

1245

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
November 1992
Vol. XLI No. 11

UTILITY REPORTER

Clinton's 100 Days
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Union begins offensive against Arbor Tree

There are times when your patience just runs out.

That was the case on Nov. 5 when Local 1245 established a picketline near the Auburn, Ca. headquarters of Arbor Tree Surgery Co., kicking off a renewed campaign to bring union wages and working conditions to Arbor.

The union's decision to go public in its dispute with Arbor Tree follows nearly four years of fruitless negotiations for a labor contract. Local 1245 was certified by the National Labor Relations Board (NLRB) in 1989 to represent line clearance tree trimmers at Arbor Tree after a majority of employees voted for union representation.

"Arbor just doesn't get it, just like Bush didn't get it," said Jack Osburn, the Local 1245 business representative who headed up the most recent bargaining with Arbor and is coordinating the new offensive.

"After four years [of negotiations] they *should* get it, but they don't," said Osburn. "We're not going to let this company drag down wage and working conditions for the tree industry. We're just not going to let that happen."

Arbor Tree, which holds a contract with Pacific Gas &

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Launching the new offensive against Arbor Tree in Auburn, Ca. are Local 1245 members (front row, from left): Lee Thomas (Outside Line) and Ray Thomas (City of Redding); (back row, from left): Bob Quinn (PG&E), Joe Krophoeller (City of Redding), William Bouzek (PG&E), Local 1245 Business Reps. Bobby Blair and Sam Tamimi, organizer Pete Ely, Business Rep. Jack Osburn, and Leland Thomas (Outside Line). (Photo: Landis Marttila)

PG&E phone centers being chopped

Consolidation poses painful choices

A decision by Pacific Gas & Electric Co. to consolidate 31 customer service telephone centers into four regional centers has left many Local 1245 members with a painful choice: move, commute intolerable distances to one of the new centers, or

quit the company.

While Local 1245 has no authority to block the company's plan, the union is negotiating with PG&E in an effort to lessen the hardships imposed upon workers by the consolidation. Bargaining over the impacts of the consolidation began last month with the convening of a joint Telephone Service Study Committee.

According to committee member Val Casimir, a customer service representative in Redding, the consolidation has aroused widespread concern among those who will be affected.

"Everybody is against it," said Casimir. "Nobody is looking forward to it."

Casimir, a 22-year union

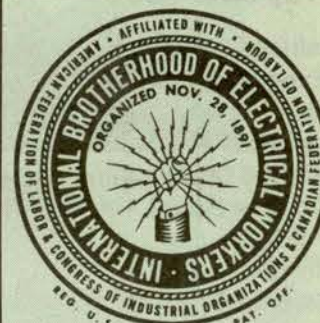
member, has as good a reason as anybody to be concerned. Currently he lives in the community where he works. After consolidation, his job will be a three-hour drive away.



Val Casimir

PG&E says 110 employees will face commutes in excess of 50 miles each way. In addition to lost family time, those employees forced into a commuting situation will be exposed to the hazards of the road, the vagaries of weather, and heightened stress.

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General Manager
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CALENDAR

November 14
Coast Valleys
Stewards Conference
San Luis Obispo, Ca.

November 21
Fresno & Yosemite &
Southern Area Hydro
Stewards Conference
Fresno, Ca.

November 21
Kern Division &
Pipeline Operations
Stewards Conference
Tehachapi, Ca.

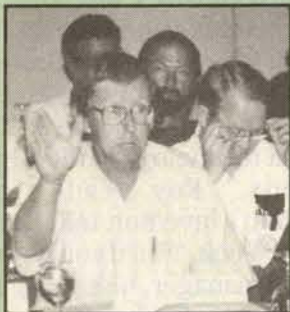
November 21
Golden Gate Region
& General Office
Stewards Conference
Pacifica, Ca.

November 21
Coast and San Jose Div.
Stewards Conference
Santa Cruz, Ca.

December 5
Stanislaus/Stockton Div.
Stewards Conference
Stockton, Ca.

Unit leaders meet

Local 1245's unit leaders (including Archie Taylor of Walla Walla, Wa., shown at left) gathered in October for a union Leadership Conference. The story is on Page 4.



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**Business Manager
& Executive Editor**

Jack McNally

President

Howard Stiefer

Executive Board

Jim McCauley

Ron Blakemore

Barbara Symons

Michael J. Davis

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Treasurer

E. L. "Ed" Mallory

Communications Director

Eric Wolfe

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WIPA



Workers here and abroad

Rolling the union on...

Fire 'em all: Volkswagen has reopened its plant in Puebla, Mexico following a ruling by a Mexican labor board that management could tear up its union contract and fire all 14,000 workers. According to Labor Notes, the Puebla plant is the only one in the world which still produces the VW "Beetle," Mexico's most popular car. The company intends to dramatically expand the plant over the next six years so that it can export other models to the US under the North American Free Trade Agreement.

Display of Cruelty: Consumer advocate Ralph Nader accused Gov. Pete Wilson of "a consistent display of cruelty" toward injured workers and criticized the governor's proposal to reform Workers Compensation laws. Nader said Wilson was using the recession as an excuse to punish people injured on the job or by unsafe products. Nader threw his support to a labor-backed plan to put money into worker safety programs.

New Labor Party: FRATIA, a Romanian trade

union federation formed in the wake of Romania's 1989 revolution, has organized a new party to represent workers in the political arena.

Children, Not Slaves: About 150 children aged 4 to 7 marched on the Labor Ministry in India recently to protest the use of young children to weave carpets. The children demanded the government implement laws that ban anyone under age 14 from working in factories. "We are children, not slaves," the marching children chanted.

No Time to Study: Students with jobs attend class less frequently and spend less time on homework, according to a study by the William T. Grant Foundation. The Child Labor Coalition proposes limiting 16- and 17-year-olds to 20 hours of work a week (excluding agriculture) when school is in session. About 5.5 million youth aged 12 to 17 are employed in the US. More than 600,000 12- and 13-year-olds work.

General Strike: Almost 10 million workers walked off their jobs across Italy last month in a general strike to



Children scavenge for valuables in a mountain of garbage in the Philippines, which the International Labor Organization cites as another example of child labor abuses around the world.

protest government austerity measures. The national strike closed private and state-run factories, government offices and newspapers, and left big-city bus, subway and train services in chaos.

"Change for Justice": Members of Utility Workers Local 223, who are fighting Detroit Edison's concession demands (the utility is making record profits) have begun a "Change for Justice" project, according to the Detroit-based Labor Notes. The union is asking Detroit Edison customers to pay the dollar amount of their monthly bills with a check, as usual, and the rest with coins. The union hopes that a flood of nickels, dimes, quarters, and pennies will show the company that the workers have community support.

Bankruptcy is rough: Carl Icahn, the wheeler-dealer who loaded up TWA with debt to finance his takeover of the airline, had TWA file for bankruptcy early this year. But TWA's sorry financial condition didn't stop Icahn from shelling out half a million dollars on a painting

by Alfred Sisley during New York's spring auction season.

Flying Start: Charlie Helton, a member of Teamsters for a Democratic Union in Chattanooga, Tenn., said he would perform a bungee jump to raise money for an upcoming officers election at his local union. Helton's co-workers didn't believe he would actually jump and pledged almost \$300 to see him do it. Helton, who was described in Labor Notes as "rather portly," says he came within four or five feet of the ground—and got the campaign off to a flying start.

Big Brother Is Watching: The Italian company Olivetti is testing a computer-based system that can constantly monitor the location of a company's employees. Each employee wears an ID card which sends infrared signals to sensors scattered around the building. "It's great technology in the right hands," Roy Want, the system's inventor, told Business Week. "But if you've got a bad manager, he's going to make your life hell."

IBEW Local 1245

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Phone consolidation: painful choices

From PAGE ONE

Commuting employees who have children at home will face new, possibly insurmountable, childcare problems. They will also have to live with the knowledge that they cannot quickly get to the child's side in an emergency.

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

Gas Serviceman/Blower Project Committee
Richard Bidnost
Dan Tucker

Telephone Service Study Committee
Donna Ambeau
Val Casimir
Art Garza
Chris Habecker
Cathy Barber-Haring
Dorothy Fortier
Enid Bidou

NEVADA IRRIGATION DISTRICT

Nevada Irrigation District Negotiating Committee
Jeff Huey
Bill Gainer
Tom Santos
Tom Thurn (Alternate)

FOSTER WHEELER MARTINEZ, INC.

Foster Wheeler Martinez Negotiating Committee
Clark Sheppard
Brian Walker

UNITED STATES BUREAU OF RECLAMATION

USBR Negotiating Committee
William Chambers
Robert Gonzales
Robert Scheide
Brian Way
Chester (Al) Wright

CONFERENCES AND CONVENTIONS

IBEW/NECA Benefits Conference
Jack McNally
Art Murray

CENTRAL LABOR COUNCILS

Sacramento Central Labor Council
Dennis Seyfer

Moving in order to hang on to a PG&E job can pose just as many problems, especially if it forces a PG&E employee's spouse to abandon a job in the old community.

Not to mention the fact that severing long-standing ties with a community is not a matter to be taken lightly.

"You're going to have people who've lived in these towns for years and they have ties—schools, church groups, social organizations," said Casimir.

"I don't think the company sees the impact when they try to relocate these people. It's going to be traumatic and it's going to cause a lot of problems. The company is always saying to get involved in the community—and then they jerk you out of it," Casimir said.

PG&E claims it wants to keep its employees. In a recent issue of PG&E Week, the implementation manager for the Telephone Service Improvement Project, Mike Willhoit, said "The fact is we need the valuable experience and skills of our current phone representatives."

But retaining employees is more easily said than done, in the opinion of Cathy Barber-Haring, a customer service representative in Bakersfield.

"PG&E says it wants to keep the same head count, but the hand-writing is on the wall," said Barber-Haring, who serves with Casimir on the joint study committee. "There is going to be some attrition."

In fact, since news of the consolidation plan began circulating, six people in the Bakersfield customer service office have already quit the

company, according to Barber-Haring.

"They will lose a lot of employees—people they've invested a lot of time and money in," she said.

Barber-Haring advised those caught up in the PG&E reorganization to become "PG&E ready."

"That means going down to the local Human Resources department and take every test that PG&E has so you'll be available for every position at PG&E," she said.

Both Casimir and Barber-Haring expressed doubts that the consolidation plan would improve service to customers, even though that is the company's stated rationale for making the change.

"A lot of people just don't think consolidation is going to help customer services," said Barber-Haring.

Said Casimir: "I think you have to ask yourself if you feel you're being better served if the person who answers the phone is several hundred miles away and trying to solve your problem" instead of someone right in your own community.

In addition to Casimir and Barber-Haring, the union is represented on the Telephone Service Study Committee by customer service representatives Donna Ambeau of the Oakland office, Art Garza of the Santa Cruz office and Chris Habecker of the Fresno office. Also serving on the committee are Local 1245 Business Manager Jack McNally, President Howard Stiefer, Senior Assistant Business Manager Darrel Mitchell, Assistant Business Manager Dorothy Fortier, and Business Representative Enid Bidou.

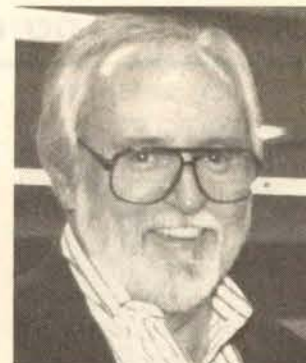


PG&E "will lose a lot of employees--people they've invested a lot of time and money in."

Cathy Barber-Haring

Utility deregulation: Who benefits? Who pays?

Jack McNally, IBEW 1245 Business Manager



A far-reaching national energy bill was passed last month by Congress and signed by the President. This bill was the product of long and intensive lobbying by the nation's utilities, who were not necessarily united on the issue, as well as by environmentalists, consumer groups, and an association of independent power producers.

The new energy act provides a variety of incentives to be energy efficient and expands the Federal Energy Regulatory Commission's authority over the wholesale wheeling of power. The new energy act also contains provisions on electric and magnetic fields, nuclear waste, and the reduction of greenhouse gases.

The energy act imposes a strict ban on federally-mandated retail wheeling.

This law is another major step toward the deregulation of energy. In this case, electric energy.

Retail wheeling or transmission access is the biggest threat posed by the deregulation process to the major investor-owned utilities. However, retail wheeling is looked upon very favorably by the independent power producers and large electric energy users.

The new energy act leaves the issue of retail wheeling of power up to the states. Individual states rather than the federal government will determine the extent of retail access.

This being the case, California will be a hotbed of debate for retail wheeling because California has one of the largest concentrations of independent power producers in the country.

The California legislature and the Public Utilities Commission will no doubt see increased lobbying activity as the independent power producers and large

users of electricity begin pushing for transmission access in their quest for cheaper electricity.

This follows almost the same scenario as the Mojave pipeline caper, where the independent energy producers pick off the largest and most profitable customers and leave small business and residential homeowner to pay higher costs.

Investor-owned utilities are in transition from operating as regulated monopolies to operating in an unregulated free market. This dramatically changes the way a utility operates. Strategizing and positioning to compete in the new energy market will become a top priority for utilities.

Who benefits from this de-regulation? Check your phone bill (if you can figure it out). Check the airline business. Check the trucking industry.

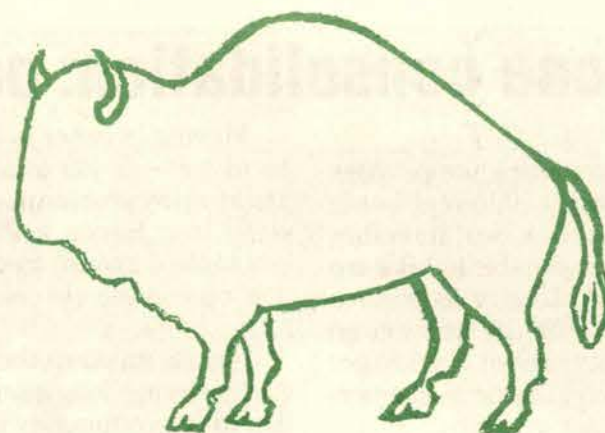
The pattern is this: deregulation leads to a shakeout of the industry (not to mention union-busting and layoffs) and ultimately leaves fewer corporations on the playing field.

The end result is less competition, higher prices, and in many cases poorer service.

Small business and residential ratepayers—and the utility employees—had better pay close attention to these developments. We need to be asking ourselves: who will benefit from utility deregulation—and who pays?

Ex · tinc · tion:

\ik-'stin(k)-shən\ n 1: the condition or fact of being extinct, no longer existing.



Mike Lucas

The year is 2002 . . .

- Local 1245's generation unit at PG&E is almost non-existent.
- Union jobs in distribution have vanished.
- Meter readers have gone the way of the buffalo.
- Customer service jobs are now 100% contracted out.
- Local 1245 is on the verge of extinction.



Local 1245 on the verge of extinction? Sounds like the raving of some right-wing nutjob speaking to a conference of professional union-busters, doesn't it?

But it is not. It's the opinion of Mike Lucas, executive assistant to IBEW International President J. J. Barry.

Lucas spelled out his sobering assessment of the union's future—and offered a strategy for survival—in a workshop at the Local 1245 Leadership Conference last month at the Sheraton Hotel in Concord, Ca.

From San Francisco to Ely, Nevada, from Bakersfield to Walla Walla, Washington, nearly 100 unit officers gathered to sharpen up their leadership skills and learn more about the challenges facing the union in the dawning era of utility deregulation.

First came the basics. Local 1245 Business Manager Jack McNally, Vice President Jim McCauley, and Recording Secretary Barbara Symons outlined the responsibilities that go with being a unit officer. The unit officers—some newly-elected, some in office for over 20 years—responded with questions about paperwork and with suggestions for improving

the initiation process for new officers.

Next came IBEW Legislative Advocate Art Carter, who reminded unit leaders of the importance of electing friends of labor to public office. Later in the conference labor educator Peter Guidry would challenge the unit leaders to develop a leadership style “so that when management looks at you they see the [entire] unit.”

But the heart of the conference was the probing, three-hour workshop by Lucas. Using a question-and-answer method, Lucas coaxed members into thinking about and talking about the most fundamental problems facing the union.

Why Organize?

He began by asking: “Why do people organize unions?” The unit leaders quickly agreed that security was the main reason.

But there is no security, Lucas suggested, without the ability to bargain.

“We went into the union because we wanted to bargain,” said Lucas. And not just simply to bargain, but to “bargain well.”

It is difficult to bargain well, however, unless you have the power to hurt the employer. Traditionally, that power has come from a

union's ability to withhold its labor—to strike. In most situations workers don't have to actually strike to express that power—they only have to maintain a credible threat of striking.

But the power of the strike has been seriously compromised for modern utility workers.

“Let me tell you what happens normally on a utility strike after 90 days. Nothing. The lights never flicker,” said Lucas.

The reason a utility can usually continue operating even during a strike is that it can purchase power from the grid, which means the utility can wait the strikers out. And even if the utility can't wait the strikers out, current labor law permits companies to hire permanent replacement workers.

It's a disturbing picture: no power to strike means less strength at the bargaining table, which means less security.

But get ready, Lucas warned. The sweeping energy bill passed last month by the US Congress threatens to make the situation even worse.

Utility Deregulation

For generations, utilities have operated as regulated monopolies. Utilities like

PG&E long ago were permitted to have a monopoly on providing gas and electric service to certain geographical areas.

But to assure the public's access to power, and to protect the public against price-gouging, state agencies like the California Public Utilities Commission were established to regulate the utilities. In the early part of this century, many communities went a step farther and put utilities under municipal ownership in the belief that private companies should not

be permitted to control and profit from essential services like electricity.

Consider those the good old days.

The new energy bill goes a long way toward “deregulating” the utility industry—much as the airline, trucking and telephone industries were deregulated in the 1980s. The new bill permits Non-Utility Generation companies (NUGs) and Independent Power Producers (IPPs) to operate without any regulation by state agencies.

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Business Manager Jack McNally: appointed by International President J. J. Barry to serve on Task Force on Organizing

LOCAL 1245 LEADERSHIP CONFERENCE

NUGs and IPPs, roughly defined, are power producers that don't possess transmission and distribution capability: their chief purpose is to generate power.

Although utilities like PG&E may not like all aspects of the new federal energy legislation, the bill offers them a very enticing opportunity. Under the new law they can create a new corporate entity—a NUG or an IPP—and then “spin off” their generating capacity to that newly-created company.

Presto. The utility's entire generating division—even if it is still the same equipment

owned by the same stockholders and run by the same employees—is now free of regulation by state agencies.

And, most likely, it will also be free of the union contract that governed employee relations at the old company.

Chaos and Concessions

What happened to the airline industry when it was deregulated during the 1980s? Intense competition provoked chaos in the industry: companies were driven into bankruptcy, thousands of workers lost their jobs, and thousands more were forced into taking drastic concessions. Unions in some cases were busted and many workers lost their power to bargain.

Likewise, when AT&T was broken up, non-union companies stepped into the ring. Work that used to be done by a union telephone installer—with union wages and union benefits—is now performed by “a guy who makes \$8 an hour with no

pension, no life insurance, and no medical insurance,” said Lucas.

What is going to happen with the deregulation of utilities? According to Lucas, IBEW estimates that the union nationwide will lose 40,000 members in generation and tens of thousands of distribution and clerical members.

With new advances in automated meter reading, Lucas warned, meter readers' jobs will be on the chopping block also. “Meter readers are going the way of the buffalo,” Lucas said.

And customer service jobs that are now being “consolidated” may soon be contracted out. According to Lucas, one utility has moved its billing operation to Ireland, transferring the data by satellite.

If these trends are not checked, the union's membership base will be ripped apart.

“So you see,” said Lucas, “the one thing we were after, the one thing we valued more than anything else—security—has disappeared. It's already gone. We just don't know it yet. It's going to come home to us, the same way it came home to AT&T employees.”

Fight Back: Organize

Coming from someone else, Lucas's assessment of the situation might seem hopeless. But Lucas clearly did not come to the leadership conference to tell people to give up.

He came to urge them to fight back.

“There's only one answer, isn't there? And that's to organize,” said Lucas, who has



Art Carter, IBEW Legislative Representative



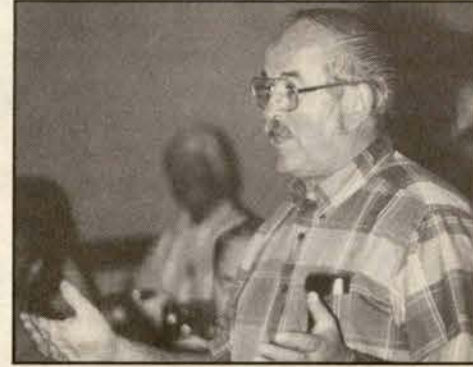
Unit Chair Manny Hernandez (San Jose Physical, Unit 1511).



Labor educator Peter Guidry, in a spirited and humorous workshop, challenges unit leaders to develop an effective leadership style. (Photos by Eric Wolfe)



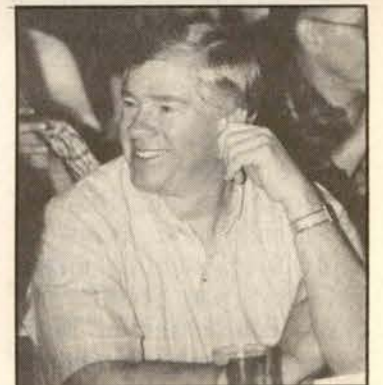
Vice President Jim McCauley (left) and Recording Secretary Barbara Symon.



Unit Recorder Luis Sabala (Quincy, Unit 3412).



Unit Recorder Aileen Koppenberg (Eureka, Unit 3111)



Unit Vice Chair Jay Luch-singer (Angels Camp, Unit 2512)



Unit Chair Michael F. Davis (Woodland, Unit 3814)

led countless organizing campaigns for the IBEW during his three decades on the staff of the International.

“You see, we're going to have our rates dragged down to compete with these IPPs and NUGs, and all the IPPs that haven't even been formed yet, unless we organize them and give these people a voice and bring them up to our standards.”

For years, the IBEW has functioned as a service union—bargaining contracts, processing grievances, and protecting the rights of its members, Lucas said. But in the coming decade, our top priority must be to organize, which is one of the reasons that International President J. J. Barry has appointed Local 1245 Business Manager Jack McNally and other local union leaders to head up an organizing task force.

“The real question is not whether or not you're going to organize,” said Lucas. “International President Barry says the real question is whether we are going to bargain effectively. And everyone of us in this room, myself included, is very personally interested in whether or not we're going to bargain effectively.”

(The Utility Reporter will continue to look at the challenge of organizing in future issues).

Our task now is holding Clinton to his word

It's a new ball game! (Or so we hope.)



By Eric Wolfe

The election of Bill Clinton as President of the United States offers working people a chance to regain some of the economic ground they lost during the Reagan-Bush era.

A strong push by union volunteers helped elect pro-labor candidates to the US Congress, including Barbara Boxer and Dianne Feinstein who will represent California in the US Senate. Solid Democratic majorities in both houses of Congress should give Clinton the muscle he needs to enact an economic recovery program.

But it would be a serious mistake for working people to relax their guard. The battle for change has just begun.

Investment bankers and corporate leaders are lining up to help shape and direct Clinton's economic policies. Working people, as always, will have to speak loudly in order to be heard at all.

While Clinton as a candidate called for the creation of "high-wage, high-skill" jobs for American workers, he did not spell out in detail how

this could be accomplished. In fact, his support for the North American Free Trade Agreement indicates he may end up helping US corporations continue their flight to Mexico, causing further US job losses.

During the campaign, Clinton advocated negotiating separate agreements with Mexico to insure that the Free Trade Agreement does not weaken labor and environmental standards.

At a practical level what this means is that Mexico must guarantee that its workers will have the right to organize unions without fear of being fired or discriminated against. It also means that companies operating in Mexico must invest sufficiently in pollution control to bring their plants up to US environmental standards.

If Clinton truly believes in "high-wage" jobs for American workers, he will take these steps to prevent further corporate flight to Mexico and downward pressure on US wages.

Infrastructure

One way for Clinton to quickly create "high-wage, high-skill" jobs is to invest

federal dollars in rebuilding America's infrastructure. The nation's roads, bridges, transit systems, water and waste treatment systems are in terrible shape. Repairing them will create large numbers of good "prevailing wage" jobs, send a positive ripple effect through the rest of the economy, and enlarge the tax base by boosting incomes.

Perhaps even more important, improving our infrastructure ultimately will increase the productivity of American industry.

But where will the money for infrastructure and other economic revitalization programs come from?

Major cuts in military spending will be an important source of funds for domestic investment. The central challenge of Clinton's presidency could well be whether he has the political courage to convert the US to a civilian economy, and the integrity to honor his commitment to retrain defense workers for civilian employment.

"High Wage" Jobs

Finding jobs for laid-off defense workers is, of course,

See NEXT PAGE

If President-elect Clinton truly believes in giving people an opportunity to help themselves, he will find no better way of doing it than to make it possible for workers to join unions without fear of harassment or retribution.



Local 1245 members (from front to back) Joann Tablizo, Leo Tablizo, Jeff Schlocker, Bob Quinn, Gary Magee and Brad Schuback make "get out the vote" calls from phone banks at the San Mateo Central Labor Council a few days prior to the election.



Local 1245 delegates at the political convention of the California Labor Federation in July included, from left, Mike Davis, Howard Stiefer and Ron Blakemore.



Elected to serve California in the US Senate were Barbara Boxer (left) and Dianne Feinstein, shown here at the July convention of the California AFL-CIO. (Photo: Eric Wolfe)

just part of the problem. Millions of Americans, including young people just entering the job market for the first time, need jobs.

Creating jobs is one thing. Creating high-wage jobs is quite another.

Clinton is right to emphasize the role of education in preparing workers for "high wage" jobs. A worker with skills is in a better position to command a good wage than a worker without skills.

But high wages do not automatically flow to high-skill workers engaged in productive work. The president, after all, does not set wages—employers do.

And standing right behind most major employers are stockholders. When greater productivity creates a bigger economic pie, workers will want to take it in the form of wages. Stockholders will want to take it in the form of profits.

Workers who have no collective bargaining strength—who have no union—will find they have little leverage when it comes to getting higher wages.

Clinton's vision of a "high wage" economy can only be achieved when American workers are in a position to bargain for those high wages.

"Under Organized"

While campaigning in California last July, Clinton said that American workers work hard, but are "under-educated, under-organized

union can do so quickly and easily, without fear of being fired.

In theory, the Wagner Act of 1935 assures workers the right to join a union. But in reality, employers today can defeat most organizing drives by picking out the most active pro-union workers and simply firing them.

A study published by Professor Paul Weiler of Harvard Law School in 1984 showed that *one in 20* union supporters are fired in a typical organizing drive.

As Thomas Geoghegan notes in his recent book, "Which Side Are You On?", employers can "pick out and fire all the hard-core pro-union workers. They can do this flagrantly, almost admit they are doing it, yet can be assured they face no legal sanction for it, except maybe, possibly, having to cough up a tiny sliver of back pay...."

And by this time, Geoghegan observes, three or four years have passed, the organizing drive is over, and the union "is in ashes."

What's more, even if the organizer wins reinstatement, he or she can be fired again. Weiler's study found that 80% of those who win reinstatement are fired again within a year.

Under these conditions, it's small wonder that American workers are "under-organized."

Throughout the campaign, Clinton portrayed himself as a "different kind of Democrat" who, instead of giving handouts wanted to give people an opportunity to "help themselves."

Specifically, he advocated giving able-bodied welfare recipients job training, and then cutting off their benefits.

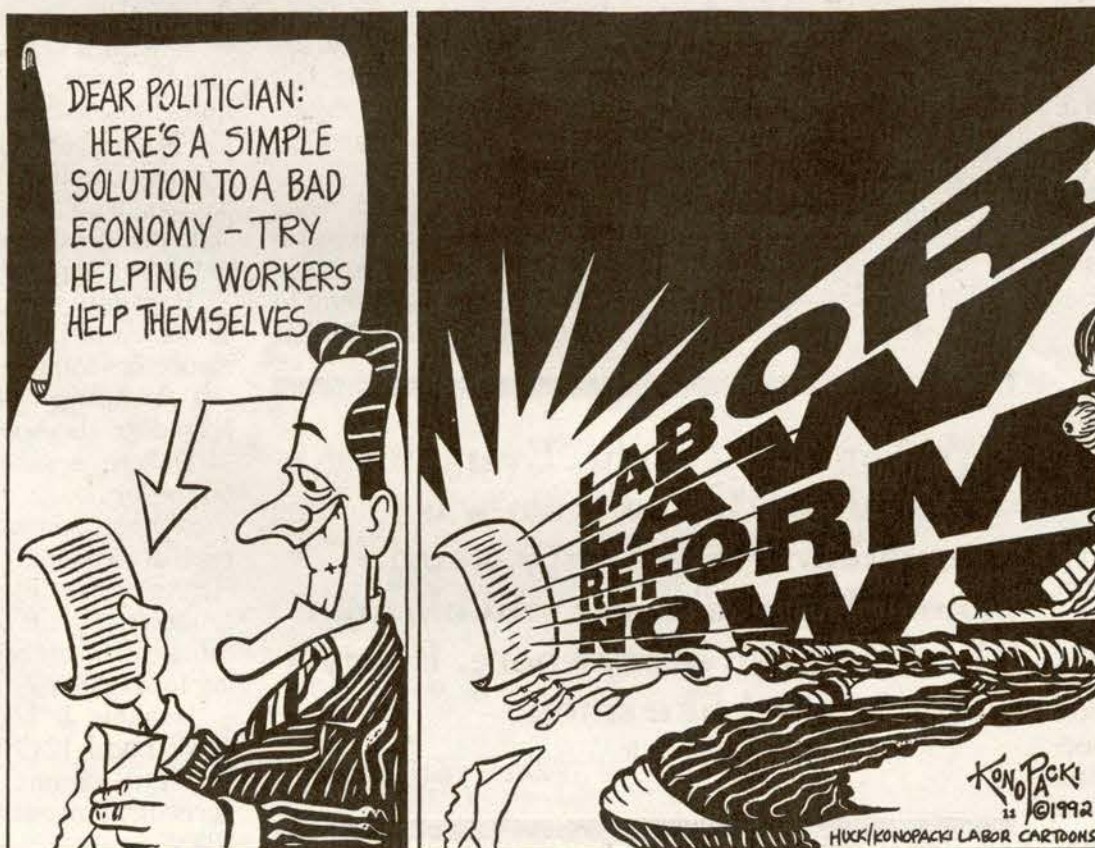
If President-elect Clinton truly believes in giving people an opportunity to help themselves, he will find no better way of doing it than to make it possible for workers to join unions without fear of harassment or retribution.

Clinton's receptiveness to labor law reform in the coming months will demonstrate whether he really believes American workers are "under-organized"

Union members worked hard to put Clinton in office. They registered the voters, they staffed the volunteer phone banks, they got out the vote.

The task before us now is to make sure that Clinton and the newly-elected Congress do not abandon the working Americans who put them in office.

"Which Side Are You On?" by Thomas Geoghegan is published by Penguin Books USA Inc. Check your local bookstore for this entertaining and insightful look at today's labor movement.



100 days

A new President's priorities are often made clear during the first 100 days.

While there has been little to suggest that labor law reform will be at the top of Clinton's agenda, other issues of importance to workers will probably receive immediate attention.

Clinton can be expected to move ahead on **health care reform** soon after taking office. His program will probably seek to extend coverage to all Americans and to find a way to cap costs. Watch out: If he opts to "phase in" universal coverage, it could mean that he is backsliding on the issue and needs to be pressured to fulfill his campaign promises.

A program to **stimulate the economy** will also come early in Clinton's presidency. This could take the form of targeted business tax breaks designed to spur investment.

Rebuilding infrastructure was a major campaign theme and presumably Clinton will want to get an early start on it. In addition to programs to renovate roads, bridges and tunnels, some analysts think Clinton will seek to create a national fiber-optic data network and build a high-speed rail system linking US cities.

Clinton will almost certainly propose tax reform early in his administration. During the campaign he proposed raising personal income taxes on those who earn \$200,000 or more annually.

Family leave and **child care** legislation may also find a spot near the top of Clinton's agenda, especially given the large number of new female members of Congress.

It seems safe to say one thing with certainty: more will be accomplished for working people during Clinton's first 100 days than during Reagan and Bush's 12 years in office.



Just clearing away debris from the fire was a big part of the job. (Photo: Tony Gomez)

Henkels & McCoy crews restore communications after Burney fire

When Local 1245 members employed by Henkels & McCoy arrived at the site of the Round Mountain forest fire in Shasta County, California, they were greeted by an eerie scene.

"We came in at night. Everything was sealed off. The town was evacuated," said Local 1245 member Dale Hagadorn, who serves as area manager for Henkels & McCoy in Tracy.

"It was pretty weird. Round Mountain was still blazing. There was ash everywhere. Everything smelled like smoke."

The devastation from the week-long fire that broke out Aug. 20 was truly awesome. From Montgomery Creek to Burney, the fire laid waste to thousands of acres of forest and to the utility structures that served the sparsely-populated area. Only a heroic last-ditch stand by firefighters spared the town of Burney itself from ruin.

"This has to be one of the hottest fires I ever saw," said Local 1245 Business Representative Art Murray. Electric and communications lines "just completely burned up," Murray said.

Pacific Gas and Electric moved quickly to rebuild power lines, utilizing both Division and General Construction crews.

Citizens Utility, the area's telephone utility, contracted with Henkels & McCoy to rebuild its communications infrastructure, including the installation of new fiber-optic cable.

Henkels & McCoy crews arrived on the scene Sunday night, Aug. 23, three days into the week-long fire. With area hotels already filled with police, firefighters and other emergency personnel, the Henkels & McCoy workers bedded down on the floor of buildings in the Citizens Utility construction yard.

On their first day at work, Local 1245 crews strung

aerial cable. By the second day, they were plowing for buried cable. Soon Henkels & McCoy had four plow crews, three aerial crews, four splicers, and two mechanics at work in the area, operating nine rippercats and plowcats, 15 backhoes, and three line trucks, as well as directional bore equipment.

"It was still burning when we came here," said Jeff Bremhorst, part of a crew stringing new fiber optic cable when the Utility Reporter visited the site last month. "Smoke was everywhere, it was hard to breathe."

In addition to difficulties breathing, they had to watch out for hot spots and for holes in the ground, according to union member Keith Butler.

"We came in at night. Everything was sealed off. The town was evacuated. It was pretty weird. Round Mountain was still blazing. There was ash everywhere. Everything smelled like smoke."

Dale Hagadorn

Throw in occasional appearances by bobcat, rattlesnake, and bear, and it adds up to a worksite considerably more challenging than the city streets where many of these men normally work.

Bob Lewis even saw a wolf. "It was huge," he said.

Not all the animals they saw survived the fire, however. The carcasses of deer, cattle, foxes and squirrels were a sobering reminder of the toll taken by the fire.

Although sparsely populated, there were many homes lost to the fire as well. Union member Steve Hawley recalled visiting with one woman who was in tears. "She just needed somebody to talk to," said Hawley.

Hagadorn said the professionalism of Citizens Utility inspectors contributed to the job running smoothly. Hagadorn also spoke highly of Dolker, a subcontractor on the job.

Although down from the peak of 85 people on the job, Henkels & McCoy crews will probably remain on the job through November, according to Hagadorn.

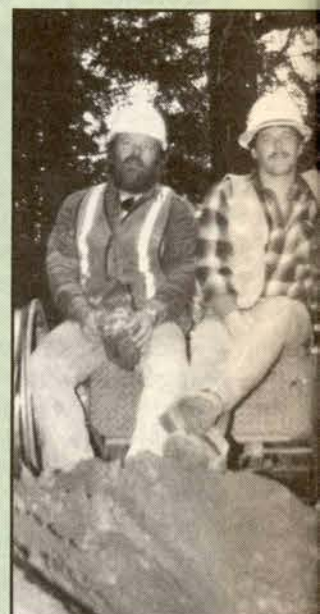
Henkels & McCoy employs Local 1245 members under a national teledata agreement negotiated with IBEW.



Taking a break from stringing optic cable are (from left) Butler, Steve Hawley and



Pulling in under are David Collins and Thomas C. Wright



From left: Chuck Pendergast, Raymond Houston, Ken Juergens.

Restore rney fire

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Taking a break from stringing overhead fiber optic cable are (from left) Jeff Bremhorst, Keith Butler, Steve Hawley and Bob Lewis.



Pulling in underground cable are David Collins (left) and Thomas C. Wright.



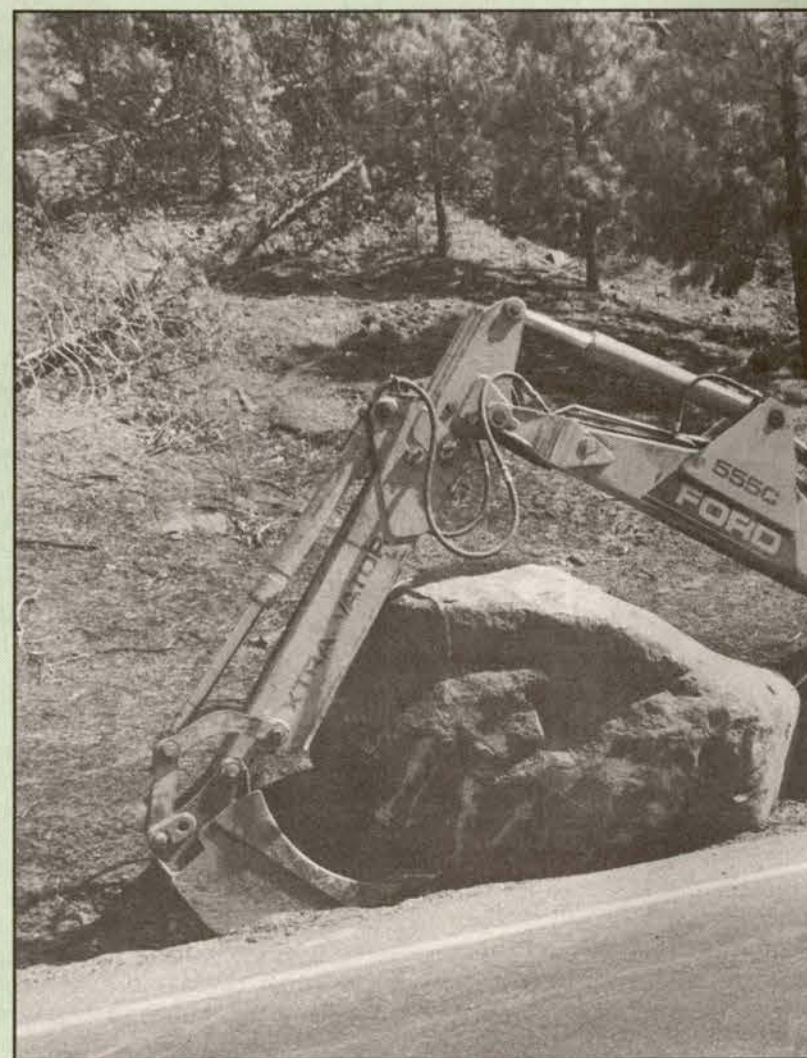
From left: Chuck Pendergast, Terry Gunter, Raymond Houston, Ken Strathman and Eric Juergens.



Henkels & McCoy project manager Dale Hagadorn (left) and Local 1245 Business Representative Art Murray take a look at some of the boulders that had to be removed during trenching.



Mike Grijalva (left) and foreman Rodney Hamilton talk things over with Jeff Waldbosser (in the trench).



Large boulders provided the chief obstacle to laying new under-



Working overhead fiber
Jeff Bremhorst, Keith
Bob Lewis.



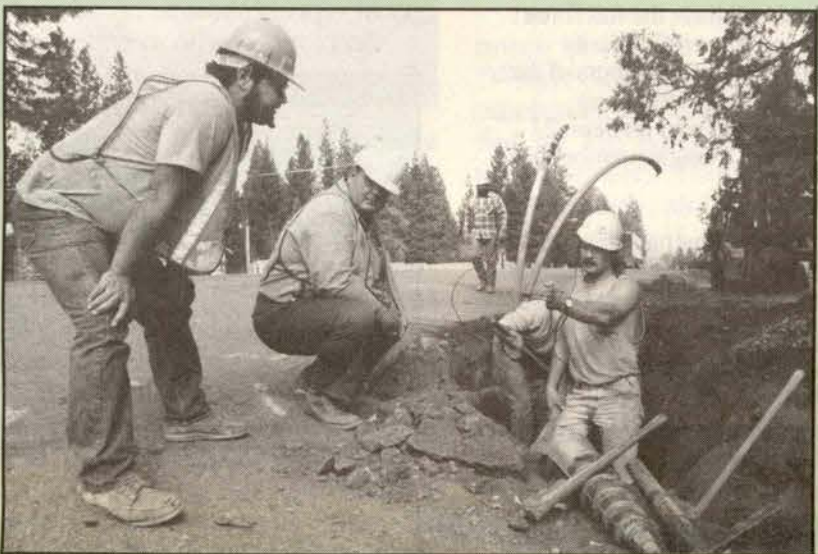
Working ground cable
Price (left) and
Parker.



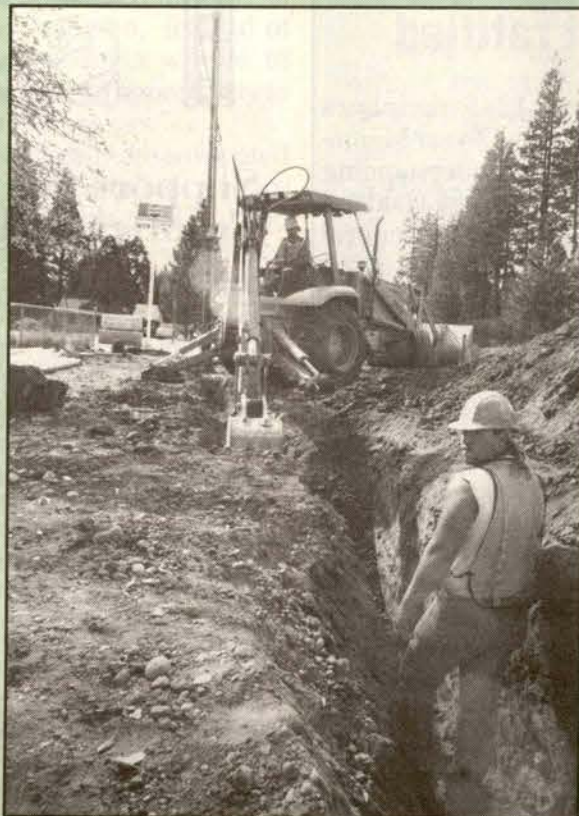
Gunter, Terry Gunter,
Strathman and Eric



Henkels & McCoy project manager Dale Hagadorn (left) and Local 1245 Business Representative Art Murray take a look at some of the boulders that had to be removed during trenching.



Mike Grijalva (left) and foreman Rodney Hamilton talk things over with Jeff Waldbosser (in the trench).



Digging trench for new cables are Larry Price (left) and Todd Parker.



Large boulders provided the chief obstacle to laying new underground cable. (Photo: Tony Gomez)

Port of Oakland pact ratified

Local 1245 members ratified a new 3-year Memorandum of Understanding with the Port of Oakland that provides a general wage increase of 4% in the first year.

Wage increases in the second year are tied to a separate set of upcoming negotiations in which the union will seek to modify the wage progression. According to union Business Representative Dean Gurke, there is no realistic way for employees to reach steps four through six in the current six step wage progression. In the upcoming bargaining, the union hopes to make steps four and five a more realistic possibility for employees.

If those talks succeed, Gurke said, then the union will settle for a second-year general wage increase of 2%. If the talks fail, then the second-year general wage increase will be 4%.

In either event, the third-year general wage increase will be 4%.

The pact provides "equity" adjustments for the classification of Land Surveyor, Principal Engineering Assistant and Electrical Mechanical Engineer.

Also contained in the agreement are a new Long Term Disability plan, improved language in the medical and dental benefits, and the addition of a new class of employees formerly unrepresented: Equipment Systems Superintendent.

The bargaining unit represented by Local 1245 at the Port consists of supervisory employees. An additional provision of the new agreement indemnifies these supervisory employees in the event they are sued for acts or omissions occurring within the scope of employment.

The agreement, ratified Oct. 26, is retroactive to Sept. 1, 1992.

Serving on the union's negotiating team, along with Gurke, were Dave Cuthbertson, Larry Ross, and Rich Desousa.



Desert Solidarity

Support the Frontier Strikers on December 5

Desert Solidarity...Our line in the sand.

Trade unionists from around the country are heading to Las Vegas for the weekend of Dec. 5 for a "time of solidarity" declared by the national AFL-CIO.

Striking workers at the Frontier Hotel will have the full force of the labor movement behind them in "Desert Solidarity - Our Line in the Sand." These valiant workers, members of the Hotel and Restaurant Employees, Teamsters, Operating Engineers and Carpenters, passed their first year on Sept. 21 with a remarkable show of solidarity: not a single member has gone back to work.

The unions have put together an attractive tour package for Dec. 4-6 with a choice of hotels and travel arrangements.

For more information contact
Glen Arnodo at (213) 481-2574 ext. 323.
In most cases, the cutoff date for reservations is Nov. 4.

A damn good excuse for a Vegas weekend!

Foster-Wheeler Martinez co-generation plant

New contract improves wages, vacation, sick leave

A new three-year agreement covering Local 1245 members at the Foster-Wheeler co-generation plant in Martinez, Ca. provides wage increases of 3.75% a year.

The agreement, effective Oct. 16, increased annual sick leave from three to four days and increased total accruable sick leave from five days to 10 days, according to Brian Walker, shop steward and member of the negotiating committee. A company policy of not paying for an employee's first day of sick leave was ended.

Employees will receive an additional day of vacation after six years of service, another after seven, and a third after eight years.

"Originally employees were given two weeks vacation upon hiring in with no increases, ever," said Walker.

Under the old contract, employees were paying up to 25% of the cost of health premiums. In the new agreement the employer pays 90%.

Pension contributions were increased from 40 cents to 45 cents an hour. The contribution will go up to 50 cents in October 1993 and 55 cents in October 1994.

Education provision

In a provision on education, the employer agreed to pay 75% of the cost of pre-approved accredited courses. Improvements were also made in the shoe allowance.

A for-cause drug testing program was instituted by the new agreement.

In addition, the agreement consolidated two operator classifications into one Outside Plant operator classification.

"We've made a lot of improvements to make this a place where people would want to make this a career," said Walker.

Foster-Wheeler, an independent power producer, generates electricity for the Tosco Oil refinery in Martinez. Excess power is sold to Pacific Gas & Electric. The company has had a labor contract with Local 1245

City of Fallon wage hike

Local 1245 members employed by the City of Fallon, Nev., received a 4% general wage increase retroactive to July 1 in negotiations concluded in August.

The Memorandum of Understanding provides for a lump sum payment of accrued sick leave to retiring employees. It also implements a Safety Committee with equal labor-management representation.

Employees who receive

additional education that can be applied to their job will be entitled to an annual stipend in addition to their regular salary. Such education includes technical certification, secondary or advanced certification, AA Degree, BA degree, or BS degree.

Negotiating for the union were James Cooper, Ed McBroome, Charles Gomes, Michelle Gulden, Jerry Miller, Allen Dobson and local 1245 Business Representative John Stralla.

Scholarship opportunity

The International Brotherhood of Electrical Workers is offering up to 12 scholarships to IBEW members who wish to pursue an undergraduate degree.

Each scholarship is worth up to \$12,000.

All application forms, student records, and other re-

quired materials must be received by the Scholarship Administrator by Feb. 19, 1993.

For further information, contact the Scholarship Administrator at (202) 728-6090, or write:

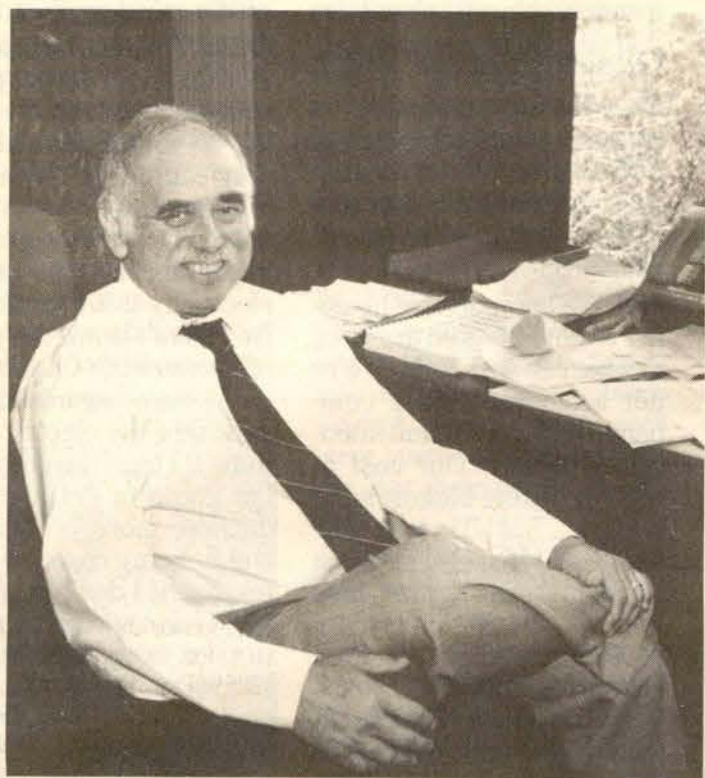
IBEW Founders' Scholarship
1125 15th Street, NW
Washington, DC 20005



GOVERNMENT COORDINATING COUNCIL

Delegates to the Government Coordinating Council (GCC-1) meeting earlier this year were (from left) Larry Foltz, IBEW Local 1759; Dennis Graves, IBEW Local 1959; Brian Pieper, IBEW Local 1959; Carl Nyquist, IBEW Local 1759; Mark Hearn, IBEW Local 1959; Mike Rumbaugh, IBEW Local 2159; Marc Pinkus, IBEW Local 640; and Steve Burr, IBEW Local 2159. Not pictured are Chairman Richard Hafner, IBEW Local 1245; Richard Perry, serving as alternate delegate for Jack McNally, IBEW Local 1245; and Mike Croxton, IBEW Local 640. Officers re-elected to their posts were Richard Hafner, chairman; Mike Croxton, treasurer; Mark Hearn, recording secretary; Carl Nyquist, first vice chairman; and Steve Burr, second vice chairman.

The man who turned



When David Freeman became general manager of the Sacramento Municipal Utility District in 1990, rates were going up, employees were unhappy, and customers had just voted to shut down the Rancho Seco nuclear plant.

Changes instituted by Freeman, many of them undertaken in cooperation with the union, have helped put the brakes on rate hikes, restored employee morale, and put SMUD on the political map as a leader in energy efficiency and renewable energy development. There is even speculation that Freeman could be tapped by the newly-elected Clinton administration as the next Secretary of Energy.

In an interview conducted on September 15, the Utility Reporter asked Freeman why SMUD has chosen to emphasize energy efficiency and renewable energy development over more traditional energy options.

SMUD around

David Freeman:

The nuclear option was off the table by the time I got here. We've replaced Rancho Seco with a different array of power plants. We've got a combination of energy efficiency, natural gas fired cogeneration plants, wind, and, in the future, advanced technologies into solar power. Of course we have hydro and geothermal. Diversity is the name of the game. Instead of putting all of our eggs in one basket we've got a bunch of little baskets around with an egg in each one. We've managed to freeze the level of electric rates. I guess what I'd say is, "There's life after nuclear power." And it's not all that bad.

Utility Reporter: Could you briefly touch on the major elements of energy efficiency and conservation?

David Freeman: We're trying to buy the kilowatt hours that are being wasted from our customers. We buy them by offering rebates or cash incentives for people to switch from, say, an old re-

frigerator that's inefficient to a new one that uses half as much electricity. Same with air conditioners, same with every major electrical appliance. Our program is not gadget-oriented: it's controlled by the economic facts. We'll pay up to about 4 cents a kilowatt hour to purchase electricity that's otherwise wasted. We do it through more efficient light bulbs, more efficient air conditioning equipment, through planting trees in the proper spot on your lawn and shade the house from the sun and

reduce air conditioning--whatever will pencil out at about 4 cents a kilowatt hour. In that way we're building what we call a conservation power plant. It's a kilowatt hour here, 2 kilowatt hours there, but it all adds up, over the next 10 years, to the equivalent of what Rancho Seco [provided].

UR: The program seems very logical--why waste energy if you don't have to. So why is this program considered so innovative? Why is it just happening now?

"I think labor unions actually help you run the place if you work with them. We're working together to get the job done, at the lowest cost to the consumer, with fair benefits for the employees... It's stupid if I don't provide workers a competitive package, and maybe just a tad better so that this gets the reputation as being a really good place to work and then I get the cream of the crop. I consider the unions an ally, not an enemy."

David Freeman

DF: Well, it isn't just happening now. We had a program similar to this at the Tennessee Valley Authority in the late 1970s. I think the truth of the matter is the country went to sleep on the subject of energy and a lot of other things in the last 10 or 12 years. Part of it was that the price of oil went down, and natural gas prices went down. But the American people give efficiency lip service and practice waste is the truth of the matter. I think the electric power industry had a hard time absorbing the notion

that we ought to be helping our customers get by with less rather than sell them more. After all, electric power went for 50 or 60 years preaching the sales pitch of more electricity means a better economy and more economic activity, almost brainwashed the public into thinking the use of electricity was an unmitigated good--the more you use, the better. Changing that mind set has taken a while but it's happening now and I think SMUD is leading the way.

UR: What role have regulatory bodies played in this? Have they rewarded efficiency?

DF: They're just beginning to here on the West Coast. It takes a proper regulatory attitude. I think the part that's overlooked is that investments in conservation are more labor-intensive. We are creating more jobs with our dollar through this efficiency program than if we built another power plant. That may strike you as surprising. But we're kind of dumb in the sense that we think of jobs

See NEXT PAGE

From PAGE TEN

only in a big bunch. You think of a power plant being built and operated and you see hundreds of people out there and so you equate building a power plant with jobs. But when I invest \$40 or \$50 million each year in this efficiency program, you don't see the jobs with your eyes quite as visibly. But all those additional sales of refrigerators, all those installations of new heat pumps—which are employing a lot of heating contractors, a lot of carpenters, and a lot of sheet metal workers—the numbers show you create about 6 times as many jobs per dollar when you invest in conservation.

UR: Some of the jobs you're talking about are in the general community. But a lot of the jobs lost at Rancho Seco were bargaining unit jobs for Local 1245 members.

DF: That's true.

UR: Is there some danger we're going to see a unionized workforce in energy production give way to a workforce that is oriented toward efficiency that is less unionized?

DF: Let me address both parts of that. We have gone to great lengths to absorb the Rancho Seco workers into the total SMUD workforce. Since I've been here I don't think we've thrown anybody out on the street. We've got

several hundred people now working in energy efficiency. They may not be as union-intensive as the workers at Rancho Seco were, but they have every opportunity to join the union. And we agreed in the collective bargaining process that, basically, new people coming into a unit either are a member of the union or have to pay the dues anyhow. So I think the record since I've been here is pretty clear that we've been supportive of organized labor.

The other thing is, we're one of the few companies that have adopted a policy that we don't fire people. If you are working for SMUD and you do decent work you're not going to be laid off. Even some of the Ranch people we have to retrain for other jobs and we've been doing that. I don't think you could find a management that's more sensitive to the real needs of working people and trying to eliminate what I think is the worse fear we have right now in the workforce, and that is the fear of firing. Fear is a very destructive force that can hurt not only your productivity but your peace of mind. I think SMUD stands out as an island of security in an ocean of insecurity right now.

UR: Let's go back to this point about the jobs created by investment in conservation.

DF: The numbers show very clearly that if we spend a dollar in energy efficiency, that that dollar will generate about 6 times as many jobs as a power plant. Even in a nuclear plant [which has a sizeable number of people] you're talking about a billion dollars of investment. [If] you put a billion dollars in energy efficiency, you put a lot of people to work—finding the leaks in duct work, installing solar collectors on the roofs of homes. If I'm going to put a photovoltaic cell on the roof of a house, my main expense is not that photovoltaic cell. It's the work of the carpenter, the sheet metal worker and the others who do that work. I can't guarantee you that all that labor will be done with union labor, but organized labor is not weak in Sacramento. We pay the [prevailing] wage, we require anybody that works for us to pay the legitimate prevailing wage so that organized companies that have organized labor are not at a disadvantage. We're not trying to get our work done cheaper with what you would call scab labor.

UR: During the last general bargaining, SMUD agreed to a union security clause, as you alluded to a minute ago. Was this something you gave away during negotiations in order to get something else, or do you see union security as a positive factor in its own right in terms of employee relations?

DF: We approached the entire negotiations on the basis of what can we justify. We're not a labor-intensive company, we're a capital-intensive company. Our cost of labor is not the biggest item-cost at SMUD and our workforce is truly our most important asset. We lose somebody, it costs us \$100,000, basically, to train somebody else. We're interested in people coming to work here and staying. If you've got a bargaining unit, everybody in the unit gets the benefit of the work of organized labor and therefore needs to share in paying. (I don't believe it's fair to retroactively tell somebody that came to work for us before this union shop that they've got to join.)

At the Tennessee Valley Authority where I was chairman of the board, we let the unions do our hiring for us. There was an actual clause in that statute that gives organized labor a preference. I think the labor unions actually help you run the place if you work with them. We're working together to get the job done, at the lowest cost to the consumer, with fair benefits for the employees. I can't afford to justify a package that's significantly higher than the market package, but also it's stupid if I don't provide workers a competitive package, and maybe just a tad better so that this gets the reputation as being a really good place to work and then I get the cream of the crop. I consider the unions an ally, not an enemy.

UR: You talk about labor and management working together. In principle, that makes sense. But for the workers doing that work—and

their unions—the team concept poses a danger. You're encouraged to participate as a team in order to increase productivity, but then management may not really be willing to share the benefits of increased productivity.

DF: We do not have a set of stockholders like a private company has that is expecting us to squeeze labor so they can get an extra buck. We have a set of consumers out there we're responsible to for keeping the price of electricity as low as possible. But I don't think the people of Sacramento County want us to have organized labor subsidize the electric rate. I think if I treat the people fair I'm going to get more production, more productivity, and help my customers better than if I don't treat them fair. I have seen it happen in the last two years. The reason we're keeping our costs under control is that the workers are happy. They feel like they're finally getting some respect out of management in terms of their individual needs as well as their salaries.

UR: You say you're seeing that in terms of the overall productivity?

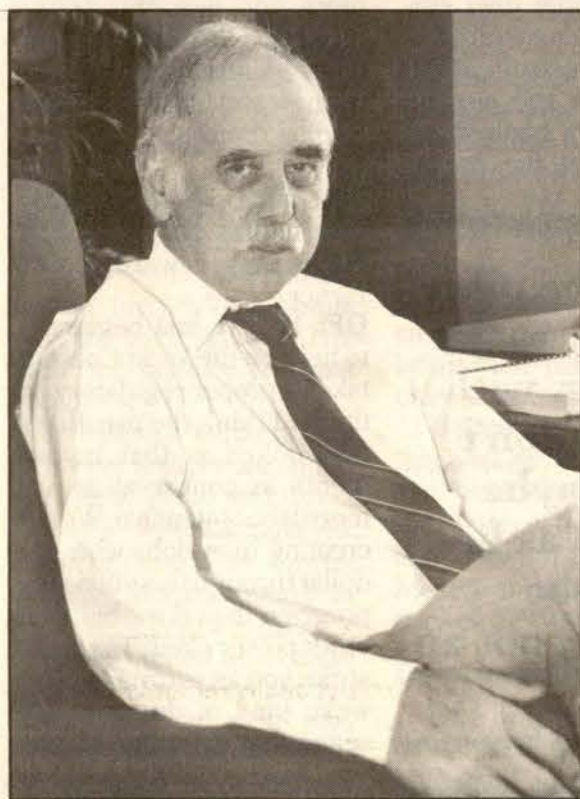
DF: That's right. We're probably the most successful public entity in Sacramento County. Our budgets are balanced. We're not firing a bunch of people. We're getting the job done and we're not raising rates. One of the big reasons is that the workforce feels the management respects them. And therefore, they're putting out. To tell the truth, the most successful thing we've done is flexible workhours. I understand that the 40-hour week was something that labor fought for for decades. But what we put on the table was an improvement over that so that people could work 9 hours a day for 9 days and get the 10th day off. And people love it. Not to mention the bonus we offer at Christmastime if we make our budget.

UR: Bonuses can put unions in a real bind. Some companies increasingly want to use bonuses, administered at the company's discretion, as a

The Man Who Turned SMUD Around: Interview with David Freeman

"We're talking about solar power, hydro power, geo-thermal power and natural gas power. And conservation power. So we gonna be powerful."

David Freeman



SACRAMENTO MUNICIPAL UTILITY DISTRICT

way of rewarding employees. That takes power out of the hands of the union—the legally-constituted and exclusive bargaining agent—to negotiate the best compensation possible for the members' labor.

DF: But your question doesn't accurately describe the bonus situation at SMUD. First of all, it's a team-building effort. Everybody at the company, whether they're making \$8,000 a year or \$80,000 a year, it's the same dollar amount—\$200 or \$250. Second, I lay down the criteria at the beginning of the year: we all get the bonus if we make our budget. It's a tiny percentage of the total pay, but it's something tangible where everybody's treated alike, and where it's a symbol of reward for the fact that all of us together got something done. That's very different than the individual corporate bonus that's at the discretion of the boss. We have a collective bargaining agreement and we're not going to change the basic structure unless we decide to do it together.

UR: Congress is considering a new energy bill [Editor's note: Congress passed the bill on Oct. 8, shortly after this interview was conducted]. Will SMUD be affected by any of the provisions in the bill?

DF: We're trying to get a tax incentive for electric cars passed so that we can start getting electric cars on the street and get American workers to be manufacturing the car of the future and recapture the automobile market with electric cars. I think that's a very very major opportunity for America and incentive is needed because the first cars can't be competitive with the internal combustion engine, but they will be once we get them mass produced. Most of the provision [of the bill] are just special interest things. So we haven't taken an intense interest in this energy bill.

UR: What kind of energy bill would you like to see go through Congress?

DF: We have to deal with the transportation sector. We

have to deal with the twin problems of spending \$50, \$60 billion overseas for oil, and then the pollution that's caused when you burn the oil. We need [an energy bill] that will get this country greatly self-sufficient over a reasonable number of years, to develop the renewable resources more, in other words harness the sun, work toward a solar-hydrogen economy. And at the same time really emphasize efficiency. There ought to be a good deal more effort into the research and development of more efficient appliances. Plus, I feel we need the CAFE (Corporate Average Fuel Economy) standards to require the automobile industry to make more efficient automobiles. We need to go from 25 miles per gallon to 40. There's no question we can build more efficient automobiles. It's just that the industry has resisted it, the [Bush] administration has resisted it, the oil industry has resisted it, the Arabs have resisted it, because they want to sell us all this damn oil. And most of what's in the energy bill doesn't really deal with that problem. The main thing we need to do is simultaneously become much more efficient in using petroleum, which is our big problem, and developing the cleaner sources of energy we can use in the form of electricity so we won't have to go back to war again in order to get to work. Which is what we did a little over a year ago with Desert Storm. There was only one reason we fought that war and that was oil. We're not over there in Bosnia—there's no oil there. And that is just as much an invasion as the invasion of Kuwait. And what do we have in Kuwait today? The same dictator. There's no democracy there.

UR: What energy sources will SMUD be tapping from here on out?

DF: Today at SMUD we have our hydro power, from the dams we built some years ago. And we have one idea for enlarging the hydro power by building a tunnel and bringing more water to an existing power plant. We have the geo-thermal, up there in the valley where the

steam comes up out of the ground. We're building gas-fired co-generation plants. We have a wind plant. We're going to have some of the most modern windmills in the world that will be producing electricity for a little over 5 cents (per kilowatt hour) in Solano County, the site we purchased. We're looking forward to using fuel cells in the future, photovoltaic cells, and solar thermal down in the desert perhaps, with advanced technologies we're working on. So I guess we're talking about solar power, hydro power, geo-thermal power and natural gas power. And conservation power. So we gonna be powerful.

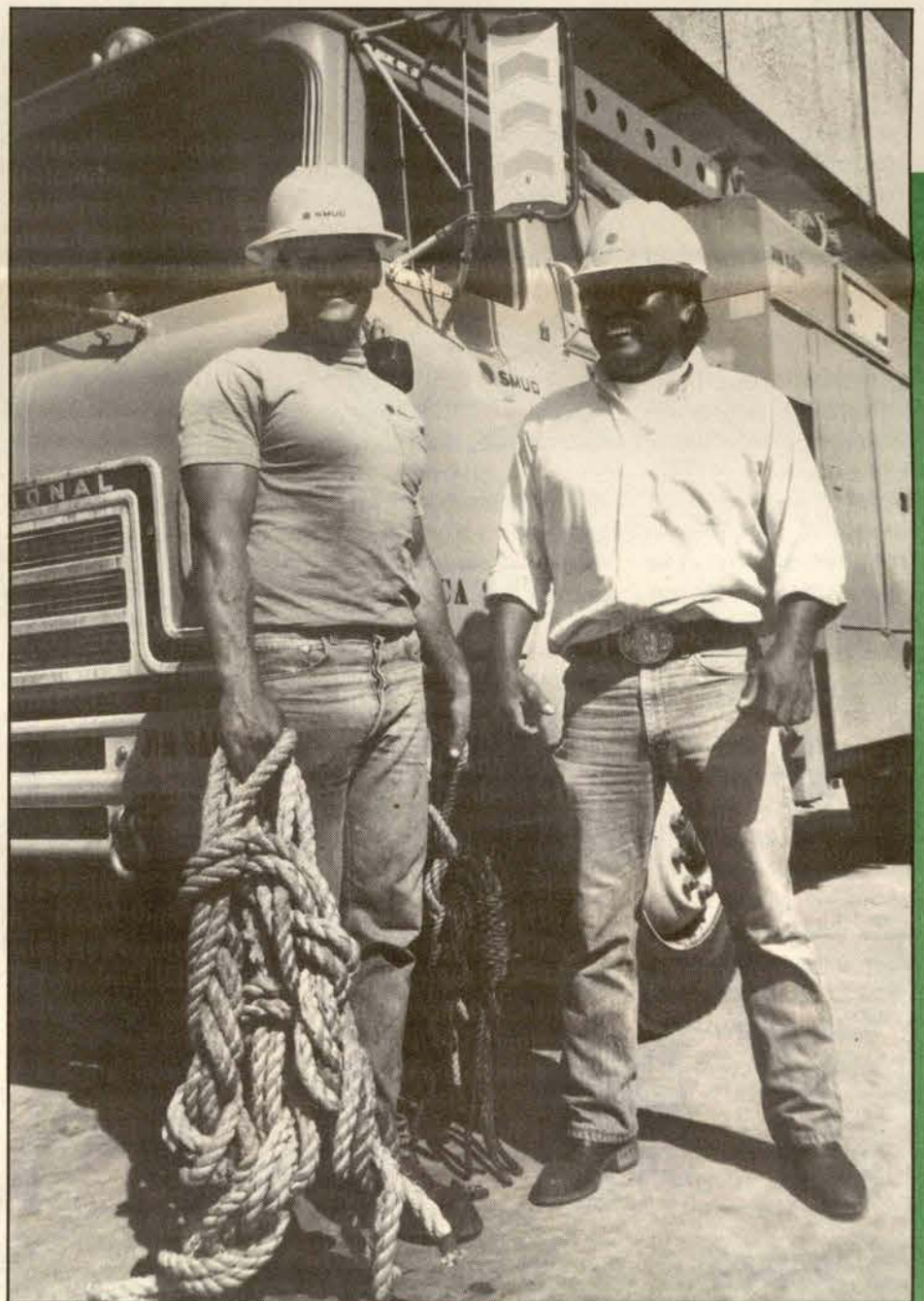
UR: Are there any other is-

sues you'd like to cover?

DF: I think the biggest crisis we have in this country is the quiet crisis of the public schools. I'd like to see union members—as parents and as union members—spending more time in public schools seeing just how much help these teachers need, and trying to redirect the public funding toward K through 12 education. If we don't do that there aren't going to be a lot of union members in the future. Unless you're going to unionize the gangs. At SMUD, we've adopted Luther Burbank High School, and we're mentoring people and trying our best to employ some of them in the summer time. Of all the problems in

this country today, there's nothing more fundamental. If we lose another generation of kids... Unless you line them up against the wall and shoot them, they're going to be here—robbing you, mugging you, on welfare, doing something that drags down the rest of us and makes us not terribly proud of our country. The way the funding is going, the teachers don't have the resources to teach.

I just think this is a terribly serious issue for the future of this country. We've got to give these public officials who vote the funds a little more courage. As far as I'm concerned we ought to stop building highways until we can educate people.



Apprentice Lineman Don Campbell (left), a two-year union member, and Lineman Guillermo Zamudio, a 17-year member, on a recent visit to the SMUD tool yard in Sacramento. (Photo: Eric Wolfe)

Stockton Pin Dinner honors union members' service

Local 1245 members were honored on April 3, 1992, at a Pin Award Ceremony and dinner in Stockton, Ca. Among those honored were:

35 years: John L. Bryan, James E. Frey, Robert Treat

30 years: Frank Pimentel, Paul E. Langum, Jim H. Forbes, Joseph R. Keener

25 years: Delbert A. Schulze, Richard D. Guyton, Gary G. Glessner, Gene G. Dias, Daniel B. Darby, B.M. Bonnell, Ron Blakemore, David Bauguess, J. L. Baker

20 years: Stanley C. Teasant, Mike Russell, David J. Maddox, Pete Hansell, Thomas P. DeGennaro, Keith J. Bickley



Photos by Bob Gibbs



35 years



30 years



25 years



20 years

Recognition given to members in Outside Line Construction

Local 1245 recognized members in Outside Line Construction for their years of membership in the union during a Pin Award Dinner in San Bernardino on April 25.

Among those honored were:

45 years: Harry Johns

35 years: Michael Walsh, Alan Wade, Dale Parrott, Kenneth Myers, Bobby Dutton, Jerry Dillow, William Dawson, Jack

Cunniff, Raymond Bitney, Darrell Abbott

30 years: Carl Winner, Durand Vaughn, Rufus Sims, Frank Ferris, Richard Edwards, Albert Brierly, Carl Bickel

25 years: John Weaver, Gary Nolen, Donald Holler, Patrick Goetz, Ronald French, Richard Dunkin, Donald Dillon, David Alschbach

20 years: Larry Skoglund



Darrell Abbott, a 35-year member, accompanied by Mrs. Abbott.



Harry Johns, a 45-year member, receives plaque from Business Reps. Richard Dunkin (left) and Art Murray (right).



Ron French (right), a 25-year member, Dave Alschbach, also a 25-year member, and Mrs. Alschbach.



Business Manager Jack McNally with Colgate Division members.

Colgate Division members celebrate service to union

A Pin Award Dinner in San Bernardino, Ca. on April 25 honored long-time members of Local 1245. Among those receiving pins were:

35 years: J. Uriarte

25 years: Vesta West, L.E. Ommen, Bruce Ollar, Philip Bernardis

20 years: Donald Silva, Robert Parks, Patrick Gates, Glen Bell



Business Manager Jack McNally with Colgate Division wives.

Union begins offensive against Arbor Tree Surgery Co.

From PAGE ONE

Electric to trim trees around powerlines in PG&E's Sierra Division, employs about 75 line clearance tree trimmers and related classifications.

The union's action is not a strike, according to Business Representative Landis Marttila.

"This is an informational picketline designed to support Arbor Tree employees and their right to a union contract," said Marttila. "We're fed up with Arbor Tree's substandard wages, we're fed up with Arbor Tree's poor safety record, and we're fed up with

their refusal to bargain in good faith."

Because the union has not declared a strike, Arbor Tree employees continue on the job. Walking the picketline

to show solidarity with the Arbor Tree employees are union members from PG&E, Davey Tree, the City of Redding, and Outside Line Construction, along with Lo-

cal 1245 staff members.

Lousy Conditions

During nearly four years of bargaining Arbor Tree has rejected virtually all efforts

by the union to improve working conditions for Arbor Tree employees. Currently, Arbor Tree employees:

- Must buy and maintain their own climbing gear.
- Must pay deposits on chain saws.
- Endure a 15-year wage step program from groundman to foreman.
- Receive no automatic movement through the wage progression.
- Receive substantially lower wage rates for all classifications than their union counterparts at Davey Tree.

NLRB Complaints

Upon investigating charges filed by Local 1245, the NLRB has issued several complaints against Arbor Tree. Those complaints have resulted in the NLRB extending Local 1245's certification as the legal bargaining representative for Arbor Tree employees.

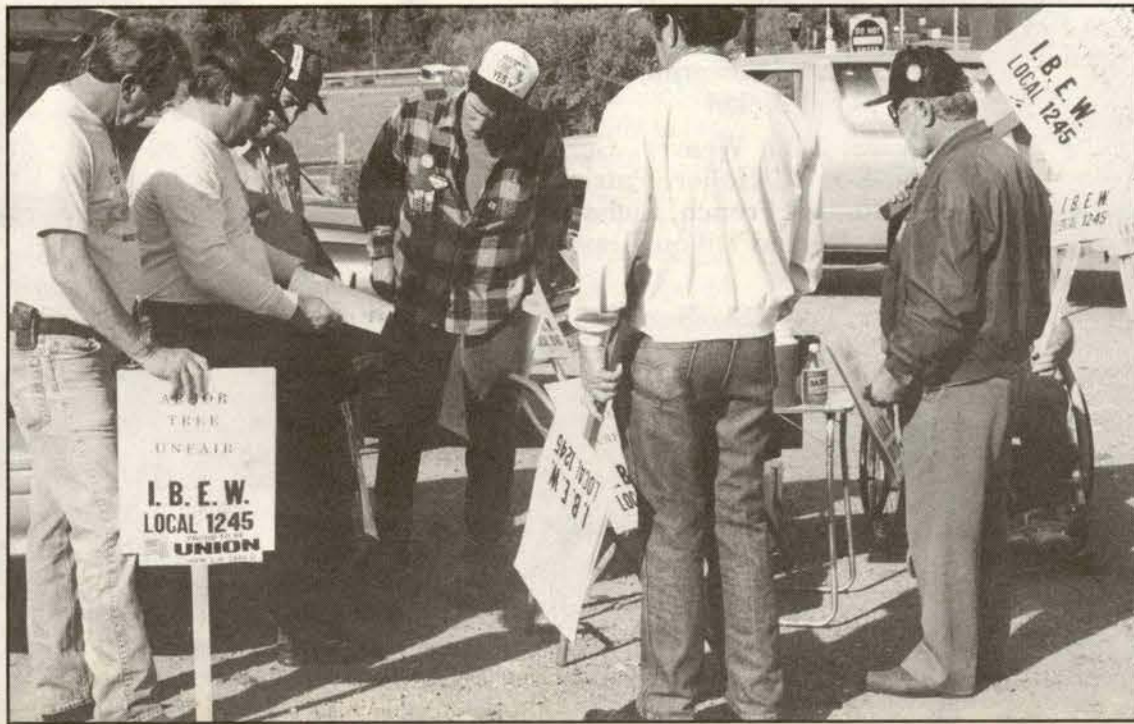
Earlier this year, Local 1245 struck Asplundh Tree Expert Co. to protect union standards in the area where Asplundh held a PG&E line clearance contract. As a result of that work stoppage, Asplundh ultimately lost its contract with PG&E and a union contractor picked up the bulk of the work.

"We have made every reasonable effort we could to bargain a fair labor agreement with Arbor Tree," said Local 1245 Business Manager Jack McNally. "Arbor should realize that this union's entire membership is committed to seeing that this work is covered by a union contract."

McNally noted that thousands of Local 1245 members supported the Asplundh strike by giving money, donating food, walking picketlines, wearing buttons and speaking out at their workplaces.

"This union doesn't have much tolerance for union-busters," said McNally.

Business representatives assisting the Arbor Tree mobilization, in addition to Marttila and Osburn, are Art Murray, Bobby Blair, Sam Tamimi, and Ed Fortier, along with organizer Pete Ely.



Going over strategy while picketing Arbor Tree are Local 1245 members (from left): Bobby Blair, Jack Osburn, Pete Ely, Ray Thomas, Leland Thomas and Sam Tamimi. (Photo: Landis Marttila)

Walk the line!

Union members who want to drop in and join the Arbor Tree picketline will find the pickets located at the Interstate-80 Bell Road off-ramp in Auburn, Ca.

AFL-CIO calls national boycott

Diamond Walnut employees fight for justice

One of the fiercest labor battles in the US today is being waged by the employees of Diamond Walnut.

The Diamond Walnut workers, three-fourths of whom are women, were forced out on strike in September of 1991. But before provoking the strike, man-

agement ordered the union employees to train the scabs who would soon replace them.

Under current US labor law, employees can't be fired for striking—but employees can be permanently replaced. Labor unions will work hard to have that law changed once the Clinton administration

takes office in January. In the meantime, labor solidarity is the main weapon available to the Diamond Walnut strikers.

Many of the strikers have 20 years or more with the company.

Accepted wage cuts

Six years ago the workers, represented by Teamsters Local 601, accepted wage cuts of over 30% to bail Diamond Walnut out of economic difficulty. Entry-level wages were reduced to \$4.25 an hour.

Two years ago, thanks to sacrifices made by employees, Diamond Walnut returned to profitability. Instead of restoring the lost wages,

the company gave bonuses to top management and demanded further concessions from the workers.

Diamond Walnut is a major part of Sun-Diamond Growers of California, a Fortune 500 company.

US taxpayers are being forced to indirectly subsidize the company's union-busting actions: the US Department of Agriculture provides federal funds to subsidize the advertising and marketing of Diamond Walnut products in foreign countries.

The AFL-CIO has asked all fair-minded union members to boycott all canned and bagged walnuts and walnut pieces sold by Diamond Walnut.

Before provoking the strike, management ordered the union employees to train the scabs who would soon replace them.



Trade unionists from throughout California rallied in San Francisco in late July to support 500 striking workers at Diamond Walnut. (Photo: Eric Wolfe)