

# UTILITY REPORTER

Retirees Corner  
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## Clerical, Physical pacts approved

# Members ratify new contract with PG&E

**U**nion members approved a new four-year agreement with Pacific Gas & Electric that provides wage increases and significant job security protections at a time when the company is under-

taking workforce reductions. In mail balloting concluded July 19, members in the Clerical unit approved the new contract by a 63% margin, 1400 to 821. In the Physical unit, 62% approved the new contract on a 4732-2860 vote.

The ballots were counted at the Walnut Creek union office by members of the union Ratification Committee. The Committee began its work July 19 with the painstaking process of validating all ballots received by the official deadline of 10 a.m.

The Committee completed its count of the ballots on the afternoon of July 20.

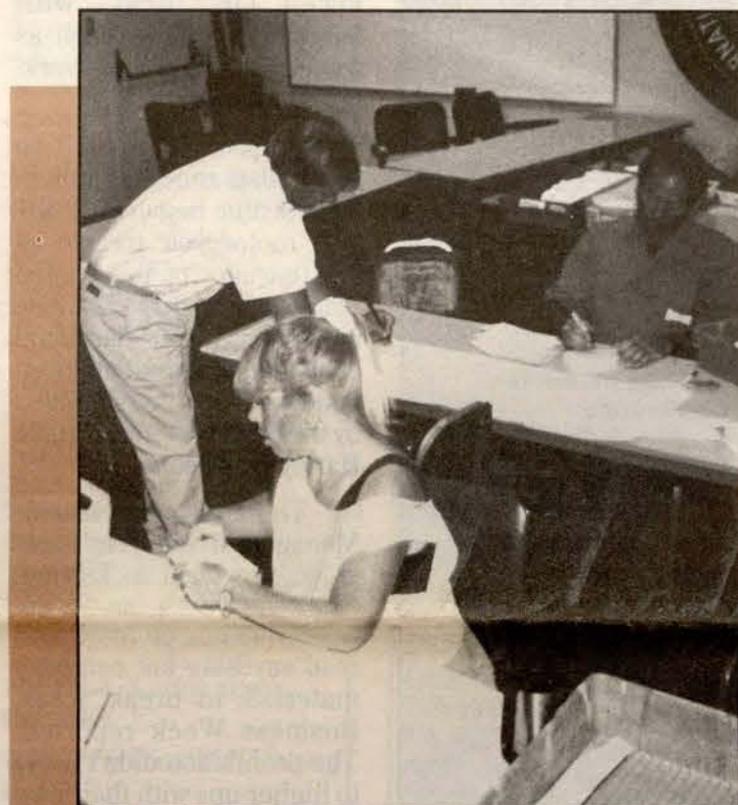
Judge of the election was Art Garza, Service Rep., Santa Cruz.

Tellers serving on the Ratification Committee were: Rick Bentler, Lineman, King City; Barry Claybaugh, Gas T&D, Eureka; Patty DelToro, Operating Clerk Typist, San Francisco; Dan Dennis, Collector, Modesto; James Dorman, Machinist, Pittsburg Power Plant; Barbra Fain, Service Rep., Belmont; Mike Grill, Serviceman, Fresno; Ralph Martin, Lineman, Sierra Division; and Dave Scott, lineman, Wasco.

A key feature of the new contract provides Voluntary Retirement Incentives to bargaining unit members in targeted jobs and departments in order to minimize the possibility of involuntary layoffs. To qualify, a member must be at least 50 years old and have at least 15 years of credited service.

The contract also offers Voluntary Severance incentives to targeted employees in Physical and Clerical classifications.

PG&E has agreed to extend the moratorium on "lack-



Rick Bentler, Barbra Fain and Dave Scott count votes at the union hall on July 20. Ten members altogether served on the Ratification Committee.

of-work" layoffs until the end of the VRI enrollment period later this year.

The agreement provides wage increases of 3% on Jan. 1, 1994, 3.25% on Jan. 1, 1995, and 3.25% on Jan. 1, 1996, with a wage reopener for 1997.

Eligible employees choosing to go with the Voluntary Severance incentive will receive four weeks pay plus one week of pay for each year of service, plus a lump sum payment of \$4,500.

California's slumping economy and PG&E's corporate restructuring posed a large challenge to union negotiators, according to Business Manager Jack McNally.

"Given the economic realities we faced, the negotiating committee made it a priority to gain real protections

for our members. We didn't get everything we wanted to get, but the Voluntary Retirement and Severance programs give us an opportunity to avoid large involuntary layoffs," said McNally.

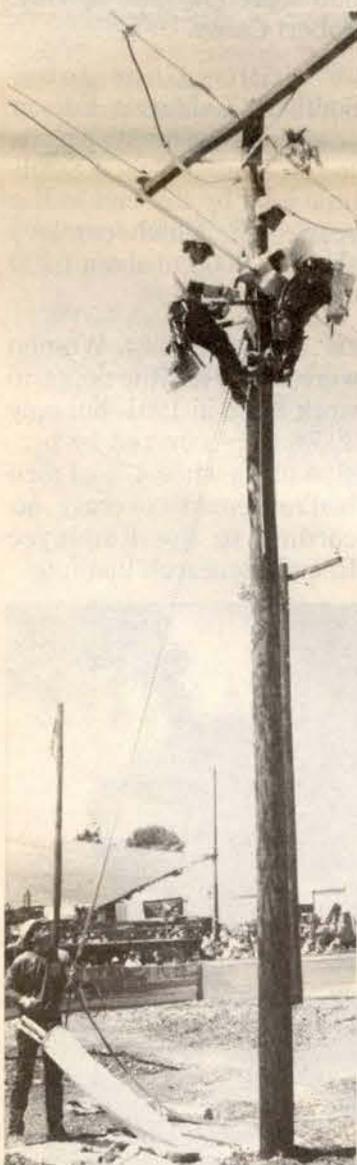
"Now we have to wait and see how many people take advantage of these programs."

## Steward's Story

A New Feature  
in the  
Utility Reporter

See Page 11

## RODEO!



City of Roseville team of Doug Willford, Buddy Dixon and John Langley compete in Lineman's Rodeo in Sacramento on July 10. Photos on pages 7-10.



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## CALENDAR

August 7-8  
Advisory Council  
Concord, Ca.

August 21  
Union Golf Tournament  
Alameda, Ca.

September 11  
Sierra Pacific Power  
Stewards Conference  
Reno, Nev.

September 24  
Chico-Area  
Stewards Conference  
Chico, Ca.

September 25  
Chico-Area  
Pin Dinner  
Chico, Ca.



### UTILITY REPORTER

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### Workers here and abroad

## Rolling the union on...

**Lives Lost:** A fire in a toy factory in Bangkok, Thailand, killed over 200 workers in May. The factory had no fire escapes or alarms.

**NLRB Nominee:** President Clinton nominated

Stanford law professor William Gould IV to head the National Labor Relations Board. Gould supports reforming labor law to make it easier for workers to unionize. He also favors removing legal road blocks to the creation of worker-management "teams", although he says such teams should not be allowed to deal with bargainable issues such as wages, benefits, and working conditions.

**Hogs for Hunger:** Two Machinists union members from Seattle began a 12,000-mile motorcycle trek to all four corners of the United States last month to raise money for a Puget Sound food bank that serves unemployed families. The "hogs" driven by the bikers are union-made Harley Davidsons.

**Those Messy Ideas:** Managers of Goodyear's non-union tire plant in Lawton, Okla. this year posted a notice forbidding employees to read anything but company materials in break areas, Business Week reported. The prohibition didn't apply to higher-ups with their own offices. After protests by a quality inspector forced a reversal of the no-reading policy, management offered the excuse that the rule had been intended to maintain an uncluttered environment.

### APPOINTMENTS

#### PACIFIC GAS AND ELECTRIC COMPANY

**Payment Processing Department Committee (LA 93-51-PGE)**  
Douglass Thorne  
Robert G. Wright

#### CONFERENCES AND CONVENTIONS

**A. Philip Randolph Institute Statewide Conference**  
Dorothy Fortier  
Lula Washington  
Danny Jackson  
Norma Ricker  
Thelma Dixon  
Rudy Woodford

**Nevada State AFL-CIO Convention**  
Kathy Tindall  
John Stralla  
Art Murray  
Loren Hetzer

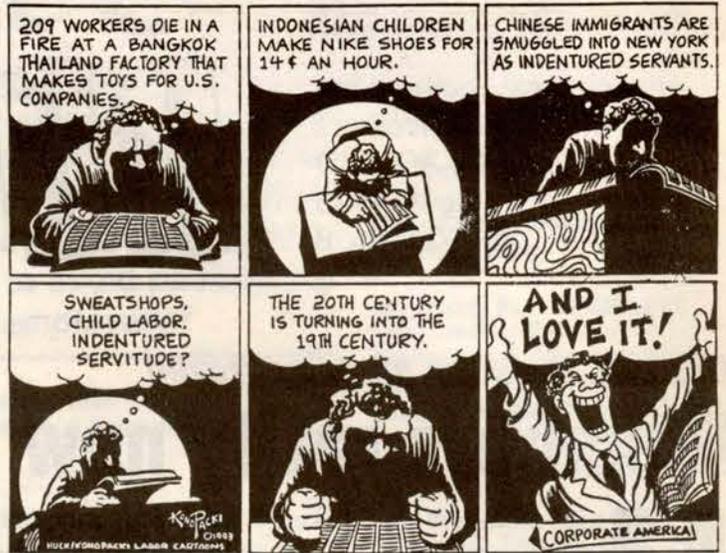
**Inter-Union Gas Workers Conference**  
Jack McNally  
Sam Tamimi  
Jim McCauley  
Bob Olsen

**Rocky Mountain Labor School**  
Santiago Salazar  
Dale Huntsman

**IBEW 9th District Progress Meeting**  
Jack McNally  
Kathy Tindall  
Barbara Symons  
Bob Martin

**12th Annual Western Regional Summer Institute for Union Women**  
Peggy Daniel  
Mary Davis  
Anna Anderson  
Carmen Guzman

**Joint Executive Conference of Northern California Electrical Workers**  
Jack McNally  
Sam Tamimi



**Russians Arrive:** Eight members of the Russian Congress of Peoples Deputies studied American labor law and dispute resolution during a trip to the US last month. With the collapse of the communist state, Russians are trying to figure out what role unions should play in the new economy.

**People's Government:** Two hundred workers who were laid off when their profitable printing plant shut down occupied the Wisconsin Senate for a day to demand that Senators act on a bill allowing the state to use its power of eminent domain to buy the plant. "The people are in control of the Senate for the first time in 100 years," said an official of the Milwaukee Labor Council.

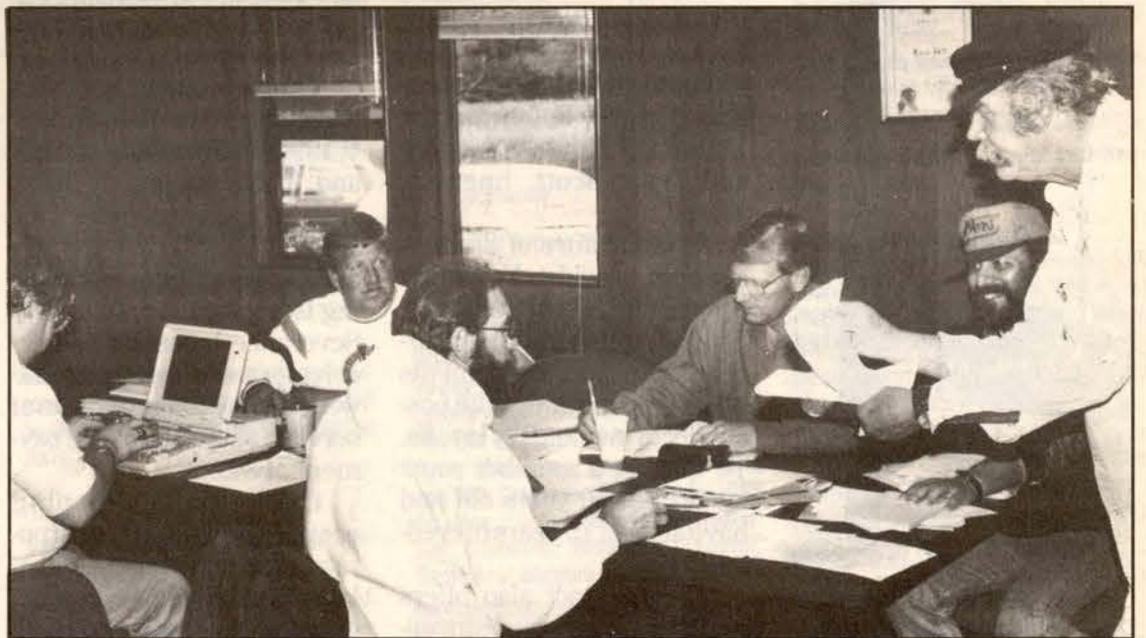
**More Leisure:** Japan will scale back its standard workweek from 44 to 40 hours, the Wall Street Jour-

nal reported. The Japanese parliament took the action to give workers more leisure time.

**Free Riders Beware:** Pennsylvania municipal unions are now permitted to bargain agency shop agreements with city and county governments under legislation signed in June by Gov. Robert Casey.

**Utility Cuts Jobs:** Southern California Edison confirmed last month it plans to cut an additional 400 full-time jobs by the end of the year. SCE, which employs about 17,000, cut about 1,200 workers last year.

**Pension Gap:** Women were nearly half the nonfarm work force in 1991, but only 39.7% were covered by pension plans while 47% of men had retirement coverage, according to the Employee Benefit Research Institute.



#### UNION SAFETY COMMITTEE

Members of the Local 1245 Safety Committee meeting recently at the Walnut Creek office were (from left): Bill Hunt, Dave Morrison, Bob Bustamante, Joe Kropholler, John Callejas and Bud Gray. Not pictured: Gary Hanson. (Photo: Eric Wolfe)

## Much-needed reform of workers' compensation

Jack McNally, IBEW 1245 Business Manager

Last month Gov. Wilson signed into law a new workers' compensation reform bill. It was long overdue.

Over the last several years, the various interested groups had failed to reach agreement on workers' compensation reform legislation.

Clearly there were problems with the current system. The California program is one of the costliest in the United States, while the benefits are low in comparison to other states.

Business wanted reform to lower the cost to employers, arguing that costs were driving business out of California and deterring business from coming here.

On the other hand, labor wanted increased benefits, arguing that benefit levels have fallen way below the levels in other states and that California benefits hadn't been adjusted in some time. It was obvious that benefit levels in California were not sufficient to sustain an injured worker.

There are several interested parties in workers' compensation other than business and labor. The insurance industry, medical community, vocational rehabilitation providers, and the legal community all have an interest—and they all have a strong lobbying presence in Sacramento.

The fact remains, though, that business pays the premium for the benefits and the workers injured on the job are supposed to receive the benefits.

It is estimated that this new law will increase benefits by an estimated \$747 million annually for those Californians who can't work because of on-the-job injuries. On the other hand, business will save approximately the same amount in the form of reduced pay-



ments for worker's compensation insurance coverage.

Benefit improvement will occur over a two-year period beginning next year. The temporary disability and permanent total disability maximum benefits will increase from \$336 to \$406 on July 1, 1994 and max out at \$490 on July 1, 1996.

Death benefits, life pensions, and permanent partial disability have also been increased over the same time period.

Medical treatment and evaluations have been streamlined, and expenses for total vocational rehabilitation have been capped at \$16,000 per case.

Proof requirements in stress claims will be severely tightened. Nonetheless, California remains one of only eight states recognizing stress as a compensable worker claim.

Insurance rates would be reduced by seven percent and frozen until that rate is repealed by the Legislature.

There is new language in the law that assesses fees on high-hazard employers with bad workers' compensation experience.

All in all, these are badly needed changes that will provide higher benefits for injured workers and some relief on costs for employers. Hopefully this will translate into an improved business climate for the state, without sacrificing the needs of injured workers.



FAMILY ISSUES MEETING

Members of the Local 1245 Family Issues committee met with PG&E officials in Walnut Creek recently to discuss company child care policy and other issues. The union wants PG&E to expand access to its downtown San Francisco child care facility to include all employees in the city of San Francisco. The company has so far resisted the idea.

## Workers comp benefits will rise

The workers' compensation reform bill signed into law last month means higher benefits for California workers injured on the job.

Provisions of the new law are summarized below:

**•Benefit Improvements:** Temporary disability and permanent total disability maximum benefits will increase from \$336 to \$406 per week on July 1, 1994; to \$448 on July 1, 1995, and to \$490 on July 1, 1996.

Permanent partial disability below 15% will remain at \$140 per week.

Permanent partial disability rated at 15% to 24% will increase in stages from \$140 to \$160 per week.

Permanent partial disability rated at 25% to 69% will increase in stages from \$148 to \$170 per week.

Permanent partial disability rated at 70% to 99.75% will increase in stages from \$148 to \$230 per week.

Life pension for injuries rated between 70% and 99.75% will increase in stages from \$64 to \$153.58 per week.

Death benefits for a worker with a single dependent will increase from \$95,000 to \$125,000 by July 1, 1996.

Death benefits for a worker with two dependents will increase from \$115,000 to \$145,000 by July 1, 1996.

Death benefits for a worker with three or more dependents will increase from \$115,000 to \$160,000 by July 1, 1996.

**•Medical-Legal Evaluations:** The physician treating the injured worker will provide the first report. The employee always may obtain a rebuttal report at the employer's expense. If the worker is represented by an attorney, the employer and the employee may obtain additional reports at their own expense.

**•Medical Treatment:** Insurers and employers can use managed care organizations to provide medical treatment for work-related injuries.

Doctors would be barred

in most cases from referring injured workers to diagnostic facilities in which the doctors own an interest.

The medical treatment fee schedule would be expanded to cover prescription drugs and hospitals.

**•Total Vocational Rehabilitation:** Expenses will be capped at \$16,000 per case. Counselors' fees will be capped at \$4,500. A new fee schedule is to be adopted by July 1, 1995.

**•Injury Prevention:** High-hazard employers with bad workers' compensation records will be assessed fees to provide Cal-OSHA with about \$3 million to conduct a targeted high-hazard industry inspection program.

Cal-OSHA will be required to adopt an ergonomics standard and a back injury prevention program.

**•Psychiatric Injuries and Post-Termination Claims:** To be compensable, a psychiatric injury will have to be predominately caused by workplace events, except that injuries involving violent causes will have to be proved to be at least 35% work-related.

Limits will be placed on post-termination claims.

**•Insurance:** Insurance rates will be reduced by 7% and frozen at the reduced rate until that rate is repealed by the Legislature.

### Meeting changes

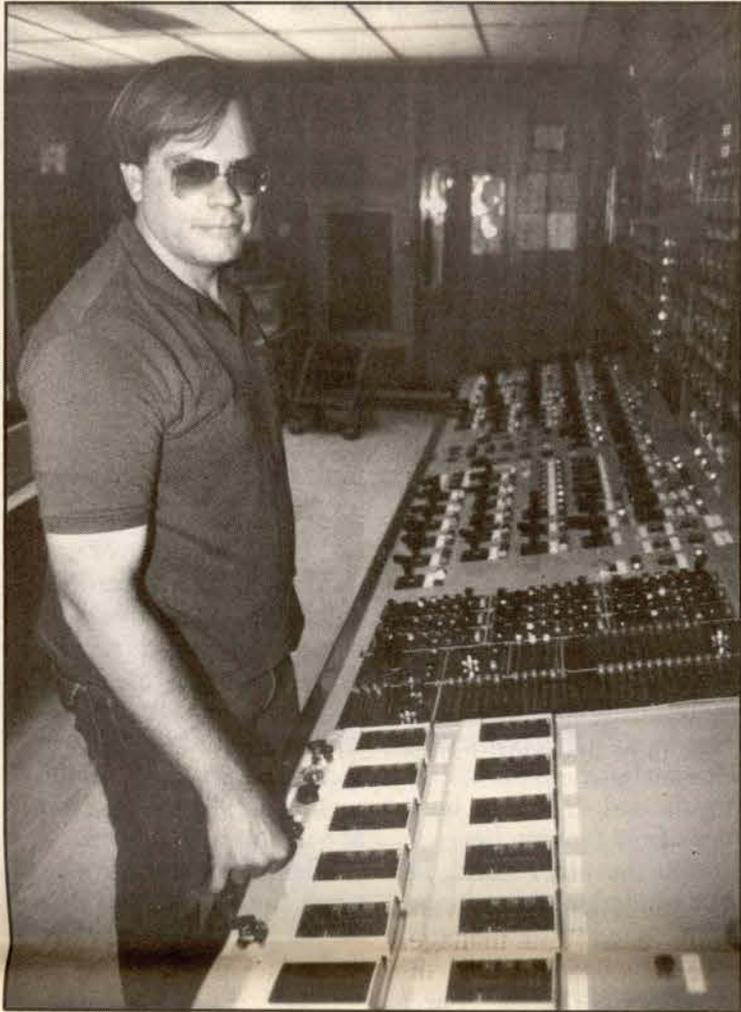
**Unit 1120, PG&E/Selma,** now meets on Wednesdays. Meeting dates for the rest of 1993 are: Aug. 18, Sept. 15, Oct. 20, Nov. 17 and Dec. 22.

**Unit 4416, Davey Tree/Selma,** has new meeting dates for the remainder of 1993. The new dates are: Aug. 19, Sept. 23, Oct. 21, Nov. 10, and Dec. 23.

**Unit 1123, Merced,** has a new meeting location: The Branding Iron, 640 W. 16th St., in Merced.

Up to 30 new jobs could be created

# Expansion planned for Sierra Pacific's Tracy plant



Control Room Operator Dan Zenz.

**N**ot much doubt about it: they're going to be powerful at Tracy. The powerplant owned by Sierra Pacific Power near Reno, Nev. is already home to three gas- and oil-fired generators operated and maintained by members of Local 1245. With a combined capacity of 250 mega-

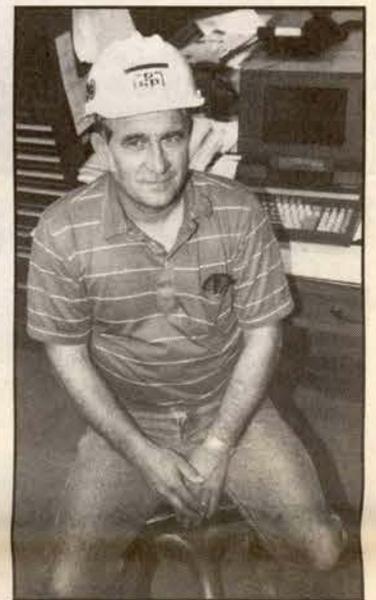
watts, Tracy provides about the same amount of power to Sierra Pacific customers as the coal-fired plant in Valmy. But come next summer, two new combustion turbines will increase Tracy's generating capacity substantially. Each turbine has a 72.5 mw summer rating and an 83 mw winter rating, according to Jack Motter, manager of ad-

vanced generation projects for Sierra Pacific. And if a pilot project with the US Department of Energy gains final approval from state regulators, Tracy will also become home to the new state-of-the-art coal-fired Pinon Pine power plant, rated up to 106 mw. The additions to Tracy are *See NEXT PAGE*

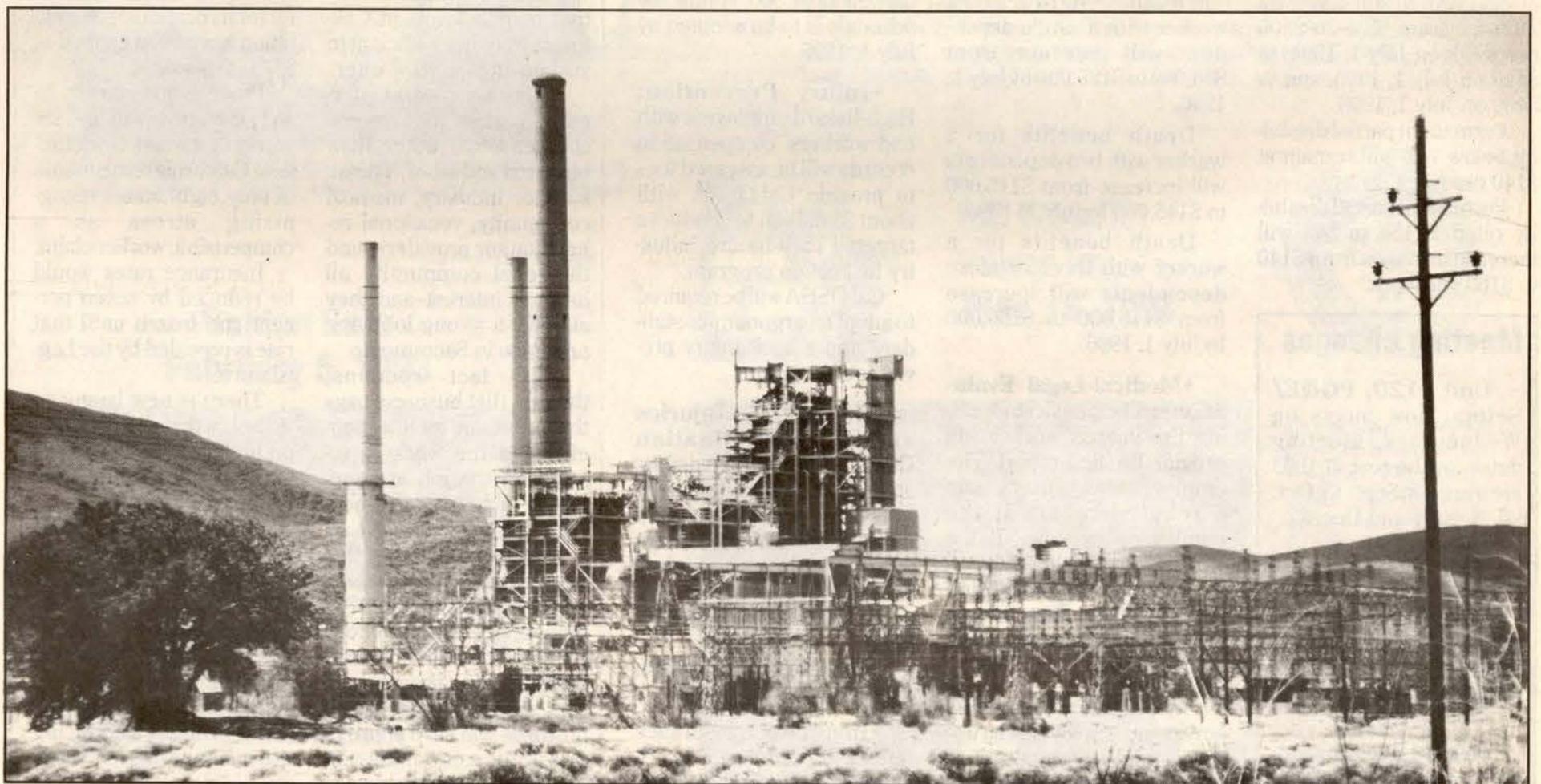
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**Pinon Pine, if approved by the Nevada Public Service Commission, would bring significant changes to Tracy. Up to 30 new people would be working on-site, mostly in bargaining unit positions.**

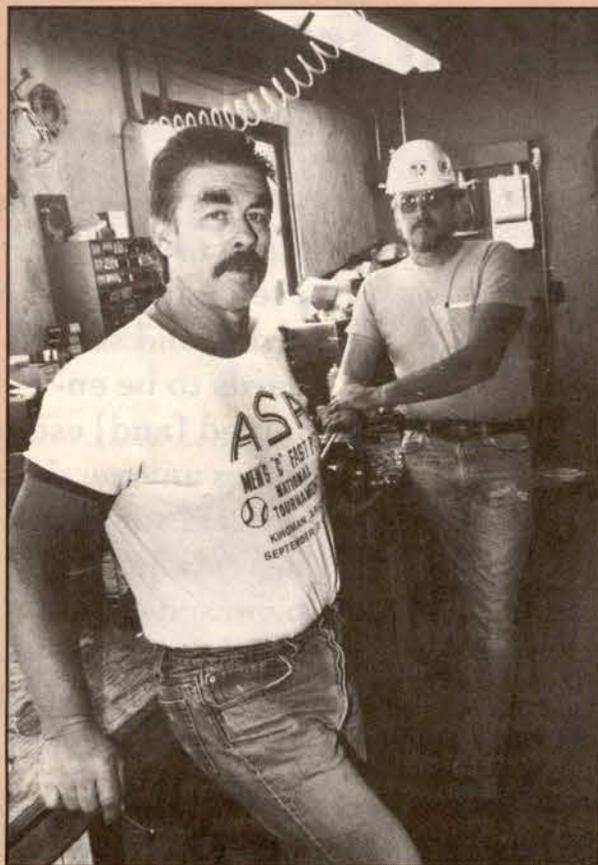
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Instrumentation Technician Lloyd Grant.



Sierra Pacific Power's Tracy facility: there's more power on the way. (Photos: Eric Wolfe)



Electrical Technician Wayne Kilgore (left) and Richard Puff, contract electrician from Local 401.



Control Room Operator John East.



Utility Operator George Layfield.

the first since 1975, when Unit 3 was installed with a rating of 110 mw. Unit 1, with 55 mw, was constructed in 1962. Unit 2, with 87 mw, was constructed in 1965.

The new combustion turbines will be operated remotely from Sierra Pacific system control. Two bargaining unit positions—a mechanic and an instrument tech—will probably be needed on-site to service the new turbines.

Currently, Local 1245 represents about 35 Sierra Pacific employees at Tracy, in-

cluding control room operators, maintenance mechanics, electricians, instrument techs, and a lab technician.

#### Reason for Union

Working in a "right to work" state, Sierra Pacific employees don't have to belong to the union. And some don't. But those who *do* belong understand why there's a union on the property and why employees need to support it.

"The plant I worked at before," said Control Room

Operator John East, "was non-union and we basically had no say." With a union, he said, employees are better able to keep their wages in line with the market.

"I figure you should pay for the benefits you get," said Lloyd Grant, an instrumentation technician with 22 years in the IBEW. "Most of the benefits we have come from unionism."

One of those benefits, said Grant, is job security. An employee's seniority counts for something when it is protected by the union contract. Without a union contract, the company "can pick and choose" when making layoffs, Grant said.

"If they break the union they can do anything they want with you," said Wayne Kilgore, an electrical tech at Tracy. "Without a union you don't have any control at all."

On the other hand, when you have a union, the rights and obligations of employee and employer are spelled out in black and white. That's why a strong union can produce a workplace that is not only more fair, but also more stable—a quality that managers can appreciate.

At Tracy, the union contract provides a framework for what is actually a fairly

informal atmosphere, according to both management and employees. Plant manager Pete Salcedo described the workforce as "like a family," tied together by the plant's small number of employees and "somewhat remote" location. Employees credit Salcedo with helping resolve many problems before they become confrontations.

#### Pinon Pine

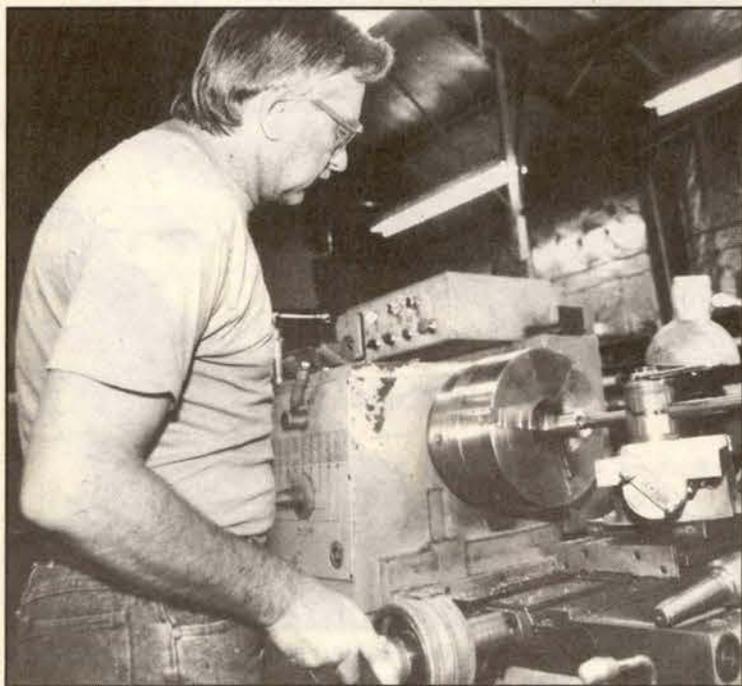
Pinon Pine, if approved by the Nevada Public Service Commission, would bring significant changes to Tracy. Up to 30 new people would be working on-site, mostly in bargaining unit positions.

Pinon Pine will utilize an advanced technology that converts coal to a clean fuel gas, which will be burned in an advanced General Electric turbine. Turbine exhaust will be used to produce steam for additional power production.

Company officials hope the PSC will approve the project on Sept. 13. If the decision is favorable, environmental impact studies already underway will pick up speed and construction will begin in 1995.

The company hopes to be producing power from Pinon Pine by the end of 1996.

**When you have a union, the rights and obligations of employee and employer are spelled out in black and white. That's why a strong union can produce a workplace that is not only more fair, but also more stable—a quality that managers can appreciate.**



Machinist Loren Hetzer.

**AFL-CIO criticizes Clinton's 'side agreements'**

**Federal judge deals setback to US-Mexico trade pact**

**T**he North American Free Trade Agreement suffered a political setback in late June when Federal District Court Judge Charles Richey ruled

that the US government must file an environmental-impact statement (EIS) evaluating the effects of the agreement. Richey said that an EIS is required for "federal actions significantly affecting the

quality of the human environment." Richey cited a Bush administration study which had acknowledged that NAFTA could create further environmental problems in the US-Mexico border

area. Richey raised the question of whether NAFTA would create "pollution havens" in Mexico as US companies moved their operations to Mexico to avoid more-stringent US pollution requirements.

Unions have warned that NAFTA would also create "low-wage havens" along the Mexican border that would drain away US jobs and exploit Mexican workers.

Although NAFTA was negotiated during the Bush presidency, Clinton has actively supported it, while at the same time trying to negotiate "side agreements" to protect labor and environmental standards.

But the AFL-CIO maintains that so far the US proposals for protecting labor standards have been woefully lacking.

In a recent letter to US Trade Representative Mickey Kantor, AFL-CIO Secretary-Treasurer Thomas Donahue wrote that the Clinton administration proposal "fails to identify even minimal labor rights and standards to be enforced [and] establishes an oversight process so vague, discretionary and protracted that a timely resolution of a dispute is vitually impossible."

Donahue cited a sharp contrast between the loose and ineffective labor right provi-

**Clinton's proposal "fails to identify even minimal labor rights and standards to be enforced [and] establishes an oversight process so vague, discretionary and protracted that a timely resolution of a dispute is vitually impossible."**

*Thomas Donahue  
AFL-CIO Sec.-Treas.*

sions and the clear and effective remedies for investors and owners of patents and copyrights.

"We can only conclude that the financial interests of big business will continue to be far better protected than the rights and interest of workers," the AFL-CIO News quoted Donahue as saying.

Judge Richey said the EIS must be prepared before NAFTA is submitted to Congress. The Clinton administration immediately announced its intention to fight Richey's decision.



**PLACERVILLE POLE JOB**

Standing next to a new pole they just put up for Pacific Gas & Electric alongside Highway 50 near Placerville in June are Local 1245 members (from left) Dan Drouillard, lineman, 21 years in the union; Mike Castro, lineman, 17 years; Gerry Rolls, foreman, 26 years; and Craig Thiessen, apprentice lineman, 5 years. (Photo: Eric Wolfe)



**Polluted waterways in the Mexico maquiladora carry toxic industrial wastes right through the shanty towns where maquiladora workers live.**



Brian and Dennis Carpenter, PG&E Los Padres, perform a Cross Arm Changeout. (Photos: Eric Wolfe)

# Rodeo!

Union members from the Sacramento Municipal Utility District, Pacific Gas & Electric, and the City of Roseville tested their skills in the Third Annual Local 1245 Lineman's Rodeo in Sacramento on July 10.

Spectators cheered on the teams as line crews performed Cross Arm Changeouts, Hurt Man Rescue, Disconnect Changeouts and other tasks in friendly competition. Local 1245 hosted a huge noontime barbecue that was given a perfect score by nearly everyone in attendance.

Apprentices were given a chance to show what they could do in a separate competition.

Photos from the competition appear on Pages 8 and 9. Winning teams are featured on Page 10.



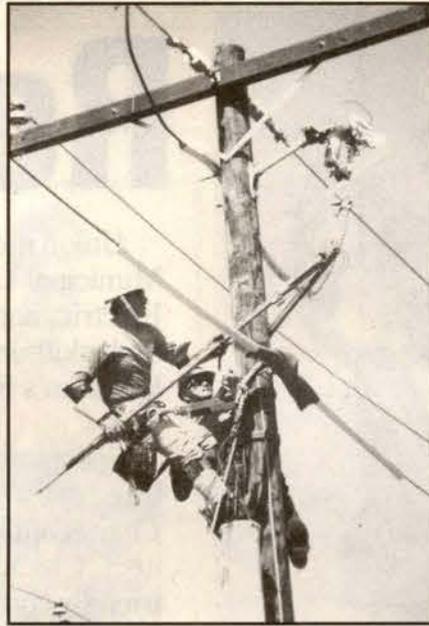
SMUD's Greg "Snake" Smelser competes in pole speed-climb.



The Rodeo brought together teams from Pacific Gas & Electric, Sacramento Municipal Utility District, and the City of Roseville.



Business Manager Jack McNally dons belt and boots to perform Hurt Man Rescue.



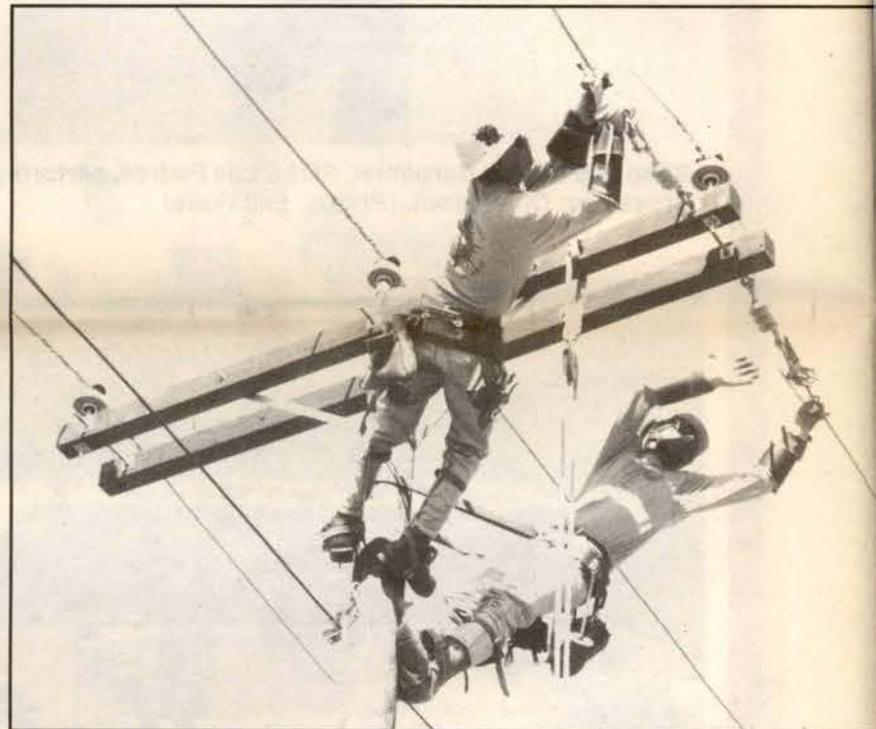
SMUD's Frank Miesiewicz and Greg Smelser perform Disconnect Changeout.

# Rodeo

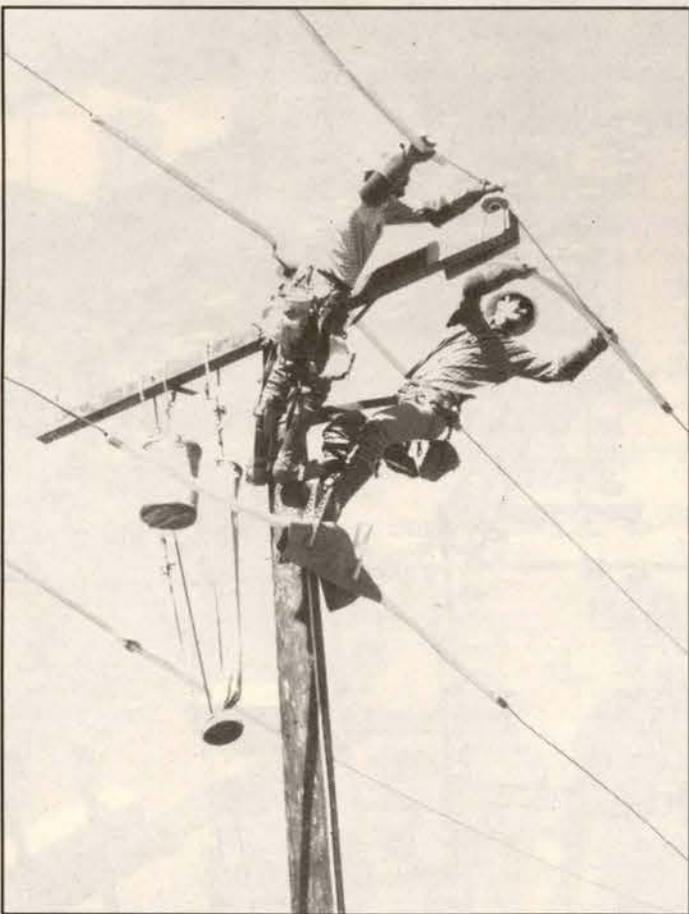
July 11  
Sacramento Municipal  
Pacific Gas  
City of



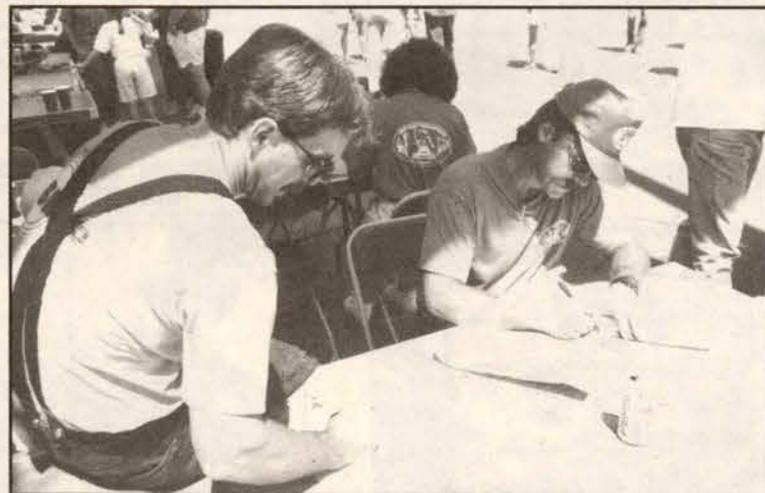
Master barbecuers Bob Choate (foreground) and Wayne Greer helped keep rodeo-goers well fed.



Competing in the Overarm Jumpers event are members of SMUD Team Jess Delgado and Lawrence Caldwell.



PG&E-Stockton team members performing the Cross Arm Changeout are Rick Bimson and George McNeill.



Craig Smith (left) and Brian Baughn worked as score runners.

# le!o!

, 1993  
 ipal Utility District  
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A shaded area provided spectators a comfortable spot for viewing Rodeo activities...and for eating.



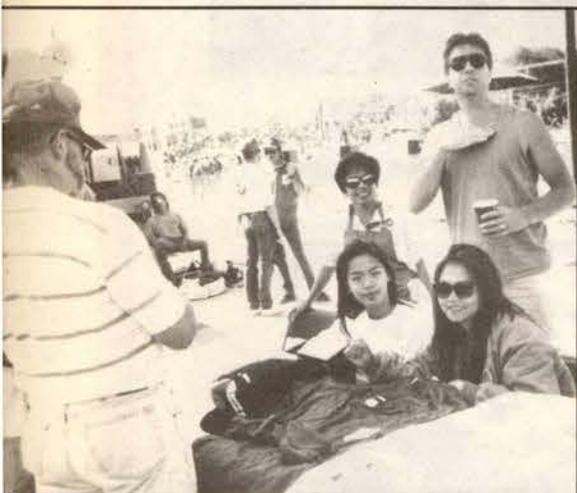
The SMUD team of Pete Henderson, Bob Pauls, and Tom Mullally performs the Cross Arm Changeout.



Jim Baird, participating on SMUD Team #17.



Assisting with preparations for the barbecue are Local 1245 Executive Board member Kathy Tindall (left) and Business Rep. Lula Washington.



Bedding Local 1245 Linemen Rodeo T-shirts and other union merchandise are (standing) Local 1245 Administrative Assistant Lita Martin and Office Manager Phil Carter; (seated) Maria Abad and Marissa de Claro.



Competing in the Cable Splice event are members from PG&E Fresno: Paul Devine, Eric Dau and Bobby Sholler.



Rodeo coordinator Scott Hylton of SMUD (right).

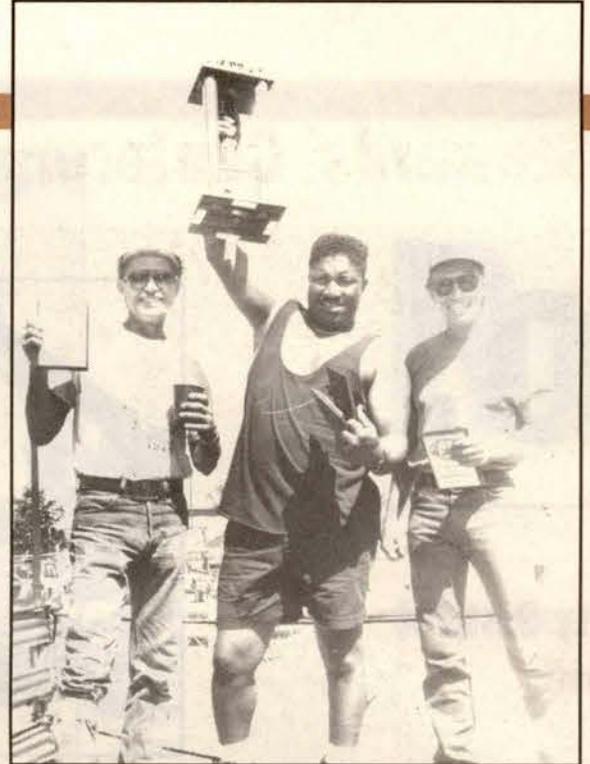
# The Winners



**First Place, Overall**  
**Team #42 (SMUD)**  
 Max Fuentes, G. Mankin, Jerry Tittle



**First Place, Apprentices**  
 Jim Clamp



**Second Place, Overall**  
**Team #7 (SMUD)**  
 Richard Harper, Ted Warner, Mark Bryant



**First Place, PG&E Distrib. & Construction**  
**Team #3**  
 Evan Slaydon, Scott Rose, Robert Harty



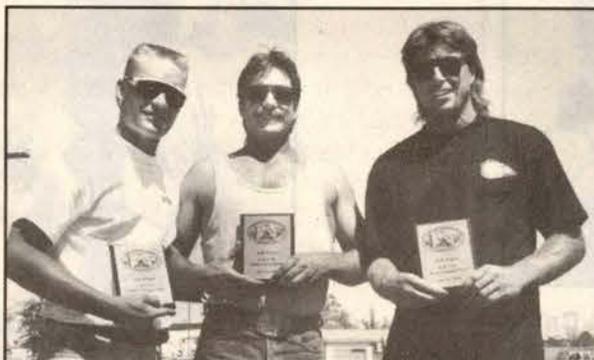
**First Place, PG&E Division**  
**Team #10**  
 George McNeill, Tom Jones, Rick Bimson



**Second Place, PG&E Distrib. & Construction**  
**Team #8**  
 Eric Dau, Paul Devine, Bob Scholler



**Second Place, PG&E Division**  
**Team #6**  
 Curtis Doty, Rick Truit, Dan Ramirez



**Third Place, SMUD**  
**Team #12**  
 Pete Henderson, Bob Pauls, Tom Mullally



**Second Place, Apprentices**  
 Greg Smelser



**Third Place, Apprentices**  
 Steve Hoyt

## Stewards' Conference



**STEWARDS MEET IN CHICO**  
Shop stewards employed by PG&E Sierra Division and North Valley, along with Local 1245 stewards from Citizens Utilities, Davey Tree and the City of Redding, met in Chico for a stewards' conference

### New owner attacks unions

## Oakland Tribune boycotted

A boycott has been launched against the Oakland Tribune and four other dailies in the Alameda Newspaper Group.

Unions denounced publisher Dean Singleton for union-busting tactics.

"The Conference of Newspaper Unions and the Alameda County Central Labor Council are initiating this boycott as part of a campaign to achieve justice for Alameda Newspaper Group workers," said Richard Holober, campaign coordinator.

"We want good contracts to protect workers from arbitrary firing, provide reasonable wage and benefit levels, and establish a grievance system procedure to prevent abusive treatment."

"We ask the community to support our campaign by boycotting the Oakland Tribune and its sister publications, the Alameda Times Star, the Fremont Argus, the Hayward Daily Review and the Tri-Valley Herald," said Holober.

Workers have provided accounts of how Singleton's purchase of the newspapers has brought broken promises, mass firings, and union-busting.

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## Tree trimmer fatally injured

Apprentice Line Clearance Tree Trimmer Vincent Phillips suffered fatal injuries from electrical shock on July 1, 1993, during tree trimming operations for the Sacramento Municipal Utility District.

Brother Phillips was 29 years old. The accident is under investigation by SMUD, Local 1245, and Cal-OSHA.



## Steward's Story

**Tony Santos**  
Pacific Gas & Electric  
Potrero Power Plant

## Steward's job is to defend rights embodied in contract

A union steward is "the middle person, the person who tries to protect the members from bad management, or mismanagement, and misinterpretation of the contract."

That's not a dictionary definition drawn from Webster's. It's the view of Tony Santos, a 21-year union member who has developed his understanding of what it means to be a union steward from nearly a decade of practice.

Part of the challenge is distinguishing between casual griping and legitimate complaints.

"Sometimes you've got guys who'll bring up something which is really small...and wrong," says Santos.

"And then you've got to straighten this guy out, and say, 'Maybe you misinterpreted the contract.' And that makes them a little smarter because they didn't know."

Other times, however, a steward must defend members against arbitrary acts by management.

"I remember one lady who got terminated because she was blamed for something because she happened to be in that area. They terminated her," recalls Santos.

"I got really hot. I walked out of that meeting while the manager was talking. He told me I couldn't leave. I said I can do anything I want, so I walked out."

Later Santos was called into the manager's office. "He chewed me out," Santos remembers.

But that didn't stop Santos from protesting the termination through the grievance procedure.

"About 12 months later we won

that grievance and she got back pay and got relocated to a different place," said Santos. "It felt great. And she's happy today."

But the union contract is more than simply a set of rules setting boundaries for workplace behavior. The contract embodies a principle: worker solidarity.

With a union, Santos says, "You have someone to fall back on, say, 'Wait a minute, do I really have to do this? Can they do this to me?'"

"As a group we're very much stronger. You can say, 'Wait a minute, if you push one guy, you gonna push all of us.'"

But unity is most effective when it is *informed* unity. When you have a contractual relationship with an employer, the union steward must be able to show how a given action by management violates a specific section of the contract.

That means the steward must stay current on workplace issues, and must be a careful student of the union contract.

Santos says one of the problems in being a steward is finding the research time to find out what he needs to know to help people with their problems.

"The bottom line" says Santos, is that members "want their money's worth."

It's not easy always being in the middle between management and membership. But there are times when it can be immensely satisfying.

"You really feel good when you can defend somebody and get their job back because they were unjustly terminated," says Santos. "That's the rewarding part of being a steward."

## Outside Line work picks up; new pact for Underground

**A**t the beginning of summer work was picking up for Local 1245 members in Outside Line Construction.

Union crews were busy performing upgrade work for the Los Angeles Department of Water and Power (DWP). Henkles and McCoy had 13 crews and E & E worked five crews in various pole change, reconductoring and reinsulating work for the DWP.

A crew from Henkles and McCoy and another from Baker Electric performed underground/overhead conversion for the City of Anaheim.

Pouk and Steinle crews were performing highline and underground work in Riverside and reconductoring in Azusa.

Hawkeye had a crew on high line and distribution in San Diego.

Performing underground/overhead

conversion work in San Diego were Local 1245 crews for D & B, Jadat Electric and Southern Electric. Vantage Electric was also performing underground work.

Crews from Harker and Harker were performing work for Truckee-Donner and Sierra Pacific Power. A crew from Abbott Electric was doing work for the City of Alameda.

A new job for Western Area Power Administration (WAPA) began this summer, involving tower relocation and the installation of new conductor in the Tracy-Byron area. The contractor for the WAPA job is F.A. Tucker.

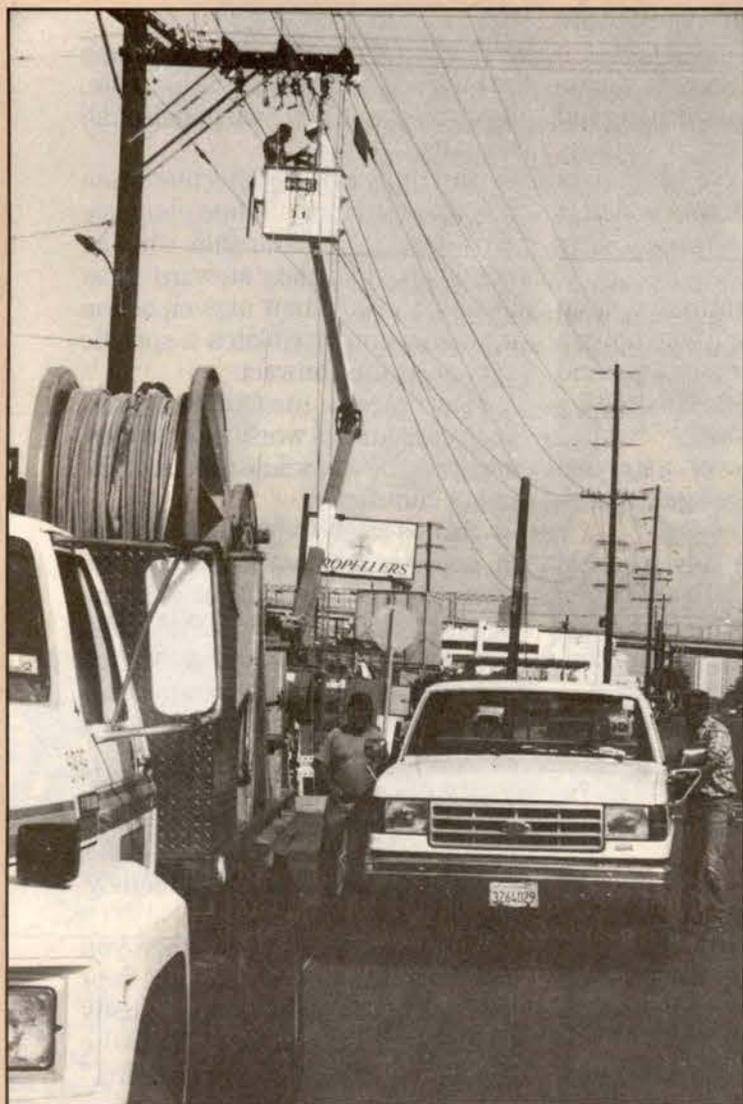
Teledata negotiations were scheduled to begin July 21. The bargaining will cover telecommunications contracting work throughout the Local 1245 jurisdiction. The union will be meeting with six contractors in the negotiations.



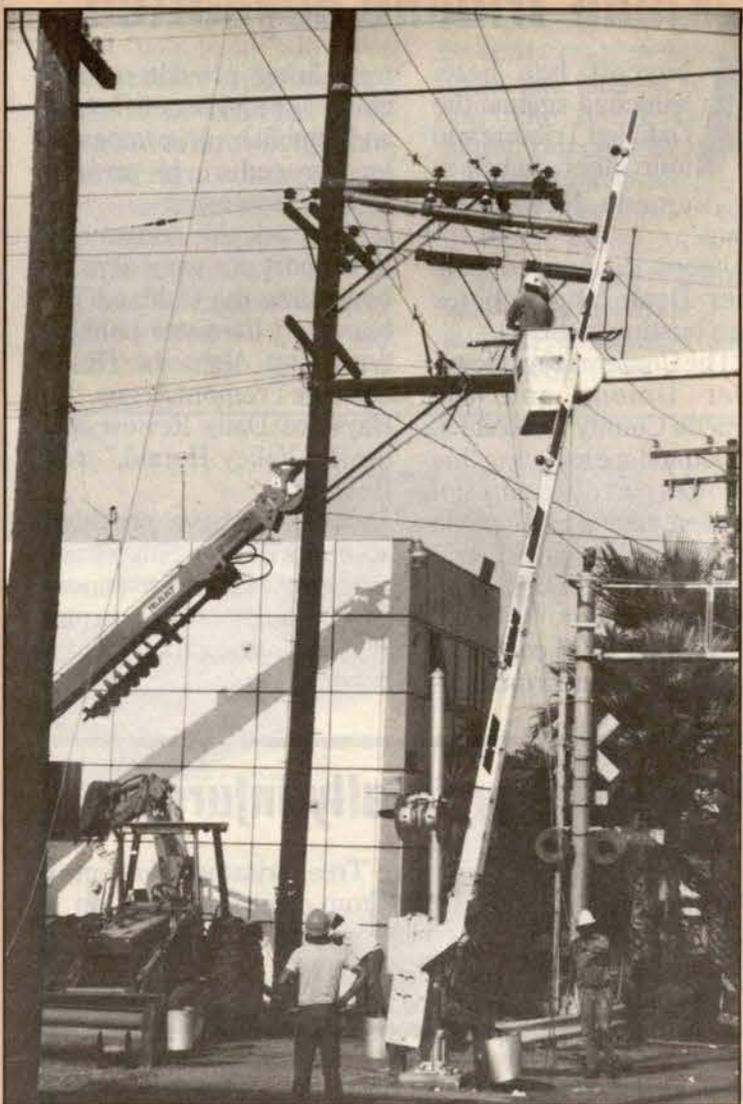
Local 1245 members working for Henkles & McCoy under the Teledata agreement were recently in the Ventura area replacing communications lines tying together Southern California Edison substations. Pictured are Rod Lloyd, Pleas Coter, Carl Burgess, A.G. Vinlove, Mark Cyr, Rick Louzen and Trave Jones.



Local 1245 Linemen R. O. Sistrunk and Delbert Blagg perform pole changeout for Henkles and McCoy in San Diego. Foreman was Larry Cournoyer.



**HENKLES & McCOY**  
Lineman Fritz Carter and Apprentice Kevin Guinan (left, in bucket) string wire in San Diego for Henkles and McCoy. Also on the job were Foreman Bill Thorn and Lineman Bob Vanoy. At right, a Henkles and McCoy crew in San Diego moves a pole. Lineman Frank Arteaga and Apprentice Rob Imner are in bucket. Also on the job were Foreman Danny Judge and Linemen Leon Thrall and Leo Jaques. (Photo: Bobby Blair)



# Do we really need to ask: 'Why organize?'

By Orville Owen

**A**t a recent meeting of retirees, an old friend and union activist in his working years at Sierra Pacific Power Co. asked me, "Orv, you are retired now, why don't you kick back and enjoy your retirement and let someone else do the organizing activity in establishing Local 1245 Retiree Chapters?"

His question caught me off guard and I began to ponder my answer and what I could say that was bright and

**Remember, when people join together, their power is fortified, their message is clearer and their voices are louder. We need each other.**

intelligent and to the point on why I should continue to do what has to be done to protect what we have gained over the years.

I could have told my old friend that we all need to keep organized and active to:

1. Help pensioners to help themselves.

2. Maintain a fraternal tie with the Local Union.
3. Provide opportunities for needed social and recreational activities.
4. Provide a vehicle for community involvement.
5. Provide a source of political and legislative manpower.
6. Consolidate our strength at the ballot box.
7. Provide means for unified expression.

Or I could have told my old friend the words of former International President Charles Pillard who stated:

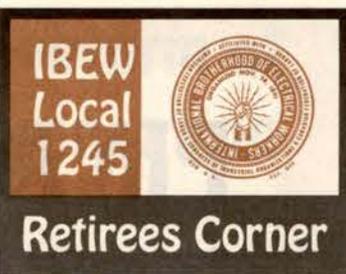
"I believe retirement is merely beginning another stage in life and is not a signal to withdraw from life. Our senior citizens should not be taken from the mainstream and shelved like a rusty tool. I believe our retired members want to be, and should be recognized as first class productive and active citizens. I believe they rightfully deserve an equal opportunity to be heard, and heeded in their quest for social, economic and political justice."

However, as I continued to ponder on my friend's question, his words of "Why don't you kick back and let someone else do the organizing?" had a familiar ring. I reminded my old friend that over 40 years ago when we organized with our fellow workers into our union, management was telling us to kick back and let someone else organize. They told us: "You don't need a union here."

We did not need to ask: 'Why organize?' then.

My old friend agreed. Why ask why now? All retirees and active members should participate in organizing and establishing Local 1245 Retiree Chapters. Remember, when people join together, their power is fortified, their message is clearer and their voices are louder. We need each other. Keep the faith!

**Stay informed!  
Attend retiree meetings in your area!**



## Your earnings in retirement can reduce SSI benefits

**A**fter you reach 70, you can earn any amount and still draw your full social security benefit.

If you are under age 70 and continue working, there is a limit on how much you can earn. For 1993, if you're 65 or over, \$1 in benefits will be withheld for each \$3 you earn above \$10,560.

However, if 1993 is your first retirement year, you'll get your full monthly check for each month in which you neither work as an employee for more than \$880 nor perform "substantial services in self-employment," regardless of your total earnings for the year.

After 1999, the age at which this withholding rate applies will increase as the retirement age increases. The earnings test takes account only of income earned from a job. It does not affect your entitlement to Medicare benefits.

If you are under 65, \$1 in benefits will be withheld for each \$2 you earn above the annual ceiling of \$7,680 or the monthly ceiling of \$640.

### Dependents' benefits

Your earnings in retirement may affect your dependents' benefit as well as your own (but not a divorced spouse's benefits). If a dependent works, those earnings affect only the dependent's benefits.

If your earnings in retirement would result in higher benefits, your benefits will be recomputed each year and you will receive the increase without further application.

## GOP filibuster: a slap to seniors

**S**eniors suffered major losses as a result of the Republican-led filibuster of President Bill Clinton's economic stimulus bill in April.

The bill, supported by senior citizen advocacy groups, called for an increase of \$32 million in the Senior Community Service Employment Program. Unless senior groups can marshal enough support to overcome Republican op-

position, funding increases for the program are in jeopardy for 1994 and 1995.

Other elements of the President's stimulus proposal which would have directly or indirectly benefited older people are also in peril. The Social Security Administration will lose an additional \$302 million proposed for disability insurance processing and other improvements. The Equal Employment Opportunity Commission

(EEOC), which deals with age discrimination, stands to lose \$9 million this year.

Although the economic stimulus package was defeated, it is still possible to revive some of these important measures during the US Congress's budget process.

There is never a bad time to contact your US Representative and your US Senators. Now is a particularly good time.

# G.O.P.



HUCK GAORICK © '93 UE Huck

# Pin Awards honor long-time members

**Merced Irrigation District  
April 10, 1993**



Receiving 25-year pins are, from left: Duane Bartlow, Frank Parvin and Tony Porter.



Receiving 20-year pins are, from left: Roger Morris, Louis Padilla, John Rhoades, David Roza and Butch Witherell.

**Golden Gate  
February 5, 1993**



Enjoying themselves at the Golden Gate Pin Dinner are, from left: Leo Tablizo and wife Joann, Barbara Fain, and Brad Schbach.

**Susanville Area  
June 18, 1993**



Receiving 20-year pins are (from left) Richard Car, Lassen MUD; Kathy Stevens, Citizens Utilities; Bonnie Davis, Citizens Utilities; Dick Haldane, Lassen MUD; and Kelly Holmes, Lassen MUD. In addition to his 20-year pin, Haldane received a retirement plaque.

**Sierra (Colgate/Drum)  
March 18, 1993**



Among those honored were Cecil Powell, Alan Carrell, and R.E. Berlin (all 30 years); Manfred Waidtlow, J.M. Lichti, Dale Hiebert, Robert Crawford, and Don Castle (all 25 years); James Wilhelm, David Tassone, Norman Stein, Nick Salvatorelli, Richard Ricardy, Douglas Hickman, Floyd Cox, Jerry Brzyszc, Bruce Benedict, and James Albright (all 20 years). List compiled from those making Pin Dinner reservations.



**Mt. Wheeler  
Power Inc.  
June 16, 1993**



Receiving 20-year pins at the first Mt. Wheeler Pin Dinner are (at left, from left) Bernard Metcalf, Pansy Stewart, Ron Miller, Sue Gulley, Bille "Hoot" Gipson, John Salvi, and Tom Strachan. Not pictured: Tim Priddy. Above left: "Hoot" Gipson receives retirement plaque from Business Rep. Art Murray.

## LABOR STUDIES CLASSES

### City College of San Francisco Labor Studies Program

Fall Semester, 1993

(415) 267-6550

Classes begin August 23, 1993

All classes are at Downtown Campus, 800 Mission St. (at 4th St.), in San Francisco unless otherwise noted. Fees are \$10/unit for undergraduates, \$50/unit for people with BA degrees.

#### MONDAYS

##### Grievance Handling and Arbitration (3 units)

7-9:50 pm

What every steward and BA needs to know about the grievance handling process

##### History of Women Workers (1 unit)

6 Mondays, Aug. 23-Sept. 27  
7-9:50 pm

Women's work: past, present & future. Issues and problems; women in unions.

##### Strategies for Overcoming Discrimination & Harassment (1 unit)

6 Mondays, Oct. 4-Nov. 8  
7-9:50 pm

Methods for solving problems of discrimination and harassment in the workplace. The legal framework, union grievance procedures, and alternative approaches.

##### Women in the Global Economy (1 unit)

6 Mondays, Nov. 15-Dec. 12  
7-9:50 pm

Analysis of the role of women workers in the global economy. Alternative approaches to addressing exploitation.

#### TUESDAYS

##### Collective Bargaining (3 units)

7-9:50 pm

Nuts and bolts of negotiations; simulated negotiations exercises.

##### Race, Ethnicity, Community & Labor (3 units)

CCSF, 50 Phelan Ave.

7-9:50 pm

Roles of African-American,

Asian-American, and Spanish-speaking workers in the labor movement. Lessons for community and labor organizing. Multi-cultural and diversity issues.

#### WEDNESDAYS

##### Labor Law (3 units)

7:00-9:50 pm

State and federal labor legislation; legal framework for union organizing & collective bargaining

##### Research Skills & Strategies (3 units)

7:00-9:50 pm

Introduction to economic, financial and political research for unionists. Special attention given to public and private data sources. Projects & field trips.

#### THURSDAYS

##### American Labor Movement (3 units)

7:00-9:50 pm

What it is, how it got that way, how it works.

##### Labor in the Public Sector (1 unit)

6 Thursdays, Oct. 21-Dec. 9  
7:00-9:50 pm

What every public worker should know about the revenue crisis in the public sector, its effect on collective bargaining, and what can be done.

##### Arbitration Techniques & Strategy (1 unit)

6 Thursdays, Sept. 9-Oct. 14  
6:30-9:30 pm

Preparing and presenting arbitration cases. A follow-up to the Grievance Handling course.

#### SATURDAYS

##### Mediation Skills & Techniques (1 unit)

CCSF, 50 Phelan Ave.

2 Saturdays, Aug. 21 & 28  
9:30 am-5:00 pm

Overview of how mediation works in labor & community

settings.

##### Steward and Leadership Training (1 unit)

CCSF, 50 Phelan Ave.

3 Saturdays, Oct. 2, 9 & 16  
9:30 am-3:30 pm

The steward's role in grievance handling and building member solidarity.

##### Advanced Steward Training (1 unit)

CCSF, 50 Phelan Ave.

3 Saturdays, Nov. 6, 13, 20  
9:30 am-3:30 pm

Designed for experienced union stewards & reps.

##### Workers Compensation Update (2 units)

2 Saturdays, Oct. 23 & 30  
9 am-5 pm

CCSF, 50 Phelan Ave. Overview of employees' legal rights under Workers Compensation laws and recent legal developments & interpretations.

##### Workplace Health & Safety (1 unit)

CCSF, 50 Phelan Ave.

2 Saturdays, Dec. 4 & 11  
9 am-5 pm

Short class on health and safety issues especially designed for stewards and other reps. Covers hazards, solutions, legal framework, & union safety committee.

##### Union/Peer Counsellor Training (1 unit)

CCSF, 50 Phelan Ave.

2 Saturdays, Sept. 11 & 18  
9 am-5 pm

Training for stewards, BAs, officers and all those who counsel workers on the job.

##### Assertiveness Training (Free, non-credit)

Sat., Oct. 2 or Sat., Dec. 4  
9 am-5 pm

How to communicate clearly and stand up for your workplace rights.

### Laney College Labor Studies

Fall Semester, 1993

(510) 464-3210

Classes begin August 30, 1993

All classes are at Laney College, 10th & Fallon Streets, Oakland (one block from Lake Merritt BART Station). Fees are \$10 per unit, plus a \$2 Student Center Fee. For students with bachelor's or higher degree, fees are \$50 per unit. Register at Laney, Room A109, during August: 9-3 daily; 4:30-7 pm Monday & Tuesday.

#### MONDAYS

##### Grievance handling & Arbitration (3 units)

7:00-10:00 pm

Identifying, preparing and presenting grievances; negotiating solutions to workplace disputes, with arbitration as the final step. Instructor: Albert Lannon, Labor Studies Coordinator

#### TUESDAYS

##### Health & Safety in the Workplace (3 units)

7:00-10:00 pm

A comprehensive look at workplace health and safety issues from the employee's point of view. Instructor: Elaine Askari, UC Berkeley

#### WEDNESDAYS

##### Labor Law (3 units)

7:00-10:00 pm

The legal framework for the right to organize and bargain collectively; union, employee and employer rights in the public and private sectors. Instructor: Bill Sokol, attorney

#### THURSDAYS

##### American Labor Movement: History & Structure (3 units)

7:00-10:00 pm

The history, struggles and structure of the labor movement; how it came to be what it is and how it works. Instructor: Albert Lannon, Labor Studies Coordinator

#### SHORT-TERM CLASSES

##### Union Organizing (1 unit)

3 Saturdays: Sept. 11, 18, 25  
9:00 am-4:00 pm  
Employee rights, NLRB procedures, combatting unionbusters, current winning strategies.

Instructor: Ellen Starbird, Hospital Workers Local 2

##### Steward Training (1 unit)

3 Saturdays: Oct. 2, 9, 16  
9:00 am-4:00 pm  
Intensive workshop on grievance handling, organizing, running meetings. Instructor: Joanne Jung, SEIU 790

##### Know Your Work Rights (1 unit)

Saturdays, Oct. 23, 30, Nov. 6  
9:00 am-4:00 pm  
A guide to workers rights on the job, union and non-union, and how to protect them. Instructor: Tanya Russell, attorney, former IAM steward

##### Union Administration Workshop (1 unit)

Saturdays, Nov. 6, 13, 20  
9:00 am-4:00 pm  
Running a union office; basic accounting and budgeting, government reporting requirements, introduction to use of computers. Instructor: Henry Levy, CPA and former steward

##### Union Communications Workshop (1 unit)

Saturdays, Dec. 4, 11, 18  
9:00 am-4:00 pm  
Getting the word out to members and the public; corporate campaigns; basics of flyer, newsletter, newspaper and video production. Instructor: Danny Beagle, formerly with ILWU

Knowledge Power

### San Francisco State University Labor Studies Program

Fall Semester, 1993

(415) 338-2885

Classes begin August 23, 1993

##### Introduction to Labor Studies (3 units)

Tues. & Thurs., 12:35-1:50 pm

An overview of Labor Studies including history, economy, race, gender, international issues. Origins of the labor movement.

Instructor: Brenda Cochrane

##### Women and Work (3 units)

Thurs., 4:10-6:55 pm

Historical and current issues for women in the workplace.

Instructor: Brenda Cochrane

##### Affirmative Action (3 units)

6 Saturdays, 8/28, 9/11, 9/25,  
10/9, 10/16/11/3

9 am - 5 pm

Affirmative action as means of resolving discrimination for women and people of color.

Instructor: Tanya Russell

##### Labor and Government (4 units)

Tuesdays

6:10-9:50 pm

Labor-government relations at state, local and national level.

Instructor: Wayne Bradley

##### Labor Economics (3 units)

Mondays, 7-9:45 pm

Problems of labor: unemployment, hours, wages, industrial disputes.

Instructor: Don Mar

Know  
Your  
Rights!

### San Jose City College Labor Studies

Fall Semester, 1993

(408) 288-3734

Classes begin September 9, 1993

##### Workers' Rights (1 unit)

Thursdays, Sept. 9-Oct. 7

6:30-9:20 pm

General Education Building  
Learn your basic rights under state and federal labor laws.

##### Contracts & Grievances (1 unit)

Thursdays, Oct. 14-Nov. 11

6:30-9:20 pm

General Education Building  
The union contract: how grievances are defined and processed.

##### Negotiations & Dispute Resolution (1 unit)

Thursdays, Nov. 18-Dec. 16

6:30-9:20 pm

General Education Building  
Collective bargaining process.

##### Labor Studies Work Experience (1-4 units)

Earn credit for your work as steward, officer, or special project.

##### Directed Study in Social Science (1-9 units)

Explore labor topics under direction of a faculty member.



# Unfair to Labor!

## Please Don't Patronize



### Hotels, Restaurants & Theme Parks

All Marriott Hotels in California with the specific exception of the Marriott Hotel at Fisherman's Wharf in San Francisco, which is a union house.

All Round Table Pizza parlors in California

#### Contra Costa County

Days' Inn, Richmond  
Embassy Suites Hotel, Pleasant Hill.  
Humphrey's Restaurant, Antioch.

#### Los Angeles Area

The Pacifica Hotel, 6161 West Centinela St. in Culver City.  
Park Plaza Hotel, LAX  
The Sheraton Los Angeles Airport, 6101 West Century Blvd.  
University Hilton Hotel, 3540 South Figueroa St.

#### Monterey Area

Asilomar Conference Center, Pacific Grove.  
Casa Munras, Fremont and Munras, Monterey.  
Doubletree Inn, 2 Portola Plaza, Monterey.  
Days Inn, 1400 Del Monte Blvd., Seaside.  
Sheraton Hotel, 350 Calle Principal, Monterey.

#### Napa

Napa Elks Lodge No. 832 bar and restaurant, 2480 Soscol Ave., Napa.

#### Oakland

Scott's Restaurant, 73 Jack London Square.

#### Ontario

Ontario Red Lion Inn.

#### Oxnard

Opus I Restaurant, in the Embassy Suites Hotel.  
Oxnard Financial Plaza Hilton Hotel, 600 Esplanade Drive.

#### Sacramento Area

Andiamo!, 3145 Folsom Blvd.  
Auburn Joe's, 13480 Lincoln Way, Auburn.  
All Black Angus.  
California Fats, 1015 Front St., Old Sacramento.  
All Chevy's.  
Continental Inn, 3343 Bradshaw, Rancho Cordova.  
Courtyard, 10683 White Rock Rd., Rancho Cordova.  
All Days Inns.  
Delta King, 1000 Front St., Old Sacramento.  
All Denny's.  
Discovery Inn, 350 Bercut Drive.  
Distillery, 2107 L St.  
Elk Grove General Store, 9805 Elk Grove Blvd., Elk Grove.  
All Eppie's Restaurants.  
Fat City Bar & Cafe, 1001 Front St., Old Sacramento.

The California Labor Federation has placed the following firms on its "We Don't Patronize" list. Firms are placed on this list after a written request from an affiliated union has been approved by the Federation's Executive Council. All friends of labor are urged to avoid patronizing these firms. *Remember: they are not fair to their employees!*

Fox and Goose, 1001 R St.  
Frank Fat's, 806 "L" St.  
Frasinetti Winery & Restaurant, 7395 Frasinetti Rd., Florin.  
Fulton's Prime Rib Inn, 906 Second St., Old Sacramento.  
Harbor Inn, 1250 Halyard Dr., West Sacramento.  
Hoffman's, formerly The Club, 808 O St.  
Hyatt Regency Hotel, L Street between 12th and 13th Streets opposite Capitol Park.  
Jeremiah's, 4241 Florin Rd.  
Limelighter Bar, Restaurant & Card Room, 1014 Alhambra Blvd.  
Los Padres, Jay Street and Embarcadero, Old Sacramento.  
All Lyons.  
Max's Opera Cafe, Arden Fair Shopping Center.  
Melarkey's, 1517 Broadway.  
Palomino Room, 3405 El Camino Ave.  
Pennisi's Restaurant, 1030 "J" St.  
Red Lion Inn, 2001 West Point Way, Sacramento.  
Residence Inn, 1530 Howe Ave., Sacramento.  
Rodeway Inn, I-80 & Watt Ave., North Highlands.  
Sacramento Inn, Arden Way at Interstate 80, Sacramento.  
Sacramento Joe's, 2052 Sacramento Blvd.  
Sheraton Sunrise Hotel, Sunrise Blvd. at Highway 50.  
Shot of Class, 1020 11th St.  
All Sixpence Inns.  
The Nut Tree and Coffee Tree, Vacaville between Sacramento and San Francisco on Interstate 80.  
Vagabond Inn, 909 3rd St.  
Vince's Restaurant & Bar, 840 Harbor Blvd. West Sacramento.

#### San Diego Area

Anthony's Restaurants, 166 Solana Hills Dr., Solana Beach; 215 Bay Blvd., Chula Vista; 9530 Murray Dr., La Mesa; 1360 Harbor Dr., San Diego; 1355 Harbor Dr., San Diego; 11666 Avena Place, San Diego.  
Bali Hai Restaurant, 2232 Shelter Island Dr., San Diego.  
Hob Nob Restaurant, 2271 First Ave., San Diego.  
San Diego Princess (formerly Vacation Village), 1404 W. Vacation Rd., San Diego.  
Tom Ham's Light House, 2150 Harbor Island Dr., San Diego.

#### San Francisco

Alfred's, 886 Broadway.  
Alioto's No. 8, Fisherman's Wharf.  
Behihana of Tokyo, 1737 Post St.  
Campton Place Hotel, 340 Sutter St.  
Ernie's, 847 Montgomery St.

Fisherman's Grotto No. 9, Fisherman's Wharf.  
Galleria Park Hotel, 191 Sutter St.  
Jack in the Box, all locations.  
Juliana Hotel, 590 Bush St.  
The Mandarin, Ghirardelli Square.  
Mandarin Oriental Hotel, 333 Sansome St.  
McDonald's, all locations.  
Monticello Inn, 227 Ellis St.  
Nikko Hotel, 22 Mason St.  
North Beach Restaurant, 1512 Stockton St.  
Park Hyatt, 333 Battery St.  
Perry's, 1944 Union St.  
Pompei's Grotto, Fisherman's Wharf.  
Prescott Hotel, 545 Post St.  
Richelieu Hotel, Van Ness Ave.  
A. Sabella's Fisherman's Wharf.  
H. Salt Fish and Chips, all locations.  
Col. Saunders Kentucky Fried Chicken, all locations.  
Schroeder's, 240 Front St.  
Tia Margarita, 19th Ave. and Clement St.  
Trinity Suites, Eighth and Market Streets.  
Vanessi's, 1177 California St.  
Victorian Hotel, 54 Fourth St.  
Villa Florence Hotel, 225 Powell St.  
Vintage Court Hotel, 650 Bush St.

#### Santa Clara County

DeAnza Hotel, 233 W. Santa Clara St., San Jose  
House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.  
Holiday Inn-Palo Alto, 625 El Camino Real, Palo Alto.  
Mariani's Inn and Restaurant, 2500 El Camino Real, Santa Clara.  
Red Lion Inn at Gateway Place.

#### Santa Barbara Area

El Encanto Hotel and Garden Villas.

#### Santa Cruz Area

Seaside Co. properties including Santa Cruz Holiday Inn, and Boardwalk and Coconut Grove, Santa Cruz.

#### Sonoma and Marin

Hodge Food Service and all food service facilities owned and/or operated by them, including La Cantina and Cal Asia.

#### Stockton Area

Carmen's Mexican Restaurant, Lincoln Center.  
Hilton Hotel, 2323 Grand Canal Blvd.  
Stockton Inn Motel and Restaurants, 4219 Waterloo Rd. at Hwy. 99.  
Vagabond Motor Hotel, 33 N. Center.  
Las Vegas, Nev.

Frontier Hotel and Casino  
Landmark Hotel and Casino.

#### Sparks, Nevada

John Ascuaga's Nugget.

### Manufacturing

Chir-Hit Displays, Santa Clara County.  
Color & Design Exhibits, San Jose.  
Diamond Walnut Co., Stockton: all products  
Gaffers & Sattler products.  
Goehring Meat Co., Lodi.  
Ito-Cariani Sausage Co., San Francisco: Cariani and Pocino brands.  
Standard Brands Paint Co., statewide with the exception of Riverside and San Bernardino Counties.

### Printing

San Francisco Bay Guardian.  
Vallejo Times-Herald  
New York Times (Northwestern Edition)

### Theaters

#### Santa Cruz Area

Twin I & II Theaters, Aptos.

#### San Francisco

Alexandria, Balboa, Coronet, Coliseum, Metro, Stonestown Twin and Vogue (all United Artists) and Cinema 21 and Empire (Syufy)

#### Sacramento Area

Capitol Theater; Century 21, 22, 23, 24 and 25 Theaters (Syufy); State Theater; Sacramento 6 Drive-In.

#### Orange County

All United Artists Theaters in Orange County.  
All Freedman Forum Theaters in Anaheim; Cinemaland Theater, Anaheim; Brookhurst-Loge Theater, Anaheim.  
Valley View Twin Cinemas, Cypress; Family Four Cinemas, Fountain Valley; Fox Fullerton, Fullerton.  
Syufy Cinedome, Stadium Drive-In and City Cinemas, all in Orange; Villa Theater, Orange; Miramar Theater, San Clemente; Broadway Theater, Santa Ana; Stanton Theater, Stanton.

### Others

Armstrong Painting & Waterproofing of San Francisco and its entities, including Armstrong Kitchens, Armstrong Construction, Armstrong

Painting, and Armstrong Roofing.

Automotive, Sacramento area:  
Mel Raption Honda.  
All Paul Snider dealerships.  
Swift Auto World.

Automotive, San Francisco area:  
European Motors, 950 Van Ness Ave.  
Ron Greenspan Volkswagen/Subaru, Inc., 1600 Van Ness Ave.  
San Francisco Auto Center, 2300 16th St.  
Van Ness Auto Plaza, 1000 Van Ness Ave.

#### Automotive, San Jose area:

Stevens Creek Acura.  
Circuit City stores at 4080 Stevens Creek Blvd., San Jose; 1825 Hillside Ave., San Jose, and 1250 Grant Rd. Mountain View.

#### Concrete, Sacramento area:

Dixon Ready Mix, Dixon; Livingston's Concrete, 5416 Roseville Rd., North Highlands; Trinco Ready Mix, 2700 Athens Ave., Lincoln.

#### Glass, Sacramento area:

Arrow Glass, Country Club Glass, Del Paso Glass, Fine Glass, Gaffney Glass, Golden West Glass, all locations; Kinzel's Glass, Carmichael; Sam's Auto Glass, River City Glass, Victor Glass.

Great Western Bank, all branches in Santa Clara and San Benito counties.  
Hertzka and Knowles, San Francisco, architects.

K-Mart, statewide.

Keystone Company restaurant supply, San Jose.

Louisiana Pacific Corporation products.

Montgomery Ward in Redding.

Mervyn's Store in Ventura.

Norbert Cronin & Co., insurance agents, San Francisco.

Non-union Iceberg Lettuce.

Raley's Food Market, Oakhurst, Madera County.

Sam's Club warehouse outlet stores along with all Wal-Mart stores.

Sears Roebuck, all California outlets.

Shoreline South Convalescent Hospital, Alameda.

#### Signs, Sacramento area:

Ellis Signage-Graphics, Fleming Silk Screen, House of Signs, and River City Signs, all in Sacramento; Young Electric Sign Co., West Sacramento.  
State Farm Mutual Auto Insurance Co., statewide.

Wal-Mart: all stores in California, along with all Sam's Club warehouse outlets owned by the same corporations.

Wells Fargo Bank, all branches in Santa Clara & San Benito counties.

Whole Food Market, 200 Telegraph Ave., Berkeley.

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