

UTILITY REPORTER

Clinton Speaks
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Crews display skills at Lineman's Rodeo

Members compete from PG&E, SMUD, Sierra Pacific Power, and City of Roseville

Union line crews demonstrated the human skills that go into the delivery of electrical power in the western United States last month at the Second Annual Lineman's Rodeo in Sacramento, Ca.

Local 1245 crews from Pacific Gas & Electric, Sacramento Municipal Utility District, Sierra Pacific Power and the City of Roseville were joined by IBEW crews from other utilities in friendly competition that pitted skilled worker against skilled worker. Contestants were judged not on speed but on demonstrated ability and safe work practices.

The rodeo, a regional event that helps determine which teams will go on to national competition in Kansas City, Mo., was sponsored this year by Local 1245, PG&E and SMUD.

Finishing with the highest score—a near-perfect 696 out of a possible 700—was the PG&E General Construction team of Scott Rose, Evan Slaydon and Rob Harty.

Coming in first among SMUD crews—and registering the second highest overall score of 693—were Max Fuentes, Gerald Mankins and Jerry Tittle.

Top honors among PG&E Distribution crews went to the team of Daniel Ramirez, Curtis Doty, Bryan Allen and Rick Truitt (alternate), who racked up 688 points.

Among the crews from non-hosting utilities, first place was captured by the Southern California Edison team, which finished in a

dead-heat with San Diego Gas and Electric at 693 points. (Given the tie, first place was awarded based on the fastest time.)

Contestants competed in seven events: hurt man rescue, rope splicing, fused disconnect change, underground dip termination, double deadend hot tap, cross arm change, and the "raw egg pole climb" in which linemen climbed a 45-foot pole with a raw egg in a bucket and then came down with the egg in their mouth.

In addition, there were competitions in line truck and backhoe operation. Line truck winners were Ray Horlacher (PG&E General Construction), Mike Stemas (SMUD), and Ernie Quinonez (PG&E Distribution).

See PAGE SEVEN

Local 1245 considers new challenge

Judges question clerical drug testing at PG&E's Diablo Canyon power plant

A federal appeals court in June rejected Local 1245's plea to ban random drug testing of clerical, warehouse and maintenance employees at PG&E's Diablo Canyon nuclear power plant.

However, the judges pointedly questioned whether all clerical and warehouse workers at Diablo Canyon were in "safety-sensitive" positions, appearing to open the door for new legal challenges by the union.

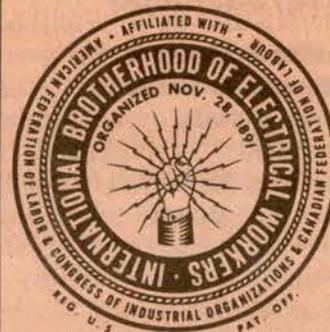


Clinton pledges action

In a rousing speech to the California AFL-CIO Convention on July 27, Presidential candidate Bill Clinton pledged to revive the US economy and restore hope to the American people.

Highlights of his speech appear on Page 15.

REGISTER TO VOTE BY OCT. 5
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CALENDAR

August 1-2
Local 1245
Advisory Council
Concord, Ca.

September 12
East Bay Pipeline
Stewards Conference

September 19
Sacramento Valley
Stewards Conference
Chico, Ca.

September 26
Outside Line
Stewards Conference

October 5
Last Day to
Register to Vote

November 3
US General Elections



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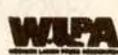
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Workers here and abroad

Rolling the union on...

Still Out of Work: Unemployment in the US rose to 7.8% in June, the highest level since March 1984.

Union Victory: Striking health care workers at Summit Medical Center in Oakland, Ca. concluded their strike in victory last month when management agreed to a federal mediator's proposal. Union workers had walked out when management tried to take away their right to engage in sympathy strikes. Under the settlement, sympathy strikes will be permitted.

Vanishing Pensions: The National Planning Association projects that the portion of American workers covered by pensions will drop to under 40% in 1993. As recently as 1980 over 50% of workers were covered.

Hands Off Our Dough: California workers helped qualify a pension protection initiative for the November ballot. The initiative is designed to stop politicians from looting public pensions to finance budget shortfalls. In 1991 Gov. Pete Wilson took \$1.9 billion from the reserves of the California Public Employees Retirement System to balance the state's 1991 budget.

Fair Tax Initiative: Working people have also succeeded in placing the Economic Recovery Tax Relief Act on the November ballot in California. The initiative

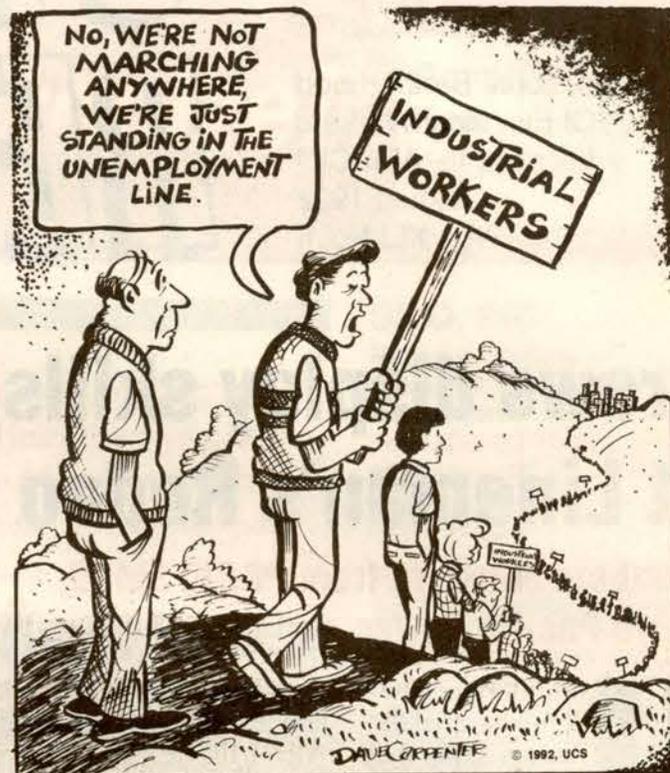
Labor Day picnic

Merced-area Democrats will hold a Labor Day picnic on Sept. 7 at Yosemite Lake in Merced from 10 am to 5 pm. Admission is \$5 per person. For more information call (209) 722-3636



ROSEVILLE LABOR PICNIC

Enjoying the Fourth Annual Roseville Electric Unit Labor Picnic on Memorial Day Weekend are (above, from left): Business Representative Wayne Greer, former Advisory Council member Larry Layton, and Unit Chair Randy Wilkins. Glancing up from the picnic feast (below, right) is shop steward Geoff Hoyland.



would close tax loopholes available to corporations and the very rich.

General Strike planned: The Congress of South African Trade Unions (COSATU) and its political

allies have planned a general strike for early August in South Africa. The unionists' goal is to get the white minority government to negotiate seriously for a transition to a democratic, non-racial government. Under the current government, non-whites are denied the right to vote.

Job Theft: Inmates at a prison near Chillicothe, Ohio are paid as little as 35 cents an hour to make car parts for a Honda plant in Ohio. Republican Gov. George Voinovich wants to expand the program to include more private companies, despite the threat this poses to the jobs of Ohio workers, according to the Label Letter.

Law-breaking: The California Department of Corrections appears to be violating state law by refusing to provide evidence that any hiring out of convict labor has been approved by affected unions. Proposition 139—former Gov. Deukmejian's 1990 convict labor initiative—says unions representing free workers must be consulted before the Department of Corrections makes deals to hire convicts out to private employers.

Workers Pay More: Of 250 employee-benefit officials polled recently, 93% plan to raise the employee share of health bills this year. Nearly half will expand use of preferred provider organizations.

APPOINTMENTS

CONFERENCES AND CONVENTIONS

Nevada AFL-CIO COPE Convention

Sandra Reynolds
Marlene Powell
Mike Rimm
Kathy Tindall
John Stralla

9th District Progress Meeting and Women's Conference

Jack McNally
Howard Stiefer
Jim McCauley
Barbara Symons
Ed Mallory
Mike Davis
Ron Blakemore
Kathy Tindall
A. G. Dudley
Darrel Mitchell
Dorothy Fortier
Sam Tamimi
Women's Conf. only:
Sue Defoe
Jolene Highfield

California Labor Fed. COPE Convention

Jack McNally
Howard Stiefer
Jim McCauley
Mike Davis
Ron Blakemore
Eric Wolfe
Mickey Harrington
Tom Riley
Don Hardie



OFFICERS SWORN IN

IBEW Vice President for the Ninth District Jack McCann (right) swears in Local 1245 officers and Executive Board members. From left: Business Manager Jack McNally; President Howard Stiefer; Executive Board members Mike Davis (behind Stiefer), A. G. Dudley; Ron Blakemore, and Kathy Tindall; Recording Secretary Barbara Symons; Vice President Jim McCauley; and Treasurer Ed Mallory. (Photo: Austin Lea)

Judges question Diablo drug testing

From PAGE ONE

pealed to the federal court.

The union has consistently opposed federally-mandated random drug testing—by the Department of Transportation as well as by the Nuclear Regulatory Commission—on the grounds that such tests violate the privacy rights of the union's members, specifically the Fourth Amendment's prohibition against unreasonable searches and seizures.

The union believes that there must be "probable cause" to suspect that an employee is under the influence of drugs before testing should be permitted.

However, with the courts now tending to put "public safety" above personal liberties, Local 1245 has also challenged the safety justifications for drug testing programs, arguing that random testing must be considered unconstitutional if no safety threat exists.

In the case of Diablo Canyon, Local 1245 argued that random testing of clerical, warehouse and maintenance personnel is unconstitutional because these employees do not have access to the "vital areas" of the plant, are highly supervised, and do not perform job duties that could compromise plant safety.

Presenting written testimony for the union in the

case were Local 1245 members Ruth Anne Winans and Jamey Gillem, routine plant clerks; Charles Rumfola, maintenance machinist; Joseph Lykes, chemistry and radiation protection technician; Terence Wesley, control technician; Kevin Moore, materialsman; and Deborah Encalada, clerical shop steward.

While the court declared that random testing of maintenance employees is "clearly constitutional", the judges were far less clear about the testing of clerical workers.

Judge Dorothy Nelson wrote that "the government's blanket inclusion of all workers in protected areas [of nuclear plants] may in some cases be overkill."

NRC "went too far"

Judge Ferdinand Fernandez's made the same point more bluntly, writing, "I am unable to accept the NRC's argument that its reasons for including all clerical workers in its testing regulation are sufficient. They are not. The same may well be true as to some of the warehouse workers."

Fernandez said the NRC "went too far when it decided that all clerical workers must have their Fourth Amendment rights sacrificed on the altar of our drug fears."

In brooding prose that sug-

gested concern about the erosion of constitutionally-protected liberties, Fernandez said the courts had stepped onto a "slippery slope" when they began permitting random drug testing.

Both Nelson and Fernandez said that more detailed information from the union might lead them to exclude some clerical workers from the testing.

"The door has clearly been opened for another challenge," said Dalzell. "Given what the judges said, we probably can't stop the testing of maintenance workers, but we have a good chance to protect at least some of the clerical workers from random testing, and maybe some warehouse workers, too."

"When you consider that the courts have generally been ruling in favor of any drug testing the federal government wants to do, this could be an important turning point," Dalzell continued. "Maybe the courts are finally going to just say no to violating the US Constitution."

Pillow honored

Electronic technician Charlie Pillow was named Maintenance Employee of the Year by the Alameda-Contra Costa Transit District. Pillow was initiated into Local 1245 in 1982.

Utility deregulation: higher costs disguised as 'choice'

Jack McNally, IBEW 1245 Business Manager

De-regulation continues to be the "thing to do" in American business. The effects are being felt in transportation, communications and other utilities.

The natural gas industry has been quietly de-regulating. The effects may soon be directly felt by the membership of Local 1245.

The Mojave Pipeline Co., a small energy company in Bakersfield, is proposing to build a pipeline through half of PG&E's service territory, from Bakersfield, through the San Joaquin Valley and into the Bay Area to deliver natural gas to Northern California industries.

Mojave Pipeline is soliciting commitments from large industrial gas users currently being served by PG&E to buy Mojave-delivered gas. Mojave has targeted about 30 large corporate customers, promising up to a 50% cut in their current delivery costs.

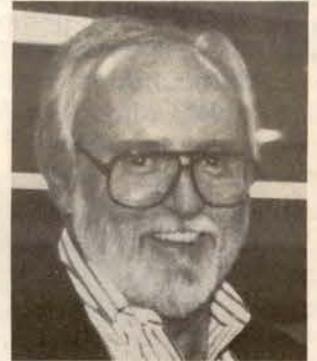
Under the old rules, Mojave would not have been allowed to build this pipeline as regulation provided PG&E, a regulated monopoly, the exclusive rights to provide gas and electric services to all customers in a defined service territory.

De-regulation has, in effect, wiped out these restrictions, supposedly to encourage competition. The original justification for de-regulation was that competition would provide lower rates or provide the least cost for the service. (Remember the phone bill that was going to be cheaper?)

Now the justification has changed. Instead of "cheaper prices", we hear the slogan "customers want choice".

The Mojave proposal is a good study of what is to come. Who benefits from this proposed pipeline and who gets damaged?

In PG&E's current gas



business, the company purchases and transports natural gas to its customers, provides many services—like pilot lighting, appliance checks, and other maintenance programs—to households and others, and spreads this cost across all gas customers.

Mojave's objective is to carve out the most profitable customers of PG&E by claiming that they can save these corporate customers up to \$80 million a year starting in 1995.

If Mojave is successful, they (and PG&E) acknowledge that residential and small-business rates probably have to go up about 2.3% to make up for PG&E's lost revenue.

Mojave, an energy company created by de-regulation, will make a nice profit on the transport of gas to about 30 of PG&E's largest customers and will capture new customers who would have normally been PG&E's. The 30 customers will pocket \$80 million in savings, and the residential and small business customer will pay higher gas rates to the tune of approximately \$30 million.

So, who benefits from this? You got it! Mojave Pipeline Co. and 30 large corporate businesses, sitting in fat city, while the residential customers get to pay for it.

Lower cost? Choice? Thirty customers get lower costs and have a choice—PG&E or Mojave—while a

See PAGE FOUR

Anti-scab bill blocked by Republicans

Senate supporters of the Workplace Fairness Bill, S. 55, were defeated in their efforts to bring the bill to a vote when they failed to shut off a filibuster led by "right-to-work" Republican Senators.

AFL-CIO President Lane Kirkland said the Senate's failure to act on the bill "continues a tragedy for those Americans who will lose their jobs because their employers have no incentive to compromise."

The Workplace Fairness Bill would have prevented employers from using scabs to permanently replace striking workers. The US House passed the bill 247-182 in 1991.

Although organized labor appeared close to having a majority in the Senate, the Republican filibuster prevented the measure from coming to a vote. Although it only takes 51 votes to pass a bill, it takes 60 votes to shut off debate and bring it to a vote.

Most Republicans, including John Seymour of California, and five Democrats voted against cutting off debate, effectively killing the bill. Democrats who deserted working people on this crucial issue were Terry Sanford, North Carolina; Ernest Hollings, South Carolina; Dale Bumpers and David Pryor, Arkansas; and David Boren, Oklahoma.

In recent years, employers have increasingly used permanent replacements to defeat strikes. This use of scab labor makes it difficult for unions to win strikes. Without a credible threat of a strike behind them, unions tend to have less clout at the bargaining table, which makes it more difficult for them to negotiate good wages and benefits for their members.

Local 1245 members lend support

Solidarity at Summit produces big victory

Striking health care workers won a big victory last month when Summit Medical Center in Oakland, Ca., finally gave up trying to take away the right of union members to honor picket lines.

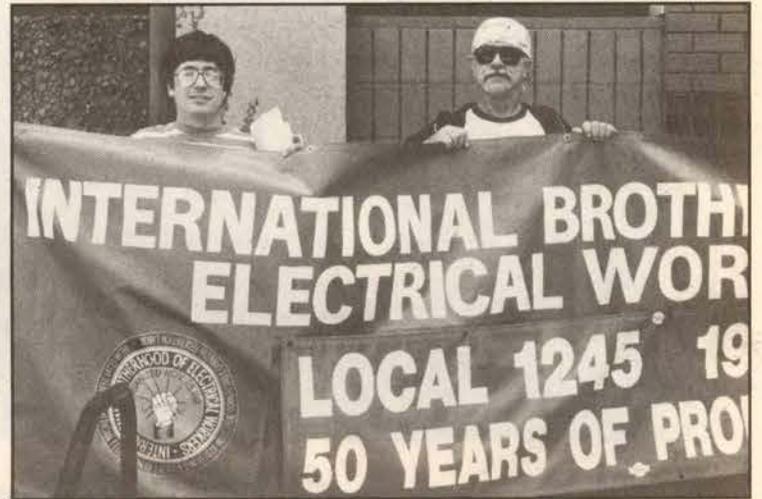
Members of Local 1245 and other unions stood shoulder-to-shoulder with the strikers during the 45-day strike, providing a graphic example of how labor unity can produce real victories.

"This is the greatest union

victory in the Bay Area in decades," a jubilant Owen Marron, head of the Alameda County Central Labor Council, told the California AFL-CIO News.

The chief negotiator for the California Nurses Association, Rose Ann Demoro, called it a victory for unions everywhere. In attacking the right to honor picket lines, Summit was threatening to isolate and divide workers in multi-union worksites everywhere, she said.

On strike were members



IN SOLIDARITY

Local 1245 members Dave Walters (left) and Larry MaGee display the IBEW banner during a rally in solidarity with striking Summit workers. (Photo: Landis Marttila)



Local 1245 Business Rep. Frank Saxsenmeier on the Summit picketline.



Local 1245 Assistant Business Manager Dorothy Fortier walking picket.

of SEIU Local 250, the California Nurses Association, Hotel Employees and Restaurant Employees Local 28, Office and Professional Employees Local 29 and Longshoremen's Local 6.

Many Local 1245 members and staff representatives joined the picketline in a show of solidarity with the strikers.

In addition to local trade union support, strikers won the backing of Democratic

presidential candidate Bill Clinton, and were joined on the picketlines by Jesse Jackson and then-presidential candidate Jerry Brown.

Economic pressures also played a big role in forcing Summit management to agree to a settlement on the strikers' terms. Hospital President Ken Jones acknowledged at a congressional hearing that Summit was losing a million dollars a week operating with scabs.

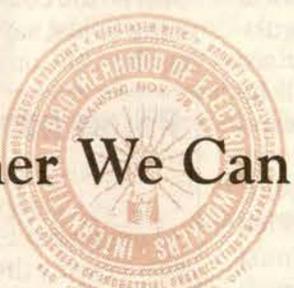
POWER PAC!

Fight Back!

The Workplace Fairness Bill (S. 55) would have outlawed the use of scabs to permanently replace workers like us during a strike. In June, S. 55 was killed by anti-worker Republicans in the U.S. Senate.

Too many elected officials have turned their backs on working people. The time has come to elect candidates who will stand with us, rather than stand by while our jobs are taken away.

Fight back! Check off for POWER PAC.



Together We Can Do It!

(For Local 1245 members at Pacific Gas & Electric Co.)

POINT OF VIEW

Utility deregulation

From PAGE THREE
little over 3 million residential customers will pay higher rates and have no choice.

In addition PG&E will probably eliminate jobs if Mojave prevails. One could argue that those PG&E jobs will be picked up at Mojave, but you can take it to the bank that the jobs created at Mojave will pay less wages and benefits than PG&E.

Government regulators and the Congress are in the process of deregulating the delivery of electricity as well.

The American public had better take a look at whose interests are being served here. You can bet the individual residential ratepayers are not.

Sierra Pacific Power Co. unveils plans for future

Sierra Pacific Power Co. will meet the future power needs of its customers through a combination of conservation programs and new power generating facilities.

In a "20-year plan" announced last month, the Reno-based company said it was striving to meet future demand in "least cost fashion", while minimizing economic and technical risks to customers and shareholders.

The Pinion Pine Power plant, a joint project with the US Department of Energy, is the centerpiece of Sierra Pacific's future construction program. The proposed 85-megawatt plant would be fueled by gas produced from coal, but would also be capable of burning natural gas or fuel oil.

According to company officials, the new plant would operate more cleanly than standards currently established by the Environmental Protection Agency for fossil-fuel plants.

A portion of the plant could be in service by 1994, the company said.

In addition to the coal-gas plant, Sierra Pacific plans to build a 90-megawatt combustion turbine facility in the mid-1990s.

Conservation will play a key role in meeting future energy needs, according to the company plan, which includes a water heater wrapping service, as well as energy-efficient lighting and weatherization programs.

Under Nevada State Senate Bill 497, the state Public Service Commission is required to determine whether a utility's resource plan takes into account the economic benefits and environmental impacts to the state and to utility customers.

Sierra Pacific's plan will be reviewed by the Nevada Public Service Commission, which will hold public hearings to solicit the views of interested parties this fall.

Local 1245 represents both physical and clerical classifications at Sierra Pacific.



SIERRA PACIFIC POWER CREW

Sierra Pacific Power gas crew at work last year bringing gas to a commercial complex on Spice Island Drive in Sparks, Nev. were, from left: Greg Bates, foreman; Robert Rusche, equipment operator; Mark Gammon, truck driver; and Dwight Snodgrass, fitter. (Photo: Eric Wolfe)

City College of San Francisco Labor Studies Program Fall Semester, 1992 Classes begin August 17, 1992

(415) 267-6550

All classes are at Downtown Campus, 800 Mission St. (at 4th St.), in San Francisco unless otherwise noted. Fall semester ends Dec. 17.

American Labor Movement (3 units, \$18)
Thursdays, 7-9:50 pm
What it is, how it got that way, how it works. Instructor: Joe Berry, AFT 1493

Labor & Politics: History & Philosophy (1 unit, \$6)
6 Wednesdays, 8/19-9/23/92, 6:30-9:30 pm
History, goals and organizations of unions and workers in the American political process. Instructor: Labor Studies staff

Labor & Politics: Nuts & Bolts (1 unit, \$6)
6 Wednesdays, 9/30-11/4/92, 6:30-9:30 pm
Survey of current strategies and activities of labor in political arena. Instructor: Labor Studies staff

Labor Law (3 units, \$18)
Wednesdays, 7-9:50 pm
State and federal labor legislation; legal framework for union organizing. Instructor: John Henning Jr., labor attorney

Collective Bargaining (3 units, \$18)
Mondays, 7-9:50 pm
Nuts and bolts of negotiations; simulated negotiations exercises. Instructors: Al Lannon, ILWU 6 and Chris Hanzo, AFT 2121

Pension, Health & Welfare Issues (3 units, \$18)
Tuesdays, 6:30-9:30 pm
Provides working knowledge of pension, health and welfare plans. Instructor: Hank Levy, CPA

Communications Skills for Labor (3 units, \$18)
Thursdays, 6:30-9:30 pm
Practical survey of skills needed in labor and community activism, including public speaking. Instructors: Richard Olive, No. Calif. Newspaper Guild and Labor Studies staff

Grievance Handling and Arbitration (3 units, \$18)
Tuesdays, 7-9:50 pm
How to identify, investigate and resolve grievances. Using grievance procedure to build solidarity. Instructor: Deborah Moy, SEIU 790

Women's Employment Issues: Overcoming Discrimination & Harassment (1 unit, \$6)
6 Tuesdays, 9/8-10/13/92, 6:30-9:30 pm
Methods for solving problems of discrimination and harassment in the workplace. Legal framework, union grievance procedures, and alternatives. Instructor: Tanya Russell, labor attorney

Labor History of the San Francisco Bay Area (2 units, \$12)
Mondays, 6:30-9:30 pm
Survey of the history of Bay Area labor movement. Instructor: Barbara Byrd, Department Chair

Arbitration Techniques & Strategy (1 unit, \$6)
6 Thursdays, 10/15-11/19/92, 6:30-9:30 pm
Preparing and presenting arbitration cases. A follow-up to the Grievance Handling course. Instructor: Geoff White, labor attorney

Steward and Leadership Training (1 unit, \$6)
3 Saturdays, 9/19-10/3/92, 9:30 am-3:30 pm

Steward's role in grievance handling and building solidarity. Instructor: Linda Gregory, AFSCME DC 57

Workers & Compensation Update (1 unit, \$6)
2 Saturdays, 10/10 & 10/17/92
Overview of employees' rights under Workers' Compensation laws and recent legal developments. Instructor: Joseph Waxman, Workers' Comp. attorney

Labor Research Skills & Strategy (3 units, \$18)
Wednesdays, 7-9:50 pm
Intro. to research techniques & methods useful for negotiations, targeting organizing sites, etc. Instructor: Peter Donohue, labor educator

Workers' Rights (Free, non-credit)
6 Saturdays, 9/19-10/24/92, 9 am-12 noon, Southeast Campus, Oakdale at Phelps St.
Overview to workers' rights, in both unorganized and organized job sites. Instructor: Tanya Russell, labor attorney

Parliamentary Procedure (Free, non-credit)
Saturday, 10/24, 9 am-5 pm
How to conduct and participate in union and organizational meetings. Instructor: Paul Chown, UCB Labor Center

Assertiveness Training (Free, non-credit)
Saturday, 9/12/92, 9 am-5 pm OR Saturday, 11/7/92, 9 am-5 pm
How to be assertive in the workplace. Instructor: Aliyah Stein, AFT 2121

Laney College Labor Studies Program Fall Semester, 1992 Classes begin August 26, 1992

(510) 464-3210

All classes are at Laney College, 10th & Fallon Streets, Oakland (one block from Lake Merritt BART Station). In addition to class fees there is a \$2 Student Center Fee.

Economics for Labor & Community Leadership (3 units, \$18)
Mondays, 7-10 pm
Making labor costs, unemployment, inflation, etc. understandable. Instructor: Ellen Starbird

Rights & Discrimination in the Workplace (3 units, \$18)
Mondays, 7-10 pm
Guide to workers' rights and how to protect them. Instructor: Tanya Russell

American Labor Movement: History & Structure (3 units, \$18)
Tuesdays, 7-10 pm
History, struggles and structure of labor movement. Instructor: Albert Lannon

Labor Law (3 units, \$18)
Wednesdays, 7-10 pm
Legal framework for the right to organize and bargain collectively. Instructor: William Sokol

Grievance Handling & Arbitration (3 units, \$18)
Thursdays, 7-10 pm
Identifying, investigating, and presenting grievances. Instructor: Albert Lannon

Labor & Politics (1 unit, \$6)
3 Saturdays: 9/12, 19, 26 9 am-4 pm
Labor's involvement in the political process. Instructor: Ellen Starbird

Union Communications Workshop (1 unit, \$6)
3 Saturdays: 10/10, 17, 24 9 am-4 pm
Designing and laying out effective flyers and newsletters, plus video. Instructor: Danny Beagle

Steward Training (1 unit, \$6)
3 Saturdays: 11/7, 14, 21 9 am-4 pm
Intensive workshop on grievance handling, organizing, running meetings. Instructor: Joanne Jung

Power delivery

Outside Line at work in L.A.

Local 1245 members in Outside Line Construction delivered power this spring to a new batch plant on 111th Street in Los Angeles.

Photos by Eric Wolfe

On the day the Utility Reporter visited the site, two crews were working as a combined crew due to the illness of crew member Joe Manzo.

The men's task was to move the line over 50 feet so that the road could be widened to accommodate traffic to the batch plant.

Senior member on the combined crew was Leo Jensen, a foreman with 43 years in the union. Jensen has seen a lot of changes since he first performed line work in 1946 for a Nebraska power company.

"We didn't have bucket trucks in those days, no hydraulic lifts of any kind. None whatsoever," said Jensen.

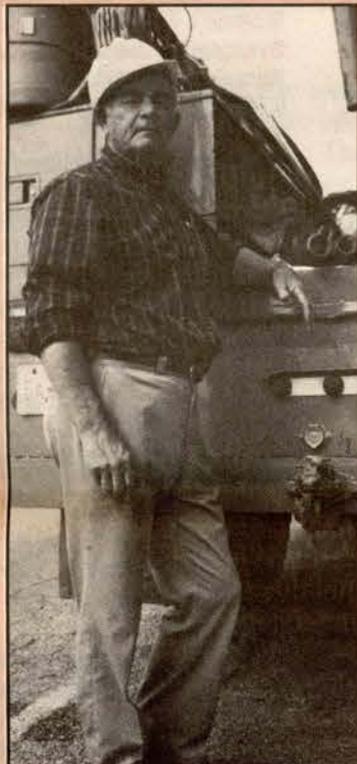
The crews used A-frame trucks, boom trucks with 3-legs.

"It took longer to get the job done," Jensen recalls.

Work today is not only faster, it's safer. The union deserves a lot of the credit for that, according to Jensen.

"They have safety committees now that come around to discuss problems," he said. Back in the old days, "safety committees didn't amount to much," he added.

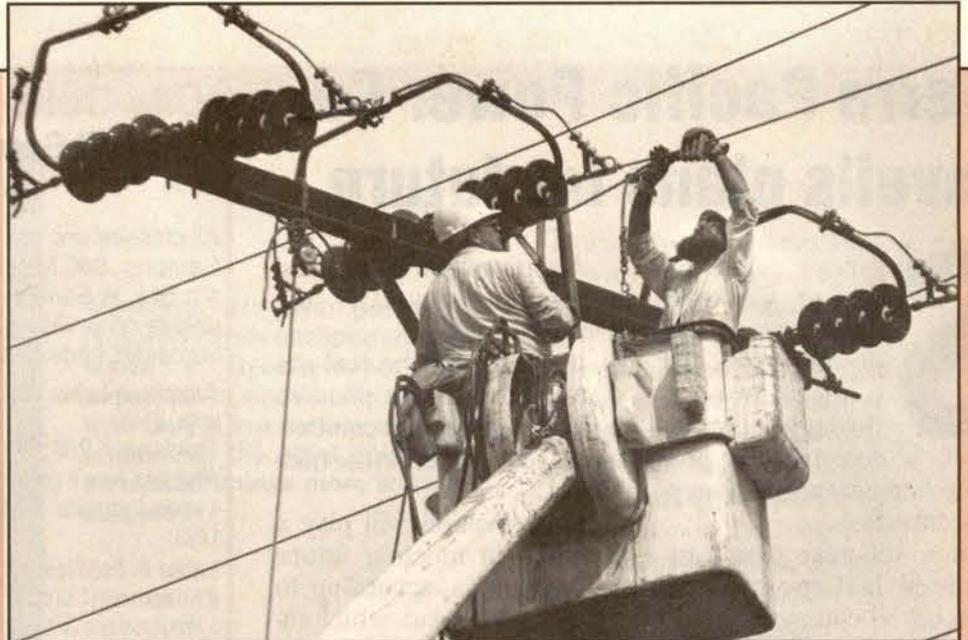
Other members of the combined crew on the 111th Street job were linemen Jim Woulfe, Mark Kizis, and Mike Winner, groundmen David Stadelhofer and Brian Glead, and foreman Curt Peterson.



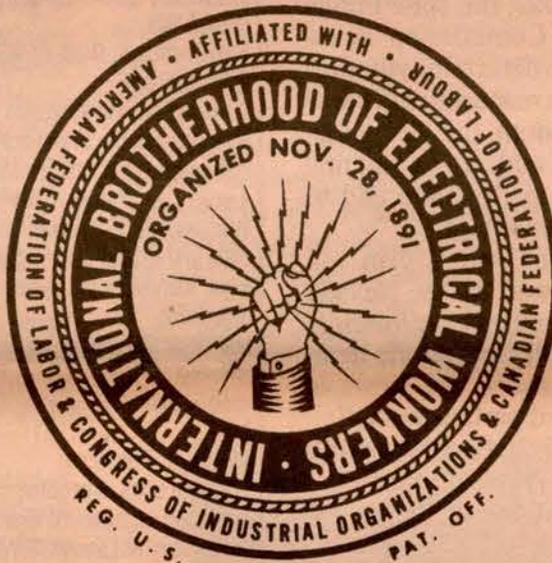
Foreman Leo Jensen.



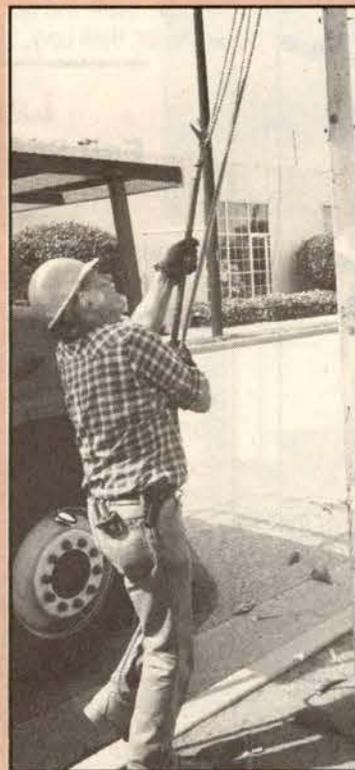
Foreman Curt Peterson.



Linemen Jim Woulfe (left) and Mike Winner working from the bucket.



Lineman Mark Kizis prepares to work on a de-energized line.



Groundman Brian Glead.



Groundman David Stadelhofer.

LINEMAN'S RODEO SHOWCASES SKILLS

From PAGE ONE

Backhoe winners were Mike Alves (PG&E General Construction), Ron Monday (SMUD), and Ron Ruse (PG&E Distribution).

Of the 36 teams in the line competition, one was composed entirely of PG&E women: Geraldine Curtin, Meri Issel, and Lynn Rasmussen, all from General Construction, and Sue Longo from the Concord yard.

Longo, a shop steward and former unit recorder, said she decided to be part of the all-women team after receiving a phone call from Issel.

"We said, what the heck, let's do

it, be the first ones to do it and have a good time. And we did," said Longo.

At Longo's suggestion the team adopted the name "Outsiders", an obvious reference to the fact that women are a tiny minority among linemen.

But Issel dismissed the suggestion that the women were making a "political statement" by their formation of an all-women team.

"Women don't want to come in and change things. We want to come in and adapt," said Issel. "We're not trying to change anybody's lifestyle—we just want to

have one for ourselves and be able to make a living."

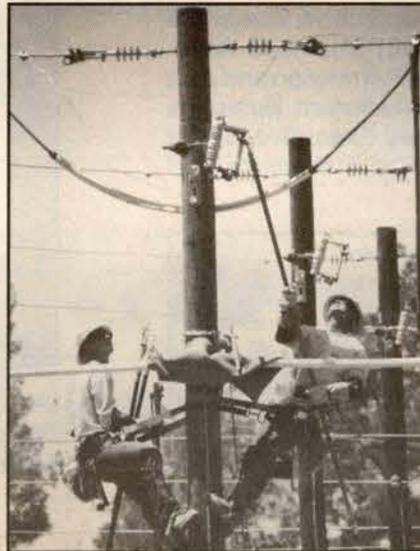
Eric Slaydon said "a lot of hard work and a lot of luck" were responsible for his General Construction team's top score. For their efforts, they are assured of a trip to Kansas City for the national Lineman's Rodeo this fall.

His teammate Rob Harty had this prescription for success in Kansas City:

"We'll do the same thing. Just working together. Do the same thing basically we do on the job. It's the only thing there is to do."



Business Manager Jack McNally and President Howard Stiefer present Lineman's Rodeo T-shirts and suspenders to contestants.



The PG&E DBU team of Stephen Armstrong, Dennis Carpenter, Brian Carpenter and Rob Armer compete in the Fused Disconnect.



The SMUD team of Mark Raley, Aaron Rudi and Paul Coaxum compete in the Cross Arm Change.



City of Roseville team (Larry Layton, Terry Bakkie and Dave Bakkie) competes in the Crossarm Change.



Sue Longo of the all-women PG&E team competes in the Double Deadend Hot Tap.



Groundman from the PG&E DBU team of Al White, David Dillon, Chris Rosenstrauch and Greg Hart.



Groundman from the PG&E DBU team of Dan Smith, Emmett Hart, Steve Brown and Gary Heimlich.

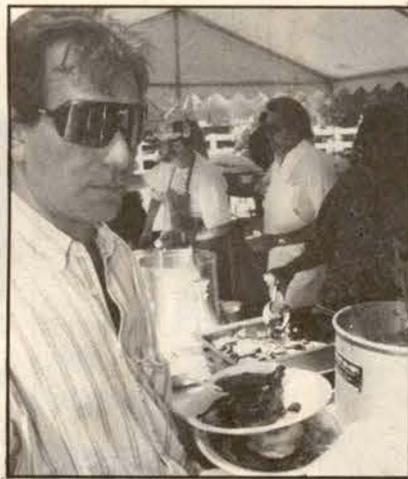


Pete Henderson, Brian Perry and Tom Mullally of SMUD compete in the Rope Splicing event.

LINEMAN'S RODEO



Working the barbecue pit and chow line at the Rodeo are (above, from left) Business Reps. Frank Saxsenmeier, Mickey Harrington and Joel Ellioff; (below, from left) Assistant Business Manager Perry Zimmerman, Executive Board members Mike Davis and Ron Blakemore, and Business Rep. Art Murray.



A heaping plate prepared by (from right) Business Reps. Lula Washington, Frank Hutchins and Joe Valentino.



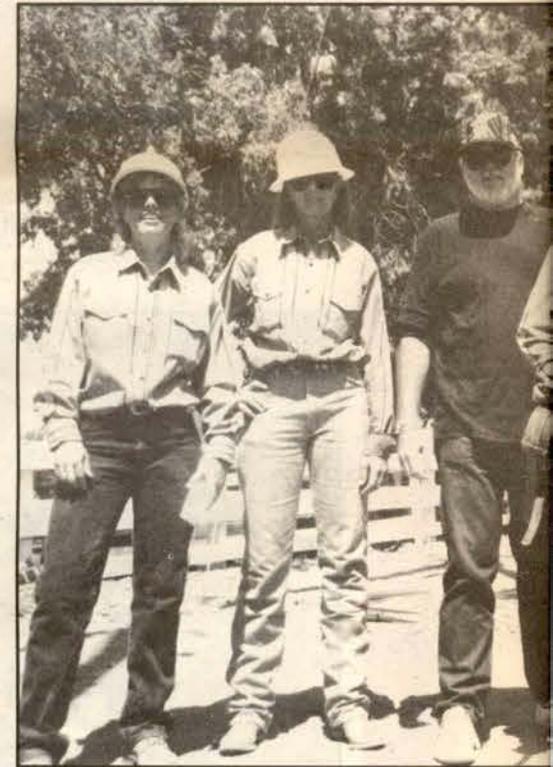
Kids frolic in a little unofficial Rodeo activity.



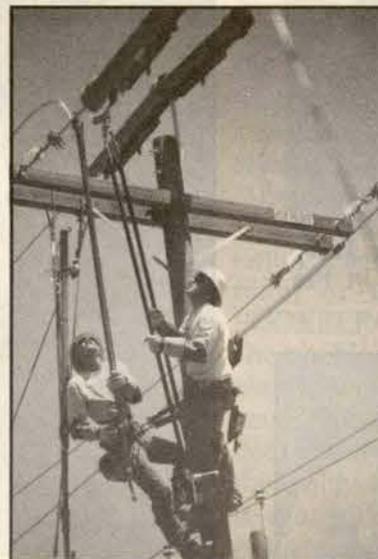
Linemen from the PG&E DBU team of Al White, David Dillon, Chris Rosenstrauch and Greg Hart compete in the Cross Arm Change.



Ron Shay of the Sierra Pacific Power team tests his skills in the Hurt Man Rescue.



Business Manager Jack McNally with the F... Isssel, Sue Longo, Geraldine Curtin and Lyr...



Linemen from the PG&E DBU team of Dan Smith, Emmett Hart, Steve Brown and Gary Heimlich compete in the Double Deadend Hot Tap.



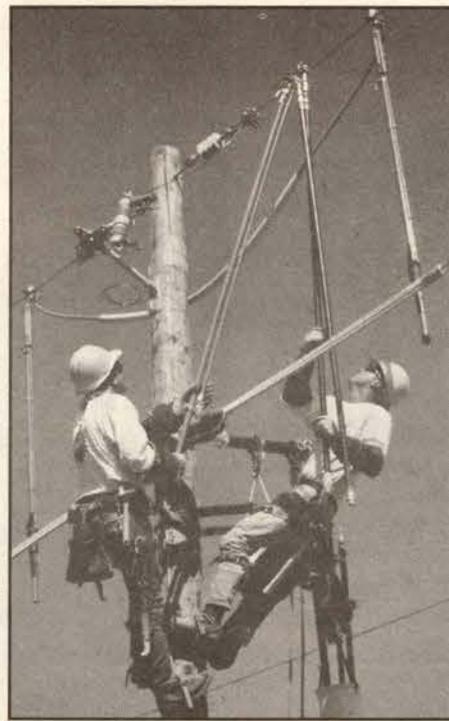
The Rodeo also featured a Backhoe compete...



Ron Shay of the Sierra Pacific Power team tests his skills in the Hurt Man Rescue.



Brian Perry of SMUD prepares to descend the pole with an egg in his mouth in the Pole Climb event.



Ken Kehrer and Tom Cox of SMUD compete in the Fused Disconnect Change.



Business Manager Jack McNally with the PG&E all-women team of Meri Issel, Sue Longo, Geraldine Curtin and Lynn Rasmussen.



The Rodeo also featured a Backhoe competition.

LINE TRUCK COMPETITION

First
PG&E GC: Ray Horlacher
SMUD: Mike Stemac
PG&E DBU: Ernie Quinonez

Second
PG&E GC: Ken Crumm
PG&E DBU: Richard Pariera

Third
PG&E GC: Terry Lawson

BACKHOE COMPETITION

First
PG&E GC: Mike Alves
SMUD: Ron Monday
PG&E DBU: Ron Ruse

Second
PG&E GC: Aaron Lester
SMUD: Tom DeVries
PG&E DBU: Ron Bullock

Third
PG&E GC: Charles Bumgarner
SMUD: Karen Tyler
PG&E DBU: Leon Rondeau

Rodeo Cham

PG&E
 General Constr
 Scott Rose
 Evan Slaydo
 Rob Harty



First Place (PG&E)
 Ramirez, Curtis Dot
 Rick Truitt



Second Place (PG&E)
 General Constructio
 Robert Sholler, Geo
 Soares, Eric Dau

OTHER UTILIT



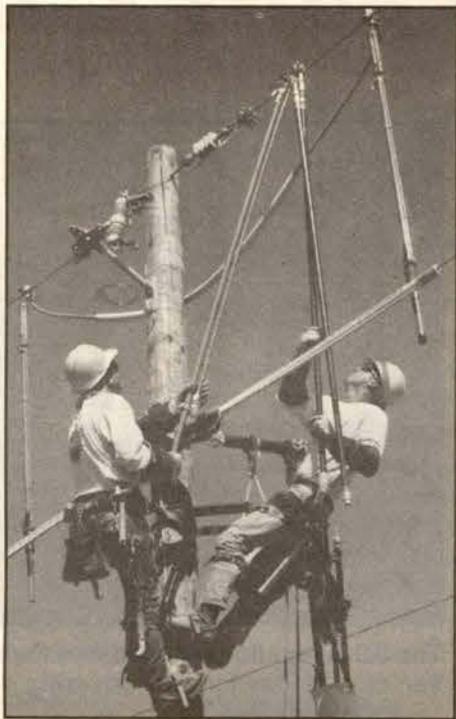
First Place: S. Calif. I



Second Place: San
 Gas & Electric



Brian Perry of SMUD prepares to descend the pole with an egg in his mouth in the Pole Climb event.



Ken Kehrer and Tom Cox of SMUD compete in the Fused Disconnect Change.



PG&E all-women team of Meri Rasmussen.



The Sierra Pacific Power team of Marty Radekin, Ron Shay and Ken Meneal tests their skills in the Underground Dip Termination.

WINNING TEAMS

Rodeo Champions

PG&E
General Construction
Scott Rose
Evan Slaydon
Rob Harty



First Place (PG&E DBU): Daniel Ramirez, Curtis Doty, Bryan Allen, Rick Truitt



First Place (SMUD): Max Fuentes, Gerald Mankins, Jerry Tittle



Second Place (PG&E General Construction): Robert Sholler, George Soares, Eric Dau



Second Place (PG&E DBU): George McNeill, Tom Jones, Rick Bimson, Larry Galvez

OTHER UTILITIES



First Place: S. Calif. Edison



Second Place: San Diego Gas & Electric



Second Place (SMUD): Tom Mullally, Pete Henderson, Brian Perry



LINE TRUCK COMPETITION

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PG&E GC: Ray Horlacher
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Journey to Bulgaria

Story by Jack McNally

Now that Communism has been overthrown in Eastern Europe, the peoples of those nations face the monumental problem of restructuring their lifeless economies. As they look to a free market for solutions, who protects the rights of workers?

Throughout Eastern Europe, workers distrust the old labor unions aligned with the Communist Party. In Bulgaria, workers have organized the independent Bulgarian Confederation of Labour (PODKREPA).

In May, the AFL-CIO Free Trade Union Institute provided funds for Local 1245 Business Manager Jack McNally and three other American trade union leaders to visit Bulgaria to assess the needs and offer assistance to PODKREPA.

This is McNally's first-hand account.



The US delegation traveled with their Bulgarian hosts in a Ford van on a 12-day journey covering over 900 miles.

At the time of our visit to Bulgaria the democratic, non-communist Union of Democratic Forces (UDF) was in power. PODKREPA, the non-communist labor federation, is an integral part of the UDF.

However, PODKREPA is now making great effort to function more as a traditional free trade union.

In addition to PODKREPA, there is another labor confederation: the Confederation of Independent Trade Unions of Bulgaria (CITUB). Officials of PODKREPA claim CITUB is controlled or strongly influenced by leaders of the old Communist unions.

The staff members of PODKREPA put together a two-week schedule to take our American delegation to several cities in Bulgaria to visit plant sites and workers. Serving on the delegation, in addition to myself, were Cal McNeely, Business Representative, Sacramento Area District Council of Carpenters; Pat Thomas, Organizing Coordinator for Affiliations, Service Employees International Union; and Stephen Mares, Representative, Human Resources Development Institute.

Each day we met with the Section (Local Union) Leader(s)—the Regional Officers—at either lunch or dinner. When we visited a plant or facility, we would meet the PODKREPA leader in the facility and he or she would take us to meet with the director or manager of the plant. The manager would usually tell us a little about the facility, what it does and how it is doing. We usually toured the facility, followed by a question and answer session with PODKREPA members. Employees generally were PODKREPA members, CITUB members, or not members of either union. In some cases, PODKREPA has been

See NEXT PAGE

able to work cooperatively with CITUB at the facility to bargain or work out problems jointly. At other facilities, there is no cooperation and each goes its own way. The managers see this and in some cases use one union against the other.

Many of the managers or directors of the facility are relatively new, as old "Party" directors have resigned. In some cases, PODKREPA members at a plant, through petitions, have been able to get forced resignations of these old "Party" managers/directors.

All of the facilities we visited are still owned by the State. There is much discussion and positioning going on, however, in anticipation of privatizing and the return of property to the original owners.

In several cases the union claims that the managers of a facility, in concert with other individuals, are purposely making the enterprise look like a losing business so that when it is privatized the value will be understated, enabling some of these old management types to buy the business.

Over the two week period, I estimate that we had discussion with over 300 members of PODKREPA on the job. Most all of them are intelligent and educated. We explained who we were, and they explained some of the problems they were having at the plant or facility. Usually they had many questions about the conditions and activities of labor unions in the United States.

Questions frequently asked by

the workers included:

- Are unions in the US involved in politics? Should they be?
- Are all US workers in a particular facility paid the same?
- How do layoffs take place in the US and what does the union do about it?
- How do unemployment benefits work? How long do you receive them? Can they be extended? How much does one receive? What happens when the benefits run out?
- How much are union dues in the US?
- How does collective bargaining work?
- Who votes on a new contract?
- What happens if there's more than one union on the property?
- What is the management-to-workers ratio? (They expressed concern about top-heavy management.)

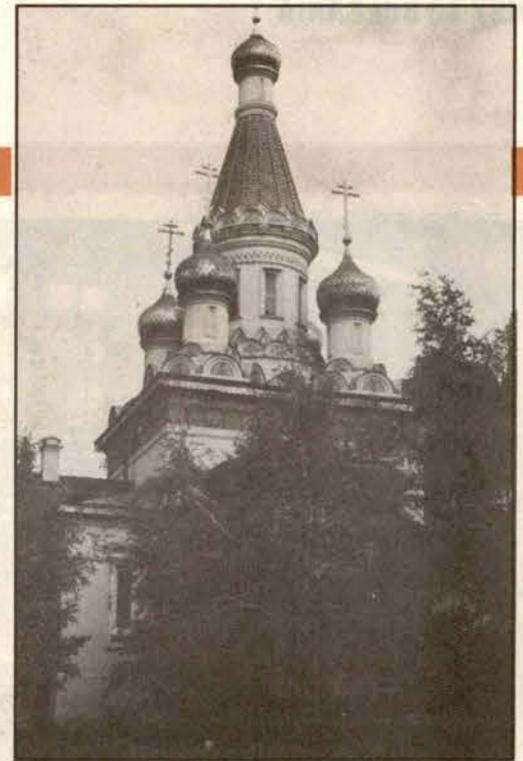
The number one concern of the workers was losing their jobs as a result of lack of work. Almost all the enterprises we visited have lost demand for their product. In some plants, there have been huge layoffs while others have had small reductions. However, all are threatened by layoffs.

The issue of wage increases is the number two concern, as inflation is eating away at their incomes.

Following are my daily accounts of our journey.

The first week we traveled with an interpreter, a driver, and a PODKREPA staff person. Todor Birindjiev, an impressive man in

Church spire rising above the tree-tops in Sophia, Bulgaria.



their Internal Relations Department, was the staff person. He knew what he was doing. The seven of us traveled in a Ford van and were comfortable enough.

May 19

Our meeting at PODKREPA headquarters in Sofia was with officers or representatives of most of the branches of PODKREPA. A branch of PODKREPA is similar to an international union in the US.

These representatives stated that a lack of funds made it difficult to operate, and in particular to communicate. All said they need fax machines but cannot afford them.

PODKREPA at the national level publishes a newspaper five days a week, and its main distribution is in Sofia.

The PODKREPA Plovdiv Re-

gion also publishes a newspaper five days for their area, and the PODKREPA Razgrad Region just started to publish a newspaper the week we were there.

May 20

The manager at the pig farm arranged for lunch at the farm. Relations with this manager are not good and Todor had rather intense, long discussions with the manager during lunch over the problem of not having a signed collective bargaining agreement for the farm. Because of time constraints we were not able to tour the plant. I think the manager planned it that way.

We had the opportunity to see and talk to two or three members. They seemed to be intimidated and frightened. Todor said that they feared for their jobs because of their membership in the union. Production was down, there was no contract, and they feared losing their jobs.

We toured a fertilizer plant. Like most of the other facilities we visited, this plant was not well maintained inside or outside. Noise and air pollution were evident. They said that ear protection was provided by management, but the workers would not wear them. The workers asked about paying more to workers in high pollution areas in the US. We said, "No, we make management clean up the plant." They expressed interest in that.

In another plant where dust was a big problem, they just paid the workers more money. Apparently this is how they deal with pollution problems.

See PAGE TWELVE



Union negotiators from Bulgaria's two labor federations--PODKREPA and CITUB--square off against management negotiators representing five automobile manufacturing facilities. Although PODKREPA is often at odds with CITUB, the two labor federations chose to bargain jointly in this situation.



From PAGE ELEVEN
May 21

The Post Office and telephone services were a combined operation. The biggest problems here were the old outdated telephone facilities and the need to upgrade, but no money.

We discussed with the Electric Utility members the issue of safety of nuclear power plants. They said they had concerns but had no problems so far. Also, they had concerns about the issue of Electric and Magnetic Fields, and in fact have discussed safety rules for working around high fields.

At the road construction/maintenance yard the discussion centered around how it is privatized in the US and how new roads are built and maintained.

At the Yogurt and Cheese Factory there was a problem with the management working two of the workers for 32 days straight without time off or any additional pay. Todor wanted me to accompany him to go and see the manager about this problem. So Todor, the interpreter, and I went to the manager's office and confronted him about this problem.

His hands were shaking a little as this discussion took place. His defense was that the workers wanted to do this so that they could build up some paid time off for later use. So, as also happens in our union, the Section President would have to check with the workers and then get back to the manager. We didn't have time to see the outcome.

May 22

We did not tour the Balkan car

plant because the union was engaged in collective bargaining at that very moment. The management was a joint team representing five different facilities. PODKREPA and CITUB negotiated jointly. We were allowed to sit in on the bargaining for awhile.

On the way to Velingrad we passed by a resort lake area where a seminar for PODKREPA members was in progress. We were asked to address the members. We did not have much time to take questions because we were running late.

In fact, it seemed like we always were running late and the itinerary was subject to change from moment to moment. However, it was no problem.

The garment factory was scheduled to be shut down, but got a reprieve by a Greek merchant who supplied the material. The workers assembled T-Shirts. The shirts looked like they would sell for \$10-12 in the US; the label in the shirts did not say where they were made. There were only a few weeks of work left, and the plant

Workers at this garment factory recently escaped layoffs when a Greek merchant supplied material. However, with only a few weeks of work remaining, the plant soon will be closed unless more work is obtained.

would be closed unless the Greek or someone else came up with some work.

May 23

Yanko Kroumov, a PODKREPA General Secretary rode back to Sofia with us. We were supposed to visit a factory but it was closed. We met the Section President and the manager of the plant.

We visited Yanko Kroumov's father's home, then traveled to Sofia.

May 25

During the second week we traveled with a new driver, interpreter, and PODKREPA staff person.

We did not get to tour the pharmaceutical plant, but we talked to section officers. The union appeared very strong here. The plant has plenty of work and no layoffs are contemplated. A US pharmaceutical firm is the biggest competitor, and less than 20% of the production goes to the Soviet Union.

At the Education and Computer Center, there is a joint operation between the Education Center and PODKREPA to develop software programs. They had developed a language program to teach a second language with a desk top computer, which they intend to develop and market to the world through brokers.

May 26

Our experience in Bjala was probably the most interesting of the trip. First we had breakfast. The traditional breakfast in Bjala is soup. You have a choice of meat-

See NEXT PAGE



Workers at a Bulgarian toy factory (left) make a wide assortment of brightly-colored trucks, trains, dolls and other toys (above).



ball soup, mushroom soup (meat ball soup without the meat balls - then add mushrooms), and the favorite: animal intestine soup.

We were introduced to the main PODKREPA officer in Bjala - Andre. Andre is a giant in spite of the fact that he is only about 5 feet 7 inches tall. He is clearly in charge!

After soup, he took us to the PODKREPA HQ where there were 60-plus members waiting for us. Included in the group was the Mayor of Bjala, the Deputy Mayor, and the Secretary of Bjala. Andre gave an impressive speech about how they had been through a general strike, and that the union activists and members were convinced they were on the right side and PODKREPA was organizing and fighting for the rights of the workers, including the fight to prevent layoffs. We then had a question and answer period.

Andre took us to a profitable garment factory where they make sports clothing for Germany. A woman was the manager of the plant, and it had a woman's touch. That was the cleanest, neatest plant that I saw in Bulgaria. Andre had his fun chiding the manager about making profits - therefore, the workers deserved a raise.

Andre then took us to probably the worst facility in Bulgaria. It was a facility where building bricks were formed and fired. A large rectangular red brick building held a series of ovens where the bricks were fired.

The tile roof over the entire building looked like it was ready to cave in at any minute. The workers worked under it, putting bricks in the oven or taking them out, by hand. They would pack the oven which was approximately 10-feet wide, 10-feet high, and 30-feet long, with a doorway 2-1/2 feet wide and 5-feet high.

They shoveled coal in on the bottom, filled the oven with bricks, and ignited the coal. They would then observe the fire from the top of the ovens, an attic-like area with viewing holes approximately 6 inches wide. By eyesight they would determine if more coal was needed, and would then shovel in more coal through the holes. The building, the hand work, and the pollution from the coal was atrocious.

I don't see how a worker could

live much beyond 10 years doing that kind of work.

The manager wouldn't see us - probably because he has heard from Andre before. Andre says that the workers there are Gypsies, uneducated, and would have nowhere else to work if it was shut down.

Next in Bjala, we visited an electronics plant which used to employ 1,500 workers and now has less than 100. It is equipped to manufacture several different kinds of computer boards. The Soviet Union was 99 percent of the business and it appears that the remaining contract, which expires at end the year, will not be renewed and the plant will close.

The union tells the story about how the plant had to borrow 40 million Leva in order to continue to operate. The previous "Party" director of the plant arranged the loan. The plant is State owned. The bank is also State owned. The previous director is now the director of the bank and is demanding the repayment of the loan. The monthly interest is 2 million Leva, and that is more than the monthly profit of the plant.

In Ruse, we visited a bakery which provides cookies and pastries to all the schools and hospitals in Ruse (100 schools and 26 hospitals). They employ 6 bakery workers and one delivery person.

See PAGE FOURTEEN



Escorting us the first week were, above, from left: Todor Birindjiev, PODKREPA staff, Stefy Peeva, translator, and Victor Otoyarov, driver. Escorting us the second week were, below, from left: Yooli Donev, driver, Dora Paunovska, PODKREPA staff, and Stefan Kospartov, translator.



The roof over the entire building looked like it was ready to cave in at any minute. Workers worked under it, putting bricks in the oven or taking them out, by hand.



At work under the sagging roof of the brick plant.



The tile roof looked like it could cave in at any minute.

From PAGE THIRTEEN

May 27

In Sitovo we visited a pig breeding farm which currently houses over 84,000 pigs. The farm, started in 1973, breeds pigs to produce quality pork for export and for domestic use. It appeared to be an efficient operation, with approximately 180,000 pigs processed each year.

Efforts were made by other interests to break up the farm into smaller parts and privatize it with stockholders, plus there was a problem with the original owner of the land. PODKREPA intervened and stopped the breakup and saved the jobs. The employees observed this and all joined PODKREPA.

In Tulovo, which is primarily a Turkish community, we visited the home of a Turkish Section President. The Communist regime back in the mid-1980s attempted to change the names of all the Turkish Bulgarians. To say the least, this caused some serious uprisings among the Turks and some bad blood remains. PODKREPA has been a strong force to rebuild unity with the Turks, and they play a prominent role in PODKREPA.

May 28

In Pleven we visited a Professional School for Food Industry, which was basically a school for food processing. The school was established in 1963 and included 250 dorms. Until recently the

school was free to the students, but now they are required to pay for their meals. The students are provided grants from the State based on grades and incomes. We met with about 18 of the instructors. Some belonged to PODKREPA members, some to CITUB. They asked how the US school system is structured and how salaries are established.

We visited a meat processing plant not far from the school. The plant is for red meat and the students at the school are rotated through the plant as part of the training.

We met with about 25 of the maintenance workers, who complained about no spare parts for the plant and no money to buy the spare parts. The equipment came from Poland and Germany. We presented the following comparison for purposes of discussion:

In the U.S.:

Avg. Monthly Salary = \$2,100
Cost of 1 Kilo of Meat = \$8
 (less than 0.5%)

In Bulgaria:

Avg. Mthly. Salary = 1,500 Leva
Cost of 1 Kilo of Meat = 50 Leva
 (almost 3.5%)

May 29

We visited the kidney dialysis department of a hospital in Sofia. The doctor in charge, a PODKREPA member, explained that kidney failure was inherent in the Bulgarian society due to the culture and economic condi-



One of the cleanest facilities observed during the visit was this profitable garment factory that made sports clothing for export to Germany. The factory is managed by a woman.

tions. Very rarely do they take a kidney from a relative and transplant, and they only average 2 kidney transplants a year.

We visited with the president of PODKREPA, Dr. Trenchev, at PODKREPA headquarters in Sofia. The meeting was very short as he had several scheduled meetings that day. He asked for our impressions and thanked us for visiting and for providing assistance and support for PODKREPA.

On May 30 we left Bulgaria for the US.

Summary and Conclusions

We traveled extensively, covering over 900 miles of Bulgaria in a Ford van. We met with over 300 members of PODKREPA. Most of the time was spent with the members asking us questions about how things work in the U.S. Their general concerns centered around unemployment, jobs, how collective bargaining works, US Social Security and when an employee can retire, and the structure of the AFL-CIO and American unions.

PODKREPA appears to have a strong structure. Most of the members we contacted were strong supporters of PODKREPA and were working hard to build the union. While PODKREPA published a newspaper in two areas with a third just beginning, they still have problems communicating in other areas. In addition, the telephone system is old and needs to be upgraded. The union does not have much money and several of the officers of the various branches expressed their great desire to obtain fax machines.

PODKREPA apparently is in the

process of scheduling some seminars for later this year. I think that is a good idea and they should be held in as many geographic areas as possible. I would recommend the following to be the subjects of the seminars:

- Grievance handling
- How collective bargaining works
- Characteristics of a business enterprise in a free market system and how it operates with respect to employment conditions;
- Workers being efficient and productive in the competitive business environment.

Another idea that might be considered would be some education on the Department of Labor's cooperative style of Industrial Relations.

Also useful would be information and education on the pitfalls involved in privatizing industry.

In general, I got the feeling that many of the members of PODKREPA believed that the free market system was going to be the answer to all of their problems. Further, they had high hopes it was going to happen quickly. Generally, the PODKREPA leadership understood it would take some time.

One member we visited with, however, had it figured out. He wanted to start a war with the US, then Bulgaria would lose the war and the US would rebuild Bulgaria just like we did with Germany and Japan.

Bulgaria is a beautiful country. Its people are curious, friendly and fun-loving. I believe there is great potential with PODKREPA and that we should continue to assist them in their struggle with the conversion to a free society.



PODKREPA PRESIDENT

The American delegation meets with the president of PODKREPA. From left: Stephen Mares, Human Resources Development Institute; Eugenia Kosseva, Director of International Affairs for PODKREPA; Jack McNally, Local 1245; Dr. Konstantin Trenchev, President of PODKREPA; Cal McNeely, Sacramento Area District Council of Carpenters; Pat Thomas, SEIU.

Clinton pledges to revive economy, restore hope

(Highlights of speech delivered by Democratic Presidential Nominee Bill Clinton to California AFL-CIO Convention in San Francisco, July 27, 1992.)

There is something very important and very good going on in our country today. The American people are daring to hope again that an election might make a difference. And they are sick and tired of what they've been put through the past 12 years.

Our opponents—they're going to say they represent change. About a year ago my wife gave me a psychology book. I get more interested in psychology as I move into middle age and find out how confused I am. But anyway, in this psychology book the author defined insanity as doing the same thing over and over again and expecting a different result.

You know what they're going to do now. They're going to have their convention. They're going to try to get the American people to vote their fears instead of their hopes and vote against us. They'll play their old records they play every election, the one where the needle always sticks in the same place: tax and spend, tax and spend, tax and spend. Then they move the needle and it sticks again: liberal, liberal, liberal.

I've got news for them, this is not about tax and spend, it's not about liberals. It's about people working harder for less money than they were making 10 years ago. It's about America coming apart when it ought to be coming together. It's about people all over the world thinking our best days are behind us—not because we're not working hard, but because we're under-educated, under-organized and under-led, and we're going to fix that in this election.

[The Bush Administration] has got the American people to go along with an idea that is absolutely failed and discredited. Their whole idea of national government is ... to get taxes as low as possible on the wealthiest people and the biggest companies.

Everybody we're competing with, all these countries that are run by their conservative parties, know the way you run a country today is to get government, business, labor and education on the same side, organized for smart-work, high-wage jobs, and not let people get broken in the hard-work, low-wage jobs. And create new technologies, new jobs, new opportunities, and keep everybody working together by putting your *people* first.

The biggest explosion of poverty



Bill Clinton acknowledges the cheers of California trade unionists. Local 1245 Business Manager Jack McNally, California Federation of Labor Executive Secretary Jack Henning, and California Building Trades Executive Secretary Jerry Cremins join in the ovation.

"I am tired of what has happened. I know we can do better. I want a future that is opening up to your children instead of closing in on you. That's what's at stake."

Bill Clinton

in America today is among the *working* poor. And I am here to tell you, I got into this race for president because I did not want my daughter to grow up and be part of the first generation of Americans who did worse than their parents.

And I was tired of seeing people work their finger to the bone and be punished instead of rewarded. And I believe the end of the Cold War presents us with an enormous opportunity to create new jobs and new opportunities—if only we had the wisdom and the will to seize it.

So I offer you a whole different approach to the government. This election is not about left and right, tax and spend, and trickle down—it's about whether we're going to put the American people first by investing in jobs here at home.

I think you cannot be strong abroad unless you're strong at home. We know we've got to reduce defense spending. We ought to spend every last dime by which we reduce defense creating jobs for Americans here at home.

You tell me what kind of sense it makes for Southern California to have 200,000 unemployed aerospace workers and have Los Angeles going to build a high speed rail and have to have Germany and Japan submit the bids? Why weren't those people put to work?

Tell me what kind of sense it makes, when we're trying to keep manufacturing jobs in this country, that your nation will not give an investment tax credit to an American manufacturer to put in a new piece of equipment. [Under Bush] we will not control their health care costs and provide basic health care to everybody, but if they want to shut that plant down and move it overseas, we give them a tax deduction for the cost of shutting the plant down, loss-carryforward in the other years when the plant loses money, and as long as they leave their profits in a foreign bank they never have to pay one red cent in American income tax. What kind of country would do that? It makes no sense.

I say, more incentives for people who invest in jobs here at home and no more tax breaks to take them away.

This Administration said if you had an income of \$10,000 you were too rich to get a scholarship from the federal government to go to college. I say we ought to open the doors of college to every family in America. Pay it back either as a percentage of income after they go to work, or even better by being in a domestic peace corps.

I want to make on other point. You're never going to rebuild the manufacturing base of America—

never—until we get control of health care costs and provide a basic system of affordable health care for our people.

None of this stuff is going to happen unless we win this election. None of this is going to happen.

When Al Gore and his wife and Hillary and I got into a bus and started riding across the country after the Democratic national convention, we went through the corn fields of Ohio and the soy bean fields of Illinois. We saw out there—in that farming country that used to vote Republican—little kids would come out at dusk and burn sparklers to light our way. The old folks would hold their flags up, a combine draped with a Clinton-Gore banner. We went to Vandalia, Illinois, and there were 12,000 people on the courthouse square waiting for us. In 1836, Abraham Lincoln was a state legislator in Illinois. I told that crowd that if Abraham Lincoln were alive today he'd quit the Republican Party.

And they cheered. I'm telling you, the American people know we've got to change. You've got to go out and make this a race between the past and the future, between new ideas and trickle-down economics that's bankrupt and failed and is going to break this country if we don't change.

We can revolutionize America. We can rebuild a high-wage, high-growth, high-opportunity society when we put our people first and make the government work for all the people. This is not a soak-the-rich campaign—I just want to stop drowning the middle class.

Go out there and tell people you can be pro-business and pro-labor as long as you don't want to drive people into the dirt. You can be for protecting the environment and still growing the economy—in fact you can grow the economy with environmental protection jobs.

Seventy percent of the American market in environmental technology [has been] absorbed by foreign companies because we aren't putting those people to work here at home, because we don't have a strategy to do it.

We're going to play by the rules that permit us to see our work rewarded. And if we're productive, and if we work hard, we're going to have a system which permits the American people to be rewarded and not punished. I am tired of what has happened. I know we can do better. I want a future that is opening up to your children instead of closing in on you. That's what's at stake.

Boycotts
Endorsed by
the AFL-CIO

Please Don't Patronize!

Boycotts
Endorsed by
the AFL-CIO

ACE DRILL CORPORATION

Wire, jobber & letter drills, routers and steel bars
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

AUSTIN CABLEVISION, INC.

Cable Television Providers
Communications Workers of America

BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools and pumps
International Association of Machinists & Aerospace Workers

BRUCE CHURCH, INC.

Iceberg Lettuce: Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers of America

CALIFORNIA TABLE GRAPES

Table grapes that do not bear the UFW union label on the carton or crate
United Farm Workers of America

DIAMOND WALNUT CO.

Canned and bagged walnuts and walnut pieces
International Brotherhood of Teamsters

GREYHOUND LINES, INC.

Bus company
Amalgamated Transit Union

HOLLY FARMS

Chickens and processed poultry products
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

If you had to strike because your employer was unfair, you wouldn't want someone to cross your picketline. It's the same with boycotts. These boycotts have been called because unfair employers have refused to honor the rights of working people. Think of it as a consumer picketline: *don't cross it!*

INTERNATIONAL PAPER COMPANY

Producer International and Hammermill bond, offset and writing paper and related products
United Paperworkers International Union

IRON AGE SHOES

Safety work shoes
International Brotherhood of Teamsters

KAWASAKI ROLLING STOCK, U.S.A.

Motorcycles
Transport Workers Union of America

LOUISIANA-PACIFIC CORP.

Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite
United Brotherhood of Carpenters and Joiners of America, International Woodworkers of America

MOHAWK LIQUEUR CORPORATION

Mohawk labeled gin, rum, peppermint schnapps, and cordials
Distillery, Wine and Allied Workers International Union

R.J. REYNOLDS TOBACCO CO.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking Tobaccos: Prince Albert, George Washington, Cater Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser; Little Cigars: Winchester
Bakery, Confectionery & Tobacco Workers International Union

ROME CABLE CORPORATION

Cables used in mining and construction industry
International Association of Machinists & Aerospace Workers

SHELL OIL COMPANY

Subsidiary of Royal Dutch Shell (parent company of Shell South Africa); gasoline, petroleum and natural gas products
AFL-CIO

SILO, INC.

National retailers of electronic equipment and appliances
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

SOUTHWEST WIRE CO.

Commercial and industrial wire and cable; Do-it-yourself brand Homewire
International Brotherhood of Electrical Workers

F.L. THORPE & CO.

Black Hills Gold jewelry
United Steel Workers of America

UNITED STATES PLAYING CARD CO.

Brand names: Bee, Bicycle, Tally Ho, Aviator and Congress
Retail, Wholesale and Department Store Union

Grape harvesters stage work stoppages

Grape harvesters won pay raises and improved conditions on 12 ranches after staging work stoppages during California's summer grape harvest.

It was the first pay raise that California farm workers have won in more than six years, according to Cesar Chavez, president of the United Farm Workers union. The UFW provided assistance to the grape harvesters in organizing the recent work stoppages.

Under California law enacted during the Jerry Brown administration in the 1970s, farm workers were given the right to organize for purposes of collective bargaining. The UFW is the

certified bargaining agent on a number of ranches.

However, the UFW has been unable to negotiate contracts for years due to the anti-worker tilt of California's Agriculture Labor Relations Board under the Republican administrations of Govs. Deukmejian and Wilson.

With the political deck stacked against them, the UFW turned in the 1980s to economic action: a boycott of California table grapes.

The aim of the boycott is to pressure the growers into good-faith bargaining with the union. Another aim of the boycott is to get growers to stop using toxic pesticides and herbicides that have been blamed for the deaths of workers and birth disorders and cancer in their children.

By staging work stoppages, Chavez recently told rallying grape harvesters, "you have told the growers that you are not agricultural implements, that you are not beasts of burden to be used and discarded."

Workers won promises to provide amenities required by laws that are ignored by growers and seldom enforced by state agencies. These include clean, secure portable toilets; safe, cool water to drink, and clean washing water for personal hygiene.

"Men and women in hundreds of distant cities throughout California and the nation are taking a stand against injustice by boycotting grapes, and the grape boycott is taking its toll on the growers, Chavez said.