

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
February 1993  
Vol. XLII No. 2

# UTILITY REPORTER

New Labor Secretary  
See Page 5

## Rate decision focuses on PG&E wage levels



Discussing PG&E's telephone service consolidation during a meeting at the Oakland Customer Service Center are, from left: Frank Davis, Paulette Thomas, Keith Pierson, Adrienne Scott, Gary Jones (asking a question), and Charlene Griffin.

By Tom Dalzell

**E**mployee compensation was a central issue when the Public Utilities Commission of California issued its final decision in Pacific Gas & Electric's current rate case.

It marked the third time in three successive rate cases that employee compensation was a major point of controversy. Although the Commission's decision left some uncertainty, Local 1245 believes that the decision will not have any noticeable effect in bargaining with PG&E.

The Commission issued its decision on Dec. 16.

### The Regulatory Process

Every three years, PG&E and other regulated energy utilities in California must apply to the Public Utilities Commission for authority to increase its rates and charges for electric and gas service.

Interested parties may participate in the rate case. The Division of Ratepayer Advocates (DRA), a division of the Public Utilities Commission, appears in all rate cases. The DRA is charged with representing the long-term inter-

See PAGE THREE

## Coping with consolidation at PG&E

**C**lerical employees throughout PG&E's service area attended meetings last month to learn more about the company's proposed consolidation of customer service telephone operations into four regional centers.

The meetings included an overview of Title 19 of the Clerical Agreement presented by representatives of PG&E's Hu-

man Resources Department, along with a question and answer session with the union Business Representative for the area. Union and company representatives from the joint Telephone Study Service Committee were also present at the meetings.

The next meeting of the committee is scheduled for Feb. 10. At that time, union

See PAGE ELEVEN

### JUSTICE FOR TREE TRIMMERS! (COLOR IT GREEN)

There was nothing but smiles when Local 1245 presented checks on Dec. 18 to union line clearance tree trimmers who had been illegally locked out by Asplundh Tree last year. Asplundh paid the back wages in settlement of Unfair Labor Practice charges brought by Local 1245. Celebrating the receipt of their long over-due wages at a party in Redding were union members Keith Ashe, David (Gerald) Bullock, Jessie Chandler, Steve Ferreira, John Flores, Robert Irwin, Scott Loomis, John Marzolla Jr., Dennis Mitchell, John Shepherd, Jack Harris, Danta Young, Don Gillett, and Gerald Horner. (Photo: Rich Hafner)



## INSIDE

PG&E Shift Premiums  
Page 2

Contract Provides  
Important Protections  
Page 3

Hafner Retires  
Page 4

Unit Meeting Changes  
Page 4

Two Cheers for Reich:  
Clinton's Labor Secretary  
Pages 5-8

New Retiree Club Chapter  
Page 9

Outside Line Construction  
Page 11

Union Shopper  
Page 12

## CALENDAR

February 5  
San Francisco/GO  
Pin Dinner  
Pacifica, Ca.

February 6-7  
Advisory Council  
Concord, Ca.

February 20  
PG&E Regional  
Stewards Training  
San Jose, Ca.

February 27  
PG&E Regional  
Stewards Training  
San Luis Obispo, Ca.

March 13  
PG&E Regional  
Stewards Training  
Santa Rosa, Ca.



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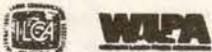
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## Workers here and abroad

# Rolling the union on...

**Replaced by Inmates:** AT&T is contracting out telemarketing jobs to firms that hire prison inmates to do the work, while at the same time planning to lay off thousands of telephone operators, reports the AFL-CIO Label Letter. The Communications Workers of America says the laid-off operators could do the work, but AT&T apparently prefers to use cheap prison labor instead.

**Think Again:** Americans in a Gallup poll said they

thought they had a 16% chance of being disabled for three months or more during their working lives. In fact, the chances are 43% for men and 54% for women, according to Unum Corp.

**And Take Your Time:** British postal workers tried to suspend mail deliveries to Grunwick's, a mail order firm in London, England that had hired scabs during a long strike, Labor Notes reported. Refusing to deliver the mail was ruled illegal, but three months later, when a mail ship docked in Sydney, Australia, postal workers there were surprised to discover that it contained mail for Grunwick's.

**Blub Blub:** Corporate cutbacks and restructuring produce widespread worker tension, according to a survey by Michigan-based Human Synergistics International, but companies undergoing such changes haven't made a high priority of helping workers adapt. "That's almost like saying I'm drowning but I don't have time for swimming lessons," Human Synergistics spokesman J. Clayton Lafferty told the Wall Street Journal.

**At the Beep:** Hellyer Communications in India-

napolis offers free private-number voice mail for homeless persons at four shelters and missions. The voice mail service permits homeless persons to search for jobs without revealing to potential employers that they are homeless.

**EMF Blamed:** A 47-year-old electrician who developed a brain tumor has had his illness recognized as a work-related injury by the Swedish workers' compensation system, marking the first time occupational exposure to electric and magnetic fields has been officially recognized as a cause of cancer in Sweden.

**Scabbing Outlawed:** Two Canadian provinces, Ontario and British Columbia, have banned hiring striker replacements. The two provinces, containing half of Canada's population, are governed by the labor-based New Democratic Party.

**Canadian Health Care:** According to a survey by the magazine Medical Post, 64% of Canadian doctors believe Canada's government-run health system offers a better working climate than the US, while 87% of the Canadian doctors believe that

## APPOINTMENTS

### PACIFIC GAS AND ELECTRIC COMPANY

**PGandE Review Committee**  
Sherrick Slattery

### SACRAMENTO REGIONAL TRANSIT DISTRICT

**Sacramento Regional Transit Negotiating Committee**  
Larnell Gill  
John Mendonca  
Jim Watt

### CENTRAL LABOR COUNCILS

**Sacramento Central Labor Council**  
Bill Twohey

patients get better care in Canada. Although many US unions favor a Canadian-style system for the US, President Clinton is reportedly leaning toward a "Managed Competition" system, which would leave the private insurance industry largely in place.

**Still United:** Even though Czechoslovakia has split into two republics—one Czech and one Slovak—the Czechoslovak trade union confederation, CS KOS, has pledged to stay united and act as a bridge between the two nations.

### Pacific Gas & Electric 1993 Shift Premiums

Note: See Section 110.2 and 110.7 of the Physical Contract and Sections 11.2 and 11.7 of the Clerical Contract. Premiums are based on a 1993 weighted average straight-time hourly rate of \$20.50.

**Second Shift Premium**  
\$.92

**Third Shift and Sunday Premium**  
\$1.85

**Sunday Second Shift Premium**  
\$2.77

**Sunday Third Shift Premium**  
\$3.70

**Relief Premium**  
\$19.80

### NUCLEAR PREMIUMS

**Nuclear Auxiliary Operator Premium**  
\$2.04

**Certified Fuel Handler Premium**  
\$1.48

**Reactor Operator License Premium**  
\$2.96

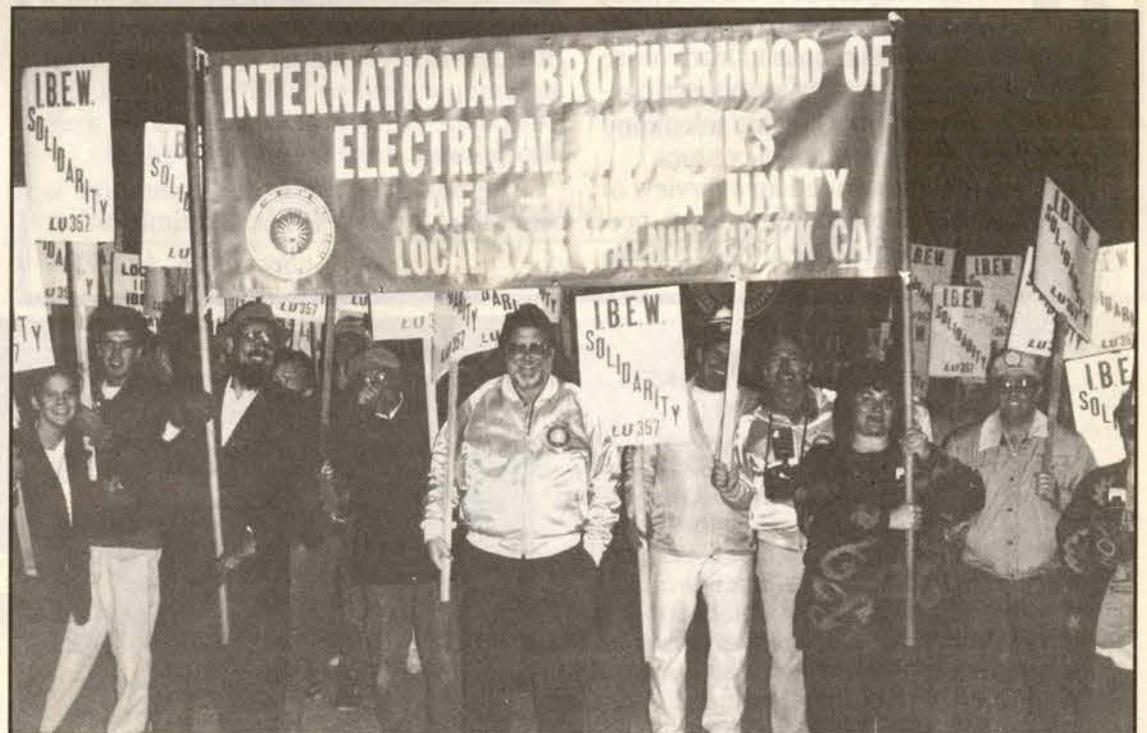
**Senior Reactor Operator License Premium**  
\$3.70

**Senior Reactor Operator License Premium for Senior Control Operator at DCCP**  
\$4.81

**1993 REMOTE REPORTING EXPENSE ALLOWANCE**  
Section 202.21(c) of the Physical Contract

**Less than 15 miles**  
\$12.25

**15 miles for more**  
\$17.50



### FRONTIER SOLIDARITY

Local 1245 members were among thousands of union members who marched in Las Vegas on Dec. 5 in solidarity with striking Frontier Hotel workers. The AFL-CIO helped organize participation by unions nationwide in the protest march.

# Rate decision focuses on wages

From PAGE THREE

ests of all classes of public utility customers.

## The DRA and Collective Bargaining

In both the 1986 and 1989 PG&E rate cases, the DRA raised the issue of employee compensation. Based on wage surveys which it conducted, the DRA argued in those rate cases that PG&E's union workers are paid too much and that PG&E's rate increase should be reduced due to the "excess" wages.

In 1986 and again in 1989, Local 1245 strenuously objected to the DRA's attempt to interfere with collective bargaining. In both cases, the Commission rejected the DRA's arguments, although in both decisions the Commission included language in which it asserted it has the right to interfere in collective bargaining issues in the future.

## The 1992 Rate Case

In the 1992 rate case, the DRA did not attempt to conduct its own survey, but instead relied on PG&E surveys to argue that PG&E's union workers are overpaid. Specifically, the DRA argued that PG&E's clerical workers are overpaid by 14.98% and that the physical bargaining unit is overpaid by 7.52%. The California Large Energy Consumers Association (CLECA), a consortium of mines and concrete producers which was angered by PG&E's position on an unrelated rate design issue, also hired a witness to testify that PG&E pays its union workers too much.

In response to this attack on unregulated and free collective bargaining, Local 1245 presented eleven witnesses. They included Business Manager Jack McNally, law professor and former California Supreme Court Justice Joseph Grodin, arbitrator Barry Winograd, University of California at Berkeley Economics professors Dr. William Dickens and Dr. Jonathan Leonard, labor economist Dr. Peter Donohue, civil rights attorney Brad Seligman, and com-



Union staff attorney Tom Dalzell coordinated the union's rate case strategy.

penetration consultant Eugene Hamilton. Four Local 1245 rank-and-file System Operators and Maureen Lynch of Utility Workers Local 132 in Los Angeles also presented testimony for the union.

The testimony from Local 1245's witnesses challenged the DRA position on three general fronts.

First, the union witnesses argued that the DRA's attack on union wages represents an illegal intrusion into free and unfettered collective bargaining between PG&E and its unions, in violation of our national labor laws and labor policy.

Second, Local 1245's witnesses pointed out that the margin of error in PG&E's wage surveys was greater than the reported "over-payment", meaning that the reported "over-payment" was statistically meaningless. Furthermore, because of the "biases" present in the PG&E survey, which included a number of smaller, non-union employers outside the San Francisco Bay Area, there is less deviation from the target of "market" parity than reported.

Thirdly, several of the union witnesses argued that the DRA approach ignores serious policy considerations, including wage justice for female workers, bargaining flexibility, and the relationship between high wages and high skills and high productivity.

## The Decision

In its decision, the Commission appears to have accepted Local 1245's arguments completely. The Commission found that PG&E's compensation strategy of paying 5% above the "market" to be "basically reasonable" and "an appropriate policy." Furthermore, the Commission agreed that PG&E's wage survey results were subject to statistical error between 5% and 10%, more likely in the range of 5%.

In an unusual move, the Commission sharply criticized the CLECA and DRA witnesses, going so far as to suggest that the DRA consider hiring consultants instead of using its own employees if it chooses to pursue the issue of employee compensation in the future.

"The decision leaves some room for doubt, but in general seems to have validated our position once again," said Business Manager Jack McNally.

"We have always bargained more on the basis of internal equity than on the basis of the 'market', whatever that is, and we intend to do so again this year. If PG&E takes the position in bargaining that it is at all hampered by the PUC decision, we will take whatever legal action we need to enforce our right to bargain completely free from government intervention," McNally said.

## Wanted: Ideas for 1993 Negotiations!

### ATTENTION MEMBERS AT PG&E:

**The current contract expires at the end of 1993. If you have suggestions for what you'd like to see in the next contract, present your ideas to your unit meeting in February or March. Proposals adopted by unit meetings will be forwarded to the General Negotiations Committee for consideration.**

# Union contract provides important protections

Jack McNally, IBEW 1245 Business Manager

As we begin 1993 we are preparing for negotiations with our largest employer, PG&E. We are calling for proposals for negotiations at the January, February, and March unit meetings.

We will commence bargaining approximately mid year with the goal of a new agreement to be effective Jan. 1, 1994.

We will be bargaining in a business climate of downsizing, restructuring, and de-regulation. A climate where jobs in other industries are continuously being downgraded, eliminated, or sent across our borders to other countries. A climate where many businesses are laying off their employees and moving their business to cheaper labor markets, contracting out, or using "consultants" to do the work—in most cases for cheaper wages and fewer or no benefits.

Some of this restructuring activity is taking place in the utility industry as well.

Our members at PG&E are currently covered by a collective bargaining agreement, which provides that Local 1245 is recognized to represent those classifications performing operation, maintenance, construction, office, and clerical work.

This means when the Company performs this work at its facilities, it is done by our bargaining unit members.

There is another provision of the collective bargaining agreement that recognizes the right of the Company to have work done by contractors. However, the Company is restricted from contracting out bargaining unit work for the purpose of dispensing with the services of bar-



gaining unit employees.

This contracting provision of both the Clerical and Physical agreements was the subject of several grievances and, finally in 1988, arbitration. Based on the Clerical and General Construction arbitration cases, the parties finally agreed to resolve the Physical Division grievances through a letter agreement (88-104).

These grievance settlements provide the interpretation of the contracting clauses in both collective bargaining agreements, which means that the Company shall not contract any work normally performed by the bargaining unit if such contracting is intended to reduce or has the effect of reducing the regular work force by attrition, demotion, displacement or lay-off.

These cases and the letter agreement basically clarify the collective bargaining agreement rights which protect the bargaining unit employees from loss of jobs as a result of contracting.

These settlement interpretations are the life blood of the jobs, the conditions, and the basic contract we currently enjoy.

As we struggle through this volatile de-regulating business climate, these provisions are more important than ever before.

## Unit Meeting Changes

Please note the following updates to the Local 1245 Unit Meeting schedules. Some of this information was omitted from the schedule published in the December Utility Reporter. See Page 9 for information regarding Unit 2515, Modesto.

### San Joaquin

**Unit 1113, Madera:** Meets at Madera Valley Inn, 317 N. G. Street.

**Unit 1123, Merced:** Meets at Mi Pueblo Restaurant, 950 Motel Dr.

### Coast Valleys

**Unit 1212, Monterey:** Meets at Big Joes BBQ, 1200 Ohlmstead

**Unit 1216, Santa Maria:** Meets at The Maya Restaurant

**Unit 1217, Templeton:** Meets at Beef Palace, 401 N. Main St.

**Unit 1220, Diablo Canyon:** Meets at Margies Diner

**Unit 1221, Buellton:** Meets at Antonios Pizza.

**Unit 1223, Diablo Canyon:** Meets at Avila Beach Civic Assoc.

### Pipeline

**Unit 1313, Toprock:** Meets at 5:30 p.m.

### East Bay

**Unit 2301, East Bay Clerical:** Meets at White Knight, 3150 Pierce St.

**Unit 2318, Richmond:** Meets on the first Wednesday

### San Francisco

**Unit 2401, San Francisco Clerical:** Chairman is G. Oryall

**Unit 2412, San Francisco:** Chairman is M. Phillips

### Stockton

**Unit 2516, Lodi:** Meets at Round Table Pizza

### Pacific Gas Transmission

**Unit 3012, Sandpoint:** Meets at 550 Samuels in Sandpoint, Third Thursday, 7:00 p.m.--Feb. 17, March 17, April 21, May 19, June 16. Chairman is T. Anderson

**Unit 3025, Spokane:** Meets at Chapter 11 Restaurant, W. 7720 Sprague

### Shasta

**Unit 3214, Red Bluff:** Meets at The Green Barn, #5 Chestnut Ave.

### Nevada

**Unit 3319, Wells:** Meets at B and C Saloon.

### Drum

**Unit 3512, Roseville:** Meets at Villa Rosa Restaurant

### North Bay

**Unit 3714, Ukiah:** Chairman is K. Wilson

**Unit 3716, Silverado:** Meets at Marys Pizza, on Jefferson, in Napa

### Sacramento

**Unit 3812, Vacaville:** Meets at Roundtable Pizza, 541 Peabody Rd.

**Unit 3914, Geysers:** Meets at Little Red School House on Bottle Rock Rd., Wednesdays at 6:15 p.m., on Feb. 18, March 22, April 20, May 17, and June 22.

### Citizens Utilities Co.

**Unit 4013, Alturas:** Meets at The Brass Rail

### Davey Tree

**Unit 4406, Davey Tree/Paradise:** Meets at Red Lio Pizza, Thursdays at 7:00 p.m., on Feb. 11, March 11, April 15, May 13, and June 10. Chairman is P. Ely.

**Unit 4418, Davey Tree/Eureka:** Meets at Eagles Hall, 11th Street

**Unit 4419, Davey Tree/Redding:** Chairman is D. Mitchell

## Redding representative retires

# Hafner remembered for bluntness

Local 1245 Business Representative Richard Hafner announced his retirement from the union staff last month.

Hafner's bluntness as a business representative was legendary. His frank manner earned Hafner a high degree of credibility with both members and employers.

"As a business rep, Rich told you what he thought--no matter who you were," said Senior Assistant Business Manager Darrel Mitchell. "He said what was on his mind. You might not like hearing what Rich had to say, but you always knew he was giving it to you straight."

"He's from the old school," said Gene Wallace, a fellow business rep. "His way of thinking is, 'I like home cooking, I drive an old '73 Chevy pickup and I'll drive it 'til it stops.'"

Those qualities, in Wallace's opinion, made Hafner a good negotiator and a good grievance handler. In Hafner's view, Wallace said, "You either have a grievance or you don't. Let's boil the b.s. out of it."

Hafner's direct--some might say hardheaded--approach made him a formidable player in the union's 1992 strike against Asplundh

Tree. If Hafner was blunt before, the strike made him blunter. His fearless style bolstered the spirits of the tree trimmers and other union staff members at a time when victory was by no means certain. In the Redding area, where Hafner directed strike activity, Asplundh was shut down cold from the beginning of the strike.

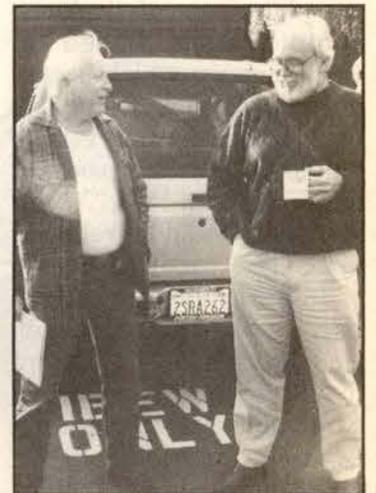
Recently Hafner called the successful strike the high-point of his union career.

Hafner, who was initiated into Local 1245 in 1969 as an employee at PG&E, has served as business rep. since 1977. He served as chairman of the Government Coordinating Council No. 1, which represented IBEW members working for the Western Area Power Administration in the

western United States.

"He's a good old boy," said Wallace. "We'll miss him."

Hafner lives in Redding with his wife, Lauri, and daughter, Ashley.



Rich Hafner, left, and Business Manager Jack McNally trade stories.



Hafner, left, on the picketline against Asplundh last year.

## Wages go up at Nevada Irrigation District

Wages and working conditions negotiated between Local 1245 and the Nevada Irrigation District took effect January 1 without formal ratification by the union.

In an unusual procedure, the Nevada ID unilaterally imposed the settlement arrived at by union and management negotiators during "meet and confer" sessions in October and November. The District refused to send the settlement out for ratification because another union on the property refused to participate in the bargaining process. (In public employee negotiations, bargaining is officially known as "meet and confer").

The agreement provides for a 3% wage hike for all non-

Yuba-Bear employees, plus a one-half percent increase in the District contribution to the Public Employee Retirement System. According to Local 1245 Business Representative Ed Fortier, these were precisely the figures agreed to by union negotiators during bargaining.

The District also agreed to pay 100% of the medical insurance premium for the employee and one dependent for 1993. The parties agreed to continue discussions on a retirement plan that would provide 2% at age 55 rather than the current 2% at age 60.

Local 1245 represents 34 blue collar workers in the Nevada ID power division and in water maintenance.

Serving on the bargain-

ing committee for the union, along with Fortier, were Bill Gainer, Jeff Huey, Tom Santos, and Tom Thurn (alternate).

## New Bureau pact

Members of Local 1245 ratified a new agreement with the US Bureau of Reclamation.

The three-year agreement provides for across-the-board wage hikes of 4% on the first day of 1993, 1994 and 1995. The pact covers over 100 Bureau employees in the Mid-Pacific Region.

Bargaining for the union were Business Rep. Gary Mai and members Bill Chambers, Bob Gonzalez, Bob Scheide, Al Wright and Brian Way.

# Two cheers for Robert Reich

**Meet the new Secretary of Labor.  
He wants to help US workers.**

**But is he willing to help  
US workers help themselves?**



Robert Reich

In 1953, the president of General Motors proclaimed that what was good for GM was good for the country. At mid-century, the success of America's major corporations presumably meant success for America's workers.

Not anymore, says Robert Reich, selected by President Bill Clinton to be America's new Secretary of Labor.

A nation's economic success, Reich argues, cannot be measured by the profitability or market share of its corporations. Instead, that success "must be judged ultimately by how well its citizens are able to live and whether these standards of living can be sustained and improved upon in the future."

With these words Robert Reich puts ordinary Americans directly at the center of America's economic debate.

In his Senate confirmation hearing last month, Reich expressed support for some of organized labor's top priorities for improving the lives of working Americans: banning the permanent replacement of strikers, enacting family and medical leave, creating jobs through public investment in infrastructure. He also spoke of increasing the minimum wage, reforming occupational safety and health laws, and retraining laid-off defense workers.

No wonder the leaders of organized labor cheered Reich's

By Eric Wolfe

**NEW HOPES, NEW HURDLES  
UNIONS IN THE CLINTON ERA**

First in a Series

See *NEXT PAGE*

## NEW SECRETARY OF LABOR

From PAGE FIVE

appointment: Reich believes workers count. AFL-CIO President Lane Kirkland praised Reich for recognizing "the primary role of human beings in economic progress."

### "The Work of Nations"

Reich's views on workers were developed during his years as an instructor at Harvard University, and are laid out in detail in the books he has authored, most recently in "The Work of Nations", published in 1991. His writings reveal a man deeply sympathetic with American workers—at least in an abstract, theoretical way.

American workers, rather than American corporations, are the key to America's economic future, Reich contends, because US corporations are rapidly disengaging from the US economy and becoming global corporations. The wages they used to pay to American workers now often flow into the pockets of Third World workers in Mexico or Taiwan or Malaysia, while profits flow to investors who may be British, Japanese or German.

In today's economy what's good for General Motors may in fact be lousy for laid-off autoworkers in Michigan whose plants have been shut down.

Our standard of living as Americans, Reich writes, is no longer tied to the wealth possessed by the nation's largest corporations. It is tied to the worldwide demand for the skills and insights of American workers.

"The concern over national competitiveness is often misplaced," says Reich. "It is not what we own that counts, it is what we do."



Robert Reich voices support for Family and Medical Leave during his Senate confirmation hearings last month.

To be competitive, he says, America needs first-rate education and training for its workers and a first-rate system of communications and transportation to make those workers as productive as possible.

### Silent on Labor Unions

While these words are sweet music to the ears of union supporters, there is something oddly off-key about Reich's approach to solving the problems he so eloquently identifies.

Reich's book sings the virtues of empowering production workers by granting them "more control over how production is organized." But he is almost entirely silent on the one subject that really counts when it comes to empowering workers: labor unions.

In "The Work of Nations", a book of 323 pages, labor unions are regarded as historical artifacts, or simply ignored. The book's index shows that labor unions are mentioned on just four pages: 55-7, and 213.

How can one meaningfully write about the empowerment of workers—as Reich does—and ignore labor unions? How can one speak of improving the standard of living for the American people—as Reich does—and ignore the role that unions play in giving working people the collective strength to bargain wage hikes, health insurance and retirement benefits?

When people are empowered to produce more, but not empowered to bargain for a fair share of the wealth they produce, their standard of living remains dependent on the good will of their employer. Good will is not enforceable. A legally-binding union con-

tract backed by a united membership is.

It's a worthy goal for government to help workers acquire better skills. But it misses the larger issue. What American workers need most—if the middle class is indeed to be revived—is a way to help themselves.

Until some better method is found, the best way for government to help workers help themselves is to zealously enforce the right of all American workers to organize unions.

### Fundamental Changes

Reich may be silent on the issue of organizing, but he has plenty to say about the economy of the 21st century and the type of workforce it will require.

In "The Work of Nations" Reich warns that the US economy has changed in dramatic and fundamental ways:

- **Thanks to modern high-speed transportation and communications systems, the new economy is global rather than national.**

"Italian stylists," Reich informs us, "help GM produce a sleek-looking sports car, German design engineers ensure that its engine is dependable, and Japanese manufacturing engineers confirm that it can be reliably assembled at a low cost."

Momenta Corporation, headquartered in Mountain View, Ca., demonstrated the global character of today's economy, Reich tells us, when it raised \$13 million from Taiwanese and US investors to fund American engineers to design an advanced computer, "all of whose components would be engineered and produced in Japan, and thereafter assembled in Taiwan and Singapore."

- **In this new global economy, Reich tells us, US-based corporations are "organized relentlessly around profits, not patriotism."**

The top executives of American corporations "are among the loudest in the world in declaring that their job is to maximize shareholder returns, not to

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advance public goals."

Reich quotes a top executive of Colgate Palmolive as saying in 1989: "The United States does not have an automatic call on our resources. There is no mind-set that puts this country first."

- **In the new global economy, the greatest rewards go to high-value rather than high-volume production.**

The sun is rapidly setting on high-volume production where armies of workers perform routine tasks under a command structure of supervisors and managers. Because workers in most any nation can be trained to assemble cars, manufacture electronics products, and enter routine data on a computer, this kind of work will inevitably flow to countries where the lowest wages can be found.

However, the sun is rising on "high value" enterprises, what Reich describes as "symbolic analytic" services. Symbolic analysts, Reich says, can be thought of as people who identify problems, people who solve problems, and the "strategic brokers" who bring the problem-identifiers and

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problem-solvers together.

Symbolic analysts already make up about one-fifth of the US workforce, Reich claims. They include software engineers, investment bankers, and public relations executives. They are energy consultants, organization development specialists and strategic planners. They may be corporate headhunters, research scientists or film editors.

• **Symbolic analysts, because they can identify and solve the problems associated with a modern technology-based economy, wield considerable power.** Symbolic analysts are becoming a breed apart from traditional capitalists, who move money, and traditional workers, who move material objects. Symbolic analysts move *ideas*. As a result, business flows their direction. And with that business comes money.

• **The wealth of nations is not in the capital assets of its corporations but in the skills of its workers.**

It doesn't really matter, Reich argues, whether the money to fund an enterprise is from the US, Japan or



any other country. If a workforce has valuable problem-solving skills to offer, it will *attract* capital from those who need to have problems solved.

#### Leaving Some Workers Behind

Reich argues convincingly that the surest route to prosperity for a community, and for a nation, is the education of its workforce and the creation of a first-class infrastructure to make that workforce as productive as possible.

Unfortunately, as Reich points out, only about one-fifth of the US workforce currently fits this description of highly-skilled "symbolic analyst."

While these people pull ahead financially, the rest of the workforce is being left behind, stranded in the other two major classifications of work: routine producers (such as manufacturing workers and data processors), and in-person service providers (such as retail sales workers, janitors, cashiers, and security guards).

Reich warns that these employment trends, coupled with regressive federal tax policies, are creating two classes in America: one containing prosperous



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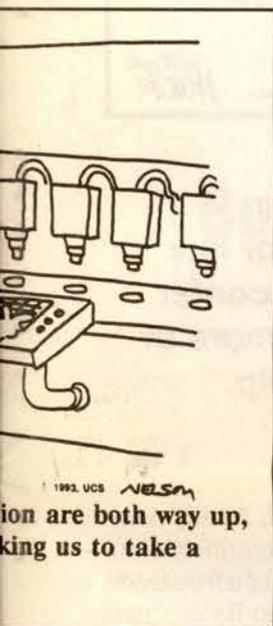
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ment to help workers acquire larger issue. What American middle class is indeed to be revived--

found, the best way for governmentselves is to zealously enforce workers to organize unions.



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Reich warns that these employment trends, coupled with regressive federal tax policies, are creating two classes in America: one containing prosperous

symbolic analysts, one containing everybody else.

#### The View from the Shop Floor

Reich is better at describing large trends than spelling out workable responses.

Some of Reich's positions seem oddly out-of-touch with the practical realities that US workers face in the 1990s.

For example, Reich generally opposes protecting US companies from foreign competitors, despite the erosion of the US manufacturing base and the loss of millions of jobs. The free trade policies that sound so good in a Harvard classroom look a lot different from the shop floor.

Some of Reich's other ideas make good sense but are outside the scope of his authority as Labor Secretary.

For example, Reich calls for a more progressive income tax. In the 1980s, the wealthiest Americans enjoyed huge tax breaks under the Reagan-Bush administration. As a result, the nation's tax burden fell increasingly onto the middle class. Reviving the middle class will require shifting some of that burden back onto the rich.

Perhaps Reich can take this up with Treasury Secretary Lloyd Bentsen and the tax writers in Congress, but there's little he can do as Secretary of Labor.

Likewise, Reich proposes greater spending for public education so the next generation of Americans can compete for high-skill, high-wage jobs. But as Labor Secretary, there's little Reich can do to secure the commitment or the funds to better educate America's children.

Reich, it turns out, says a lot about policies the Labor Secretary can't influence, but says very little about an issue the Labor Secretary could very much influence: reforming the nation's labor laws.

Reich says he wants to help the working middle class with tax fairness and

educational opportunities. But instead of trying to "help" workers, why not empower workers to help themselves?

#### Empowerment through Education

To some extent, of course, Reich is saying that to educate workers in new technologies is to empower them.

Reich recognizes that a large majority of American workers will never become "symbolic analysts", and he proposes training Americans to apply symbolic analysis to the other two basic types of work: routine production and in-person services.

Reich believes that routine production workers "empowered by computers" can enjoy broader responsibilities and have "more control over how production is organized."

Many supervisors, of course, would rather dive headfirst into a bucket of their own spit than surrender any authority to the people they supervise. But smart managers are beginning to understand that productivity can be increased by including well-trained production workers in decision-making.

This is true in part, as Reich points out, because the insights of front-line workers can lead to new "efficiencies" (and thus higher profits).

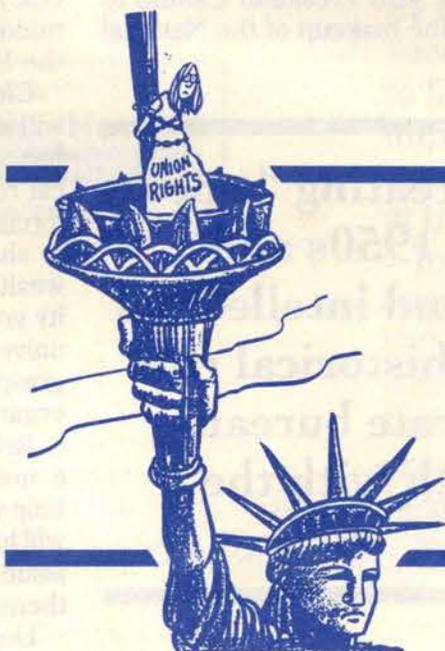
But empowering workers can help productivity in another way: when workers feel empowered, they are more likely to be fully engaged in their work. On the other hand, if they feel they have little power over their work environment, they are more likely to shut off their creative energies and just "put in the time."

#### Empowerment on the Job

Incredibly, Reich overlooks the key institution empowering American workers on the job every day: their labor union.

Reich's fascination with symbolic analysts may explain his failure to grasp

See NEXT PAGE



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From PAGE SEVEN

this fundamental reality of the workplace. Symbolic analysts tend to have skills that allow them, as individuals, to command middle-class salaries or better.

But few "routine producers" pack this much clout. Given some training, they may be able to generate new "efficiencies", as Reich puts it. But acting alone, they have little real leverage for making wage demands, let alone acquiring health insurance and other costly benefits. Experience suggests that most employers pay as little as they can get away with.

The principal strength "routine producers" have is strength of numbers, expressed through a labor union and codified in a legally-binding contract. If Reich's goal is to preserve a decent living standard for America's middle-class, he ought to consider the value of collective bargaining agreements:

- The collective bargaining agreement enables workers to negotiate for wage and benefit levels they would be powerless to attain as individuals.

- By providing a genuine voice in establishing wages and working conditions, the union contract gives workers a greater sense of security and confidence on the job. A confident employee who feels like he or she is being treated fairly on the job will usually outperform the chronically insecure worker. This should prove to be especially true as routine production jobs themselves become more complex, requiring more confi-

dence on the part of individual workers.

- Unionized workers are in a better position to negotiate further training opportunities. As Reich himself acknowledges, most workplace training funds today are channeled to managers. Many "routine producers" want to upgrade their skills, and unions often make training opportunities a priority during contract bargaining.

- Unionized workers are in a better position than non-union workers to mobilize in the political arena for the sorts of reforms Reich says he favors. Does Reich truly want more educational opportunities? A more progressive tax system? These are long-standing priorities of organized labor. A re-invigorated union movement could help make them a reality.

- Unionized workers are in a better position to win occupational health and safety standards, both at the bargaining table and through lobbying in the political arena. Workplace injuries take experienced workers out of the production process, burden employers with the cost of training new workers, and increase medical costs.

#### Will Reich Lead the Charge?

If unions are so wonderful, the skeptic might ask, why do so many employers resist unionization?

Obviously most employers hate paying out any more money in wages and benefits than they have to. And most employers rebel at the very idea of sharing power with their employees.

If Reich believes in empowering employees, and truly desires to protect middle-class living standards, he should use his position as Labor Secretary to lead the charge for labor law reform:

- Ban the use of scabs as permanent replacements for striking workers. A free labor movement is not truly free if workers have no meaningful right to strike.

- Repeal provisions of the Taft-



**The National Labor Relations Act, the labor law originally passed by Congress in 1935 to confer legal status on unions, has now become more of an obstacle to union organizing than a help.**

Hartley Act that permit states to enact "Right to Work" laws. These laws force unions to provide services to workers who refuse to pay dues, imposing debilitating financial hardships on local unions and draining away resources that could otherwise be used for organizing.

- Institute a card-check system for union organizing to replace the current system that buries organizing drives in mountains of bureaucracy. If a majority of employees are willing to sign union cards, they should be certified as a union. Period.

In addition, Reich could use his influence with President Clinton to change the makeup of the National

Labor Relations Board. NLRB commissioners should be genuinely committed to the existence of a free trade union movement, not to its destruction.

#### Scant Attention to Labor's Role

In "The Work of Nations", Reich writes the following:

"The prosperity and growth of America's middle class was one of American capitalism's greatest triumphs, for which the core American corporation could claim significant credit."

Later he credits "corporate bureaucracy" with creating "a new, growing middle class of Americans" during the 1950s and 1960s.

Clearly, despite his apparent good will and intellectual integrity, Reich has paid scant attention to the historical role that labor unions played in forcing that "corporate bureaucracy" to share a portion of its new-found wealth with the workers. (It's a reality you might miss in the stacks of a university library, but one you quickly grasp when you work on a union organizing drive.)

Reich has signalled his support for a number of measures that could help workers. Soon, however, Reich will have to take a stand on the critical issue of empowering workers to help themselves.

Until then, it's just two cheers for Robert Reich.

### The Work of Nations

Robert B. Reich's book "The Work of Nations", published by Vantage Books, is available in paperback for about \$12. You can find it at "A Clean Well-Lighted Place for Books" in San Francisco, or check your local bookstore.

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## Retirees Club organizes in San Jose

By Orville Owen

Retired members in the San Jose area have established the second chapter of the Local 1245 Retirees Club.

The new chapter meets at 10 a.m. on the first Thursday of each month at the IBEW hall at 1870 Stone Ave., San Jose. The new chapter has elected Jack B. Hill as president and Watie Anthney as vice president.

Retired members meet socially each month for the purpose of maintaining contact with others from our working days on the job and to assist each other in time of need. The monthly meetings provide the opportunity for us to continue communications directly with the officers and members of the local union.

It is imperative that we remain vigilant in our support of the local union.

Local 1245 Retirees Club has affiliated with the National Council of Senior Citizens, headquartered in Washington DC, and the Congress

of California Senior Citizens. We have also affiliated with Central Labor Councils who have active retiree groups called FORUMS (Federation of Retired Union Members).

During our working years, we improved our standard of living through our active participation and support of Local 1245 negotiating committees. It is extremely important that we continue our support and activity in our retirement years. In this way we can advance and protect those benefits won by those who came before us and that we fought so hard to improve

upon. We must maintain our voice in matters that are so important to us in our retirement years.

It is our goal to establish Retiree Chapters throughout the local union's service areas. We are currently in the process of establishing the next chapter in the Reno area. Members are encouraged to contact the local union office for assistance in their home area.

Let's get together. We need each other!

*(Orville Owen, a retiree, is former Assistant Business Rep. for Local 1245)*



Retired members Tom Riley, Ron Weakley, and Don Hardie attend a 1992 Advisory Council meeting.

## Nevada AFL-CIO offers \$2,000 scholarships

Two scholarships worth \$2,000 each are being offered by the Nevada State AFL-CIO to graduating high school seniors in 1993.

Applicants must be a natural or legally-adopted child of an active or retired member in good standing of any local union affiliated with the Nevada State AFL-CIO.

The scholarships will be awarded based on the appli-

cants' performance in an essay contest. The essay topic for 1993 is: "The influence of labor unions on the political process."

A list of eligibility requirements and application forms must be picked up at any Nevada State AFL-CIO affiliated local union office. Completed applications must be mailed to the Nevada State AFL-CIO by registered or

certified mail, postmarked by June 1, 1993.

### Correction

In a photo of union members picketing Arbor Tree on Page 11 of last month's Utility Reporter, the target of the pickets was incorrectly identified as Asplundh. Local 1245's dispute is with Arbor Tree, not Asplundh Tree.

### SUPPORTING DAD

Youngsters Brandon Long (left) and Chad Long recently joined the picketline in Local 1245's on-going protest against Arbor Tree. Despite periods of cold and rainy weather, the union's public protest at Arbor's Auburn headquarters continued through the holiday season. The Long boys turned out to show support for their father, who works for Arbor Tree.



## Lighting up Bakersfield

Stringing Christmas lights for the City of Bakersfield last holiday season are (below, from left) PG&E electric crew foreman Mike Del Rio and lineman Dan Mitchell. Also assisting are (bottom) Davey Tree Surgery tree trimmers Terry Dollar, on the ground, and Tony Sandoval, in the bucket.



Hear Ye! Hear Ye!

# SIXTEENTH ANNUAL SLOW PITCH SOFTBALL TOURNAMENT

IBEW LOCAL UNION 1245

Saturday, May 22 & Sunday, May 23, 1993  
Willow Pass Park, Concord, California



## Four Divisions

- Men's "D"
- Coed (Minimum 3 women on field)
- Women's
- 35 & Older (Minimum 5, 35 or older on field)

*Family Members Eligible!*

Individual Trophies  
for the 1st Place Teams

Team Trophies for 1st, 2nd,  
& 3rd in all Divisions

Winner of "D" Division  
to Advance to State  
Industrial Championship

**\$155 Entry Fee**  
**Due No Later**  
**Than May 14, 1993**  
**(Incentives for Registration**  
**by April 16, 1993)**

**For More Information,**  
**Contact:**  
**Ed Caruso**  
**(510) 933-6060**

*USSA Umpires Provided*

### Local Union 1245's 16th Annual Slow Pitch Softball Tournament May 22 and May 23, 1993

Team Name: \_\_\_\_\_  
 1992 Team Name: \_\_\_\_\_  
 Manager's Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City, State & Zip: \_\_\_\_\_  
 Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Please Print:

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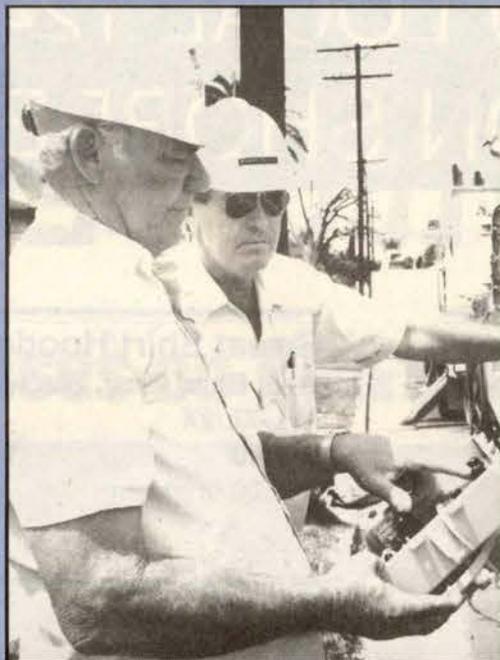
Entry Fee: \$155  
Final Deadline: May 14, 1993, 10 a.m. at Local 1245 Headquarters in Walnut Creek  
Make Checks Payable to: Ed Caruso  
P.O. Box 4790  
Walnut Creek, CA 94596

## Outside Line Construction: On the Job in Los Angeles

Local 1245 Outside Line Construction members were on the job for Sturgeon Electric last year at 28th and Vernon Streets in Los Angeles, installing a new pole and framing for a capacitor bank.

Working the job were lineman Martin Schmitt, a 7-year union member; lineman Blake Livingston, 27 years; groundman Erik Thomas, 9 years; and foreman Clay Weimer, 37 years.

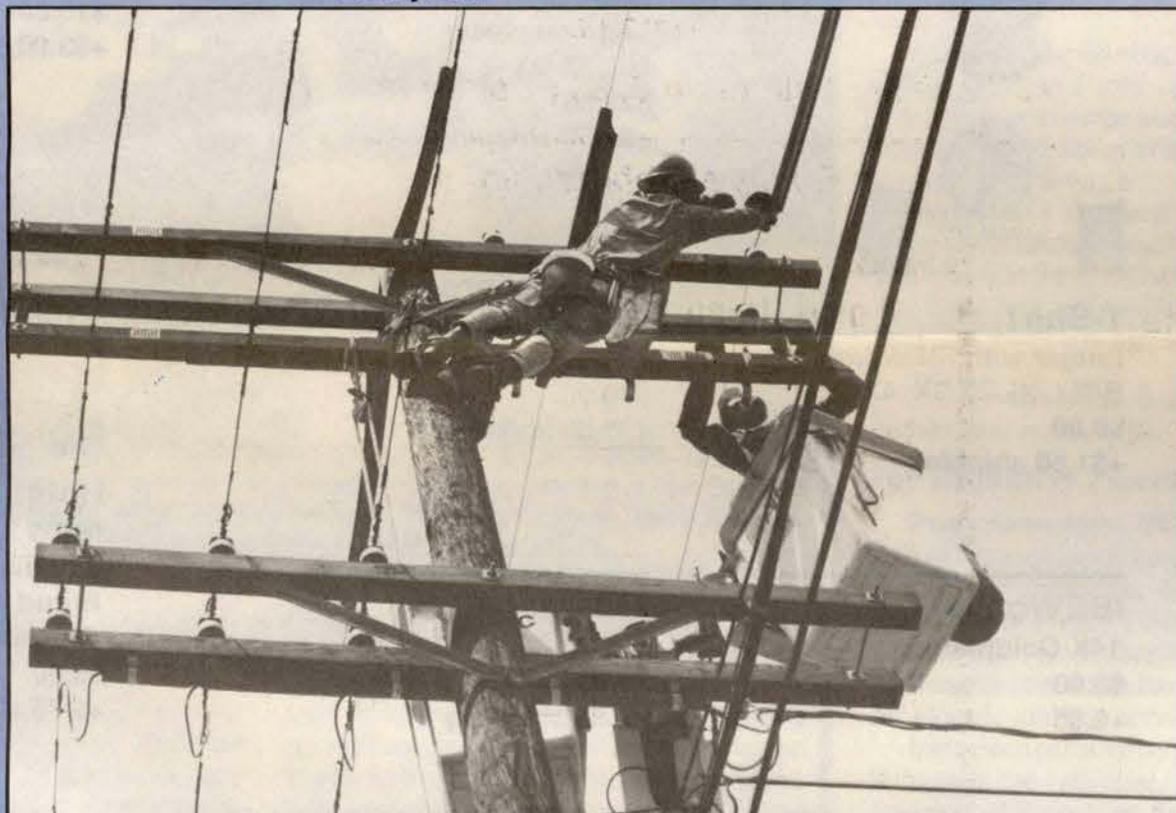
Photos by Eric Wolfe



Clay Weimer (left) and Business Rep. Bobby Blair



Erik Thomas



Martin Schmitt (on pole) and Blake Livingston



GC PER DIEM COMMITTEE

Members of the PG&E Per Diem Committee met recently at union headquarters in Walnut Creek for on-going discussion of per diem issues in General Construction.

### Unit Meeting change

Unit 2515, Modesto, will not meet on the usual dates in April and May. In April, the meeting will be on **April 21** instead of April 14. In May, the meeting will be on **May 19** instead of May 12.

The meeting time and location will remain the same.

### Coping with telephone consolidation

From PAGE ONE

representatives hope to give the company their thoughts on what should be included in the committee's joint recommendation to PG&E, according to Local 1245 Assistant Business Manager Dorothy Fortier.

The formation of the joint committee was prompted by PG&E's decision last year to consolidate its customer service telephone operations into four regional centers. Although the union has no legal authority over how the company structures its operations, the joint committee has provided the union an opportunity to discuss with the company how the consolidation will impact employees.

It also provides a vehicle for informing members about their rights with respect to bumping and related matters covered in Title 19 of the Clerical Agreement.

PG&E announced in December that the first regional telephone center will be opened in the San Jose area, probably sometime in the spring of 1994. The San Jose-area center, along with three other regional centers, will replace 31 smaller call centers now in PG&E's service area.

The actual site of the San Jose center has not yet been determined, according to the company.

### Local 1245 member needs assistance

Local 1245 lineman Rick Garcia recently lost his house and possessions in the Jan. 13 flood in King City, Ca.

Garcia, his wife Sheryl, and three children are in need of funds, furniture, and personal items as they try to put their lives back together.

Members who wish to offer a helping hand can contact Local 1245 member Mark Thomas, c/o PG&E King City Service Center, 118 S. 3rd St., King City, CA 93930, or call Local 1245 member Dave Nichols at (408) 385-0853.

# IBEW LOCAL 1245 UNION SHOPPER



**Jacket**  
Black with IBEW Logo  
S/M/L/XL/2X  
\$26.00  
+\$3.00 shipping

**Stadium Jacket**  
Silver, Navy, Red, Black  
(Specify front or back logo)  
S/M/L/XL/2XL: \$35.00  
3X, 4X: \$45.00  
+\$3.00 shipping

**Sweat Shirt/Hooded**  
Red, Blue, Gray, Black  
M/L/XL/2X  
\$17.00  
+\$3.00 shipping



**Coffee Mug**  
IBEW/  
"Proud To Be Union"  
Black/Blue/White  
\$5.00  
+\$3.00 shipping

**Club Shirt**  
(No pocket)  
Black, Mint, Blue, Peach,  
Jade  
Logo on chest  
M/L/XL/2X  
\$19.50  
+\$2.50 shipping



**T-Shirt**  
Ringer with IBEW Logo  
S/M/L/XL/2X/3X, 4X  
\$8.00  
+\$1.50 shipping

**Golf Shirt**  
(With Pocket)  
Navy, Red, Royal, White,  
Maize  
Logo on sleeve  
M/L/XL/2X  
\$22.50  
+\$2.50 shipping

**Sweat Shirt/Crew**  
Red, Blue, Gray, Black  
M/L/XL/2X  
\$15.00  
+\$3.00 shipping

**Bucket Bags**  
Lineman Logo in Center  
\$5.00  
+\$1.50 shipping

**IBEW Women Charm**  
14K Goldplated  
\$8.00  
+\$.55

**Suspenders**  
Red, Yellow  
Regular, Long, XL  
\$10.00  
+\$1.50 shipping



**Hats**  
IBEW Logo  
Lineman Logo  
Proud To Be Union Logo  
One size fits all  
\$5.00  
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**Lineman Pin**  
Goldtone  
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+\$.55 shipping

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Quantity	Item	Color	Size	Price	Shipping	Total
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2.						\$
3.						\$
4.						\$
5.						\$
<b>GRAND TOTAL</b>						\$

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