"Between 1980 and 1988, income for the bottom 90 percent of all Californians actually went down, on average," said Tipps.

The income of the top 10 percent went up in those eight years by 29 percent and the top one percent went up by an astounding 79 percent, Tipps said.

"We're in a situation here where literally the vast majority of people in our state and in our nation are facing gradual impoverishment and income is being redistributed into fewer and fewer hands."

Tipps rejected the argument that higher taxes on corporations would drive business from the state, arguing instead that businesses will locate wherever they can make money, where people are available and able to buy their products.

"If we impoverish the 90 percent of consumers, where is wealth going to come from in the future?" Tipps asked.

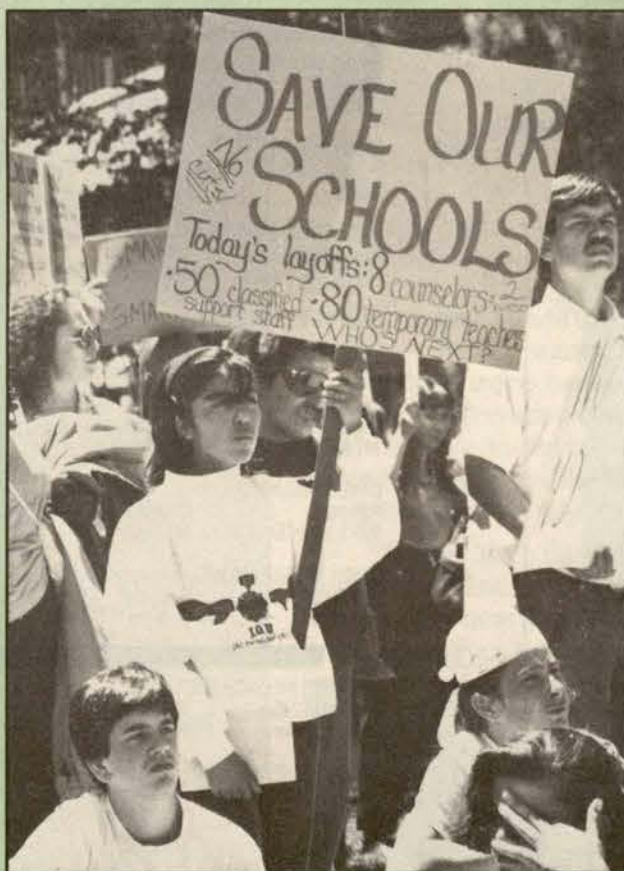
"Are we creating the engine

for economic growth by taking money out of the pockets of consumers, the people who ultimately are going to determine whether or not our economy grows by their willingness and

ability to go out and spend money and create the sort of consumer demand that will encourage businesses to go out and spend money and expand?" Tipps asked.



"Californians pay when the rich won't"



"Save our schools"



Local 1245 retirees Don Hardie (left) and Louis Rangel expressed their sentiments.



California AFL-CIO President Al Gruhn and Local 1245 Business Manager Jack McNally share thoughts during the rally at the State Capitol.



"Democracy depends on a well-educated citizenry"