

1245

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
May 1994
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UTILITY REPORTER

Union Voter Guide
Pages 5-12



ORGANIZING UTILITY TREE
Local 1245 Business Rep. Mickey Harrington discusses the advantages of union membership with Utility Tree employee near Redding. See story, Page 2.

Sierra Pacific Power Co.

Negotiators tackle complex problems

By Eric Wolfe

When Local 1245 negotiated an immediate 3% wage increase at Sierra Pacific Power this spring, the union's mission was not complete. It was just beginning.

The wage hike, contained in an interim seven-month agreement, provided a welcome boost to workers' incomes. But just as important, it provided additional time for examining a host of complex problems facing the utility and its employees, such as growing competitive pressures and rising medical costs.

The people who will defend the interests of bargaining unit employees as negotiations on a long-term agreement progress are the same people who negotiated the interim wage increase: the Local 1245 bargaining committee.

Only four of the union's 12 negotiators have previous bargaining experience, but to hear them discuss the issues

you'd think they'd been bargaining their whole lives.

They can explain in detail the pension and 401(k) plans, how job definitions can affect job security, and the relationship between child care services and productivity. They can tell you why medical costs

have been going up nationwide, and they have some thoughts on why costs at Sierra Pacific may be rising faster than necessary.

They earned their command of these issues the old-fashioned way: they did their

See PAGE THIRTEEN

mit large industrial consumers of electricity—beginning in 1996—to bypass utilities and begin purchasing power directly from independent generators, a practice known as “retail wheeling” or “direct access.” Utilities like PG&E would be permitted to offer discounted rates to large customers in order to compete with independent generators.

In addition, the CPUC plan would change the method of setting rates for the utilities' other customers—those who are unable or unwilling to shop around for electric power. The current “cost-of-service” method of ratemaking would be replaced by “performance-based ratemaking,” creating powerful new incentives for companies like PG&E to reduce labor costs in order to increase profits.

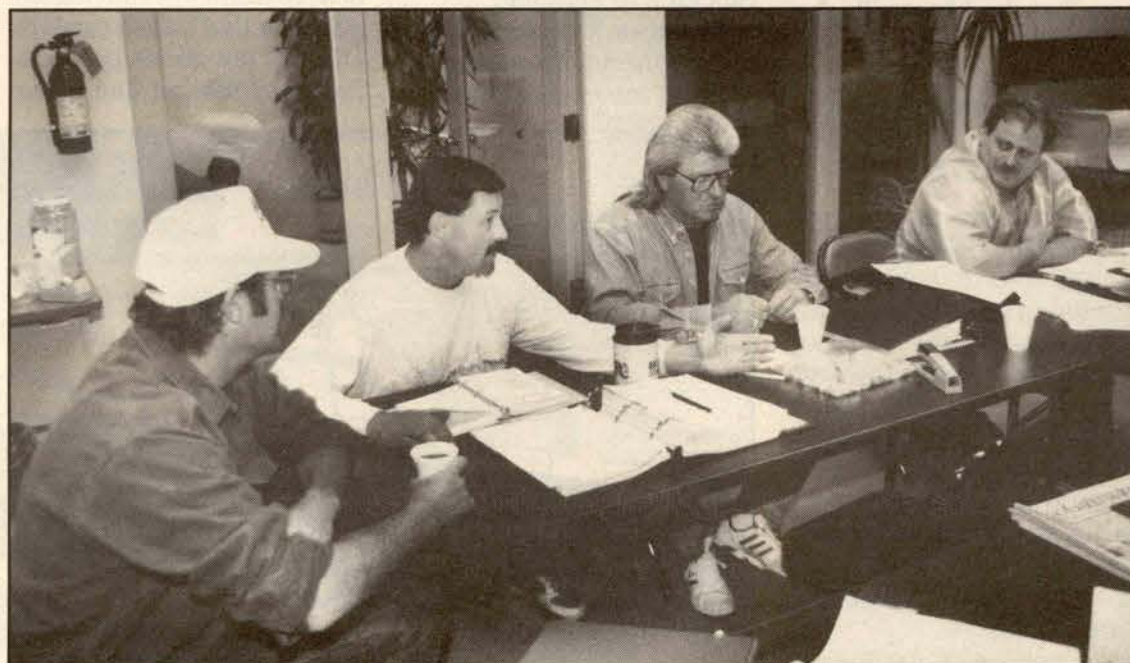
See PAGE THREE

Threat to workforce

CPUC to order retail wheeling

The California Public Utilities Commission last month announced plans to radically restructure the state's electric industry in ways that threaten to hike electric rates for residential customers, reverse recent gains in energy efficiency, and destabilize workforces at California's electric utilities.

The CPUC plan would per-



Local 1245 bargaining committee members (from left) Ken Lutzow, Wayne Paterson, Gino Aramini, and Grant Garrison discuss contract issues during a meeting last month.



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CALENDAR

May 14
PG&E Regional
Stewards Conference
Concord, Ca.

May 20
Outside Line Pin Dinner
Palm Springs, Ca.

May 21-22
Softball Tournament
Concord, Ca.

June 4
PG&E Regional Stewards
Conference
Sacramento, Ca.

June 7
California Primary Election
BE SURE TO VOTE!

June 11
Lineman Rodeo
Livermore, Ca.



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WIPA



Workers here and abroad

Rolling the union on...

☛ **"La Causa":** Farm workers and their supporters gathered 10,000-strong in Sacramento April 24 following a 330-mile march from Delano that retraced a pilgrimage made 28 years ago by Cesar Chavez, Dolores Huerta and other United Farm Worker union activists. The UFW has pledged to reinvigorate the union with a massive new organizing drive.

☛ **Bonus for a Bozo:** Besides his regular pay of \$464,000, Northwest Airlines CEO John Dasburg picked up two bonuses last year: a performance bonus of \$450,000 for leading the airline in a year when it lost \$115 million, and a special bonus of \$750,000 for convincing workers to accept \$886 million in wage cuts, Labor Notes reported. After an uproar from the unions, Dasburg said he would give back the special bonus.

☛ **Any Questions?:** "We shift the cost of benefits to our employees. We eliminate any wage increases. We retire the older, more expensive talent. We reclassify people as probationary to

avoid paying benefits, and we abandon any meaningful retirement except Social Security. We do it all in the name of competitiveness and a free market." From a speech to the American Institute of Chemical Engineers by Ted C. Kennedy, CEO of the anti-union BE&K industrial construction company

☛ **Paid Leave:** Workers taking family leave should receive partial wages during their absence according to a Carnegie Corp. task force. The task force said many parents cannot afford to take a long, unpaid leave, even though current law now requires employers to offer it. Former Labor Secretary Ray Marshall, a task force member, said workers should receive at least half their pay while on leave, perhaps as much as 70%.

☛ **Boycott Plumrose:** Plumrose USA, a Danish-owned meat company whose labels include Plumrose, Elcona, Danola and Dak, has been added to the AFL-CIO "Don't Buy" list. About 125 members of UFCW Local 280 in Indiana were permanently replaced after striking last

fall. The strike was provoked by company demands for drastic cuts in wages and benefits and the virtual elimination of job security protections.

☛ **Bad Advice:** A union buster is being sued for \$30 million for allegedly putting slaughterhouse owner Edwin O'Neill out of business, Labor Notes reported. O'Neill said the union buster he hired ended up making his company liable for a large NLRB back pay award, forcing him to sell out at a substantial loss.

☛ **Boycott Michelin:** Michelin-brand tires have been added to the AFL-CIO boycott list. The United Rubber Workers union reports that French-owned Michelin has undertaken a contract-wrecking campaign at the factories of its Uniroyal-Goodrich subsidiary in Opelika and Tuscaloosa, Ala., Fort Wayne, Ind. and Kitchener, Ont. The boycott, however, doesn't target Uniroyal-Goodrich tires—only Michelin brand tires, which are produced at eight Michelin plants in the US and Canada, all nonunion.

'Appreciation Dinner' slated for union reps

An Appreciation Dinner for Business Reps. Gene Wallace, Rich Hafner, and Ed Fortier will be held 7 p.m., June 3 at the Marysville Art Club, 420 10th St. in Marysville.

To make a reservation, call Fran Zamora at (510) 933-6060 by May 27.

Corrections

Last month we incorrectly reported the Local 1245 appointment to the Five-Counties Central Labor Council. The new delegate is Ray Thomas.

We also incorrectly reported the deadline for voter registration for the June 7 California Primary election. The deadline is May 9.

We apologize for these errors.

Local 1245 steps up Utility Tree organizing campaign

The union stepped up its organizing activity at Utility Tree with new contacts from Stockton to Redding.

Business Rep. Joel Ellioff carried the union message to Utility Tree employees near

Jackson in Amador County. Also contacting employees in Stockton Division was Business Rep. Jim Lynn. Business Rep. Mickey Harrington issued authorization cards to Utility Tree crews performing transmission line clear-

ance work near Redding.

The disparity between union and non-union wages prompted one Utility Tree employee to ask:

"So how long do we have to wait after we join the union to strike these bums?"



Business Rep. Jim Lynn speaks with Utility Tree employee in Stockton Division.

Unit meeting schedule changes

Unit 2311, Oakland, has a new meeting location: Francesco's restaurant, at the corner of Hegenberger Rd. and Pardee in Oakland. Meetings are still on the first Tuesday and begin at 5:30 p.m.

Unit 4404, Davey Tree/Oakland, has a new meeting location and a new time. The unit now meets at Francesco's restaurant, corner of Hegenberger Rd. and Pardee in Oakland, at 4:30 p.m. Meetings are still on the first Tuesday of the month.

Unit 3411, Chico, meetings will be on Thursday rather than Wednesday in May and June. Meeting dates are May 19 and June 23. The location, also changed, is Mountain Mike's on Mangrove in Chico. Meeting time remains 7:30 p.m.

Unit 3712, Santa Rosa, now meets at Mary's Pizza, Piner at Marlow Rd. in Santa Rosa. Meetings are still on the first Tuesday of the month at 7 p.m.

CPUC proposal needs careful examination

Jack McNally, IBEW 1245 Business Manager

The CPUC proposed order for retail wheeling and Performance-Based Ratemaking (PBR) represents a challenge that no union member can afford to ignore. (See story, Page 1.)

The CPUC says its order is intended to increase "consumer choice," maintain service reliability, reduce electric rates for all customers, and replace "command and control regulation" with the "discipline of market forces."

That's nice rhetoric, but it remains to be seen whether the rhetoric can be transformed into reality.

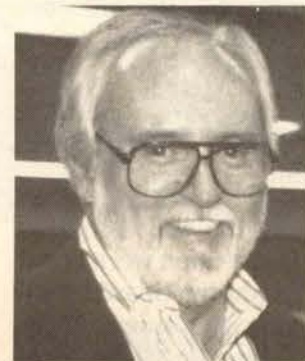
The push for retail wheeling—or "direct access"—has come from big industrial customers who want cheaper energy, and from non-utility generators who want to supply that energy. One of the arguments they like to use is that cheaper rates for industry will attract business to California and stimulate the economy.

Maybe. But an equally likely scenario is that other states will follow California's lead and try to attract business by cutting electric rates for large industrial users.

In the end, no state gains a significant competitive advantage, and all large users end up with big discounts.

The flip side of those discounts is that utility revenues will fall. It's not hard to figure out why.

The reality is that competition today between regulated utilities and independent generators would be on unfair terms. Regulated utilities, in a good faith effort to prepare for future demand, have sunk huge investments into power generation, transmission, and distribution facilities. Independent generators have little such overhead, so their rates almost inevitably will be cheaper.



The CPUC anticipates this problem. The CPUC order proposes that "direct access" customers who benefit from cheap rates from independent generators should pay a "competition transition charge" to the utilities. Depending on how the CPUC actually implements this "transition" charge, it might serve to level the playing field to some extent.

But the CPUC order does not make clear how long this transition charge would remain in effect, nor how far it would go toward leveling the playing field. Keep in mind that the whole purpose of the CPUC order is to "discipline" rates through competition. Sooner or later, utilities will be forced to cut rates for big users in order to compete with the independent producers.

When that happens, what are the consequences?

One possible consequence is that utilities will try to shift the rate burden onto residential and small business ratepayers. The CPUC order offers repeated assurances that such rate-shifting will *not* be permitted. Time will tell.

But when rates are cut for big users, utilities will have to make up these lost revenues *somehow*. If utilities can't hike rates for other ratepayers, they'll have to cut costs.

The second part of the CPUC order—"Perfor-

See NEXT PAGE



SACRAMENTO MUNICIPAL UTILITY DISTRICT

Business Rep. Dennis Seyfer (standing) confers with members of the SMUD bargaining committee last month. Contract ratification votes were scheduled for May 9, 10, and 11. Bargaining committee members are Dan Byrne, Marin Correia, Raymond Gladden, Don Hurdle, Jim Loy, Dave Reishus, Art Torres, and Ike Williams.

CPUC to order retail wheeling

From PAGE ONE

In its proposed order, the CPUC offers repeated assurances that it "will not allow any reforms to compromise either safety or reliability." But at no point does the 64-page CPUC document discuss the potential impact of its order on the existing utility workforce, whose skills and experience will be necessary to transform promises of safety and reliability into the real thing.

Fast Track

The CPUC said it intended to finalize its order in August, an apparent attempt to "fast track" its radical policy shift and minimize opportunities for careful public deliberation of the many complex issues it raises.

These issues include:

- Compensating utilities for their "stranded investment" in facilities that may no longer be needed as customers switch to other providers.

- Shielding residential ratepayers from costshifting as large users negotiate discounts or leave the utility's system altogether.

- Guaranteeing the safety and reliability of energy delivery systems as competition and "performance-based

ratemaking" force utilities to slash costs.

- Insuring that supply will match demand as utilities shed their responsibility as principal supplier of electric energy for the public.

- Preserving recent gains in efficiency and renewable energy development as market pressures force utilities to act increasingly like short-term commodity brokers rather than long-term resource planners.

Usurps Authority

The National Energy Policy Act of 1992 gave individual states the authority to institute retail wheeling.

But no other state has proposed anything nearly as radical as the CPUC, and some legislators are likely to regard the CPUC's order as a usurpation of the legislature's authority over energy policy.

Assembly Members Byron Sher and Gwen Moore, and State Senator Herschel Rosenthal have all announced plans to hold hearings this month on the proposed order.

Strong opposition to various aspects of the CPUC order is also expected from labor, environmental and consumer advocates.

Local 1245 is joining with other utility union locals in California to examine the implications of the CPUC order and to aggressively lobby for a delay in its implementation.

A national coalition of environmental, consumer and labor organizations spearheaded by the Natural Resources Defense Council (NRDC) also plans to mobilize opposition to various aspects of the CPUC order.

System 'Not Broken'

NRDC attorney Ralph Cavanagh rejected the CPUC assumption that the current system for delivering electric services is somehow fundamentally flawed.

"This is a system that is emphatically not broken," Cavanagh told the Utility Reporter, "and now suddenly people are trying to blow it up."

The CPUC has called for written comments on its proposal to be submitted by May 20, with a public hearing to be held June 14.

(As part of our continuing series on deregulation, The Utility Reporter will examine retail wheeling in detail in an upcoming issue.)

Unions work for new beginning in California politics

Delegates to the California AFL-CIO pre-primary endorsement convention voiced their hope for a new beginning in California politics by endorsing Kathleen Brown for governor.

Dianne Feinstein was enthusiastically endorsed for re-election to the US Senate.

Among the 500 delegates to the convention were Local 1245 Executive Board members Jim McCauley, Mike Davis, and Ron Blakemore, and retiree representative Don Hardie.

The convention featured a spirited debate over whether to endorse John Garamendi

along with Brown for the governor's seat. However, the overwhelming majority voted to throw organized labor's support entirely to Brown in order to get an early start in the crucial governor's race.

No single individual has more influence over the livelihoods of workers in California than the governor. The governor selects the Director of Industrial Relations, appoints members to key agencies like Cal-OSHA and the California Public Utilities Commission (CPUC), and nominates justices to state courts.

Wilson's appointees have consistently sided with big business against the interests of workers. The CPUC's decision last month to authorize retail wheeling of electricity in California is a perfect example of how Republican political appointments directly threaten the job security of Local 1245 members.

"Defeating George Bush in 1992 was important, but defeating Pete Wilson is even more important in terms of the consequences for working people," said Local 1245 Vice President Jim McCauley. "Wilson has been against almost everything we stand for: decent wages, health and safety standards, education opportunities—you name it."

NAFTA Payback

In a sharp break with precedent, the convention refused to endorse several Democratic incumbents for re-election to the US House of Representatives. The action was taken to show labor's outrage over the representatives' support for the North American Free Trade Agreement, which passed Congress last November.

"When they voted for NAFTA they knowingly struck at the heart of our labor movement by voting to send American jobs to

Mexico," declared California Labor Federation Executive Secretary John Henning.

Democrats who betrayed labor on NAFTA were US Representatives Vic Fazio, Robert Matsui, Norm Minetta, Sam Farr, Richard Lehman, Calvin Dooley, Anthony Beilenson, Howard Berman, Xavier Becerra, Lucille Roybal-Allard, Esteban Torres, George E. Brown, Nancy Pelosi and Anna Eshoo.

In addition to endorsing Kathleen Brown for governor, the delegates endorsed candidates in all the other races for state-wide office. These endorsements were:

- Lieutenant Governor: Gray Davis
- Secretary of State: Gwen Moore
- Treasurer: David Roberti
- Attorney General: Tom Umberg
- Superintendent of Public Instruction: Delaine Eastin
- Insurance Commissioner: Art Torres



FOR BROWN
United Farm Workers co-founder Dolores Huerta urges delegates to endorse Kathleen Brown for governor. (Photos: Eric Wolfe)

For the office of Controller there was a dual endorsement of Rusty Areias and Don Perata.

For the Board of Equalization, the delegates endorsed Johan Klehs for District 1, Robert Presley for District 2, Ernest Dronenburg, Jr. for District 3, and Brad Sherman for District 4.

Dronenburg was the only Republican winning labor's endorsement in any of the major state races. Except for a handful of legislative candidates, no other Republican candidates showed sufficient support for working people to merit an endorsement.

Delegates recommended that union members vote "Yes" on Proposition 1A, the Earthquake Relief and Seismic Retrofit Bond Act.

A "Yes" vote was also recommended on Propositions 1B, safe schools bonds, and 1C, bonds to upgrade public universities and colleges.

Delegates recommended "Yes" votes on Proposition 175, renters' tax credit; Proposition 176, tax on non-profit organizations; Proposition 177, access for the disabled, and Proposition 180, park land bonds.

Delegates made no recommendations on Proposition 178 or Proposition 179.

POINT OF VIEW

CPUC Order

From PAGE THREE

mance-Based Ratemaking"—is designed to force utilities into a cost-cutting mode. PBR will peg a utility's rate of return to certain market "benchmarks" rather than the actual cost of service. Once the rate of return is set, a utility can increase profits simply by cutting costs.

Unfortunately, this creates a perverse incentive for utilities to increase profits in the short term by laying off workers, reducing service, and putting off until tomorrow the maintenance they should be performing today.

The CPUC order is full of reassurances that "consumers can expect service, safety and reliability to remain at their historically high levels." But it's hard to reconcile these warm assurances with the cold logic of Performance-Based Ratemaking. That logic dictates that service will suffer.

The people of California—and their elected legislators—need to weigh these issues very carefully before permitting the CPUC commissioners to implement their radical proposal.



Representing Local 1245 at the California Labor Federation's pre-primary endorsement convention are (above, from left) Executive Board members Mike Davis and Ron Blakemore, (above right) East Bay Retiree Club Chairman Don Hardie, and (right) Vice President Jim McCauley.



IBEW Local 1245

Union Voters's Guide

Pages 5-12

United States Senator
Dianne Feinstein (D)

Governor
Kathleen Brown (D)

Lieutenant Governor
Gray Davis (D)

Secretary of State
Gwen Moore (D)

State Controller
Don Perata (D)
Rusty Areias (D)
(dual endorsement)

State Treasurer
David Roberti (D)

State Attorney General
Tom Umberg (D)

Superintendent of Public Instruction
Delaine Eastin
(non-partisan office)

State Insurance Commissioner
Art Torres (D)

Note: No Republican candidates for the above offices showed sufficient support for working people to earn an AFL-CIO or Local 1245 endorsement for the June Primary Election.

Dear Local 1245 Member,

This year's political elections are especially important to Local 1245 members in California.

As discussed on Page 1, a monumental battle has now begun over retail wheeling in California. Many union jobs are at risk. That risk is real, it is serious, and it is facing us now.

We will need every ally we can get in the California Legislature and we will need a governor whose loyalty is to the average citizen, not just to big corporations. That is why your vote really means something this year.

Our union by-laws require the Local 1245 Executive Board to evaluate candidates for elected office and to recommend the ones who are most likely to be our allies.

Local 1245's endorsement does not mean we like every position they take on every issue. But it does mean that the candidate is likely to be our ally in some of the important battles headed our way.

Please give these endorsements your consideration when making your voting decisions.

In Unity,



Jack McNally
Jack McNally
Business Manager

You Can Make the Difference.

Vote June 7th.

United States Senate

Dianne Feinstein (D)

Governor

Kathleen Brown (D)

Lieutenant Governor

Gray Davis (D)

Secretary of State

Gwen Moore (D)

Treasurer

David Roberti (D)

Controller

Don Perata (D)
Rusty Areias (D)

Attorney General

Tom Umberg (D)

Supt. of Public Instruction

Delaine Eastin (D)

Insurance Commissioner

Art Torres (D)

Board of Equalization

Dist. 1: Johan Klehs (D)
Dist. 2: Robert Presley (D)
Dist. 3: Ernest Dronenburg, Jr. (R)
Dist. 4: Brad Sherman (D)

United States
House of Representatives

District

1. Dan Hamburg (D)
2. Mary Jacobs (D)
3. No Endorsement
4. Katie Hirning (D)
5. No Endorsement
6. Lynn Woolsey (D)
7. George Miller (D)
8. No Endorsement
9. Ronald V. Dellums (D)
10. Ellen Schwartz (D)
Tim Horan (D)
(Dual)
11. Randy A. Perry (D)
12. Tom Lantos (D)
13. Fortney (Pete) Stark (D)
14. No Endorsement
15. No Endorsement
16. Tom McEnery (D)
Zoe Lofgren (D)
(Dual)
17. No Endorsement
18. Gary A. Condit (D)
19. No Endorsement
20. No Endorsement
21. John L. Evans (D)
22. Marty Stone (D)
23. Kevin Ready (D)
24. No Endorsement
25. No Endorsement
26. No Endorsement
27. Doug Kahn (D)
28. No Endorsement
29. Henry A. Waxman (D)
30. No Endorsement
31. Matthew G. Martinez (D)
32. Julian C. Dixon (D)
33. No Endorsement
34. No Endorsement
35. Maxine Waters (D)
36. Jane Harman (D)
37. Walter R. Tucker III (D)
38. No Endorsement

39. R. O. (Bob) Davis (D)
40. Kevin J. Biggers (D)
41. Richard Waldron (D)
42. No Endorsement
43. Mark A. Takano (D)
44. Steve Clute (D)
45. Brett Williamson (D)
46. Michael Farber (D)
47. Gary Kingsbury (D)
48. Andrei Leschick (D)
49. Lynn A. Schenk (D)
50. Bob Filner (D)
51. Rita K. Tamerius (D)
52. Brian Cochran (D)
- Art Edelman (P&F)

California State Senate

District

2. Mike Thompson (D)
4. Michael H. McGowan (D)
6. Leroy F. Greene (D)
8. Patrick C. Fitzgerald (D)
10. Bill Lockyer (D)
12. Dan McCorquodale (D)
14. Open (D)
No Endorsement (R)
16. Jim Costa (D)
18. Jack O'Connell (D)
20. Herschel Rosenthal (D)
22. Richard G. Polanco (D)
24. Hilda Solis (D)
26. Diane E. Watson (D)
28. Ralph C. Dills (D)
30. Charles M. Calderon (D)
32. Ruben S. Ayala (D)
34. Donna L. Chesson (D)
36. Kay Cenicerros (D)
38. No Endorsement (D)
William A. Craven (R)
40. Steve Peace (D)

California State Assemb

District

1. Dan Hauser (D)
2. James Bainbridge (I)

Y IBEW LOCAL 1245

3. No Endorsement
4. Charles W. Fish (D)
Mark A. Norberg (D)
(Dual)
5. Linda Davis (D)
6. Vivien Bronshvag (D)
7. Valerie Brown (D)
8. Thomas M. Hannigan (D)
9. Phillip Isenberg (D)
10. T. Kathleen Wishnick (D)
11. Bob Campbell (D)
12. John L. Burton (D)
13. Willie L. Brown, Jr. (D)
14. Tom Bates (D)
15. Open (D)
Open (R)
16. Barbara Lee (D)
17. Michael Machado (D)
18. Michael Sweeney (D)
19. Jackie Speier (D)
20. Liz Figueroa (D)
Bob Livengood (D)
(Dual)
21. Byron D. Sher (D)
22. John Vasconcellos (D)
23. Dominic L. Cortese (D)
24. Ed Foglia (D)
25. Margaret E. Snyder (D)
26. Sal Cannella (D)
(No Republican candidate)
27. Bill Monning (D)
28. Mike Graves (D)
29. Michael E. O'Hare (D)
30. Bryn Allison Batrich (D)
Marc Scalzo (D)
(Dual)
31. Cruz M. Bustamante (D)
32. Jack Keally (D)
33. John B. Ashbaugh (D)
34. Timothy G. Hauk (D)
35. Bob Ream (D)
36. No Endorsement (D)
37. Dokrothy S. Maron (D)
38. Josh A. Arce (D)
39. Richard Katz (D)
40. Barbara Friedman (D)

41. Open (D)
42. Wally Knox (D)
43. Adam Schiff (D)
Julia L. Wu (R)
44. Bruce Philpott (D)
45. Antonio Villaraigosa (D)
46. Louis Caldera (D)
47. Open (D)
No Endorsement (R)
48. Marguerite Archie-Hudson (D)
49. Diane Martinez (D)
50. Martha M. Escutia (D)
51. Curtis R. Tucker, Jr. (D)
52. Willard H. Murray, Jr. (D)
53. Debra Bowen (D)
54. Betty Karnette (D)
55. Juanita M. McDonald (D)
56. Bob Epple (D)
57. Martin Gallegos (D)
58. Grace F. Napolitano (D)
59. Margalo Ashley-Farrand (D)
60. No Endorsement
61. No Endorsement
62. Joe Baca (D)
63. Richard Edwards (D)
64. Roberta (Bobbi) Meyer (D)
65. Ruthee Goldkorn (D)
66. David Hendrick (D)
67. Jonathan Woolf-Willis (D)
68. No Endorsement
69. Mike Metzler (D)
70. Jim Toledano (D)
71. Jeanne Costales (D)
72. Allan L. Dollison (D)
73. Lee Walker (D)
74. Poppy DeMarco Dennis (D)
75. Katherine Wodehouse (D)
Fred Clayton (R)
76. Susan A. Davis (D)
77. Tom Connolly (D)
78. Deirdre (Dede) Alpert (D)
79. Denise Moreno Ducheny (D)
80. Julie Bornstein (D)

D: Democrat

R: Republican

P&F: Peace & Freedom

BALLOT PROPOSITIONS

Proposition 1A: the Earthquake Relief and Seismic Retrofit Bond Act
YES

Proposition 1B: safe schools bonds
YES

Proposition 1C: bonds to upgrade public universities and colleges
YES

Proposition 175: renters' tax credit
YES

Proposition 176: tax on non-profit organizations
YES

Proposition 177: access for the disabled
YES

Proposition 178, water conservation tax exclusions
No Recommendation

Proposition 179: mandatory sentences for drive-by slayings
No Recommendation

Proposition 180: park land bonds
YES

**VOTE
JUNE 7**

Negotiators tackle complex problems at Sierra Pacific

From PAGE ONE

homework. By breaking into subcommittees dealing with medical insurance, work rules, and benefits, each union negotiator has become a specialist in at least one area.

Strange Universe

For Grant Garrison, Bob Wilk and Dale Huntsman, that meant voyaging into the strange and bewildering universe of America's health care system.

They knew they couldn't address the problem of rising health care costs at Sierra Pacific without first examining the problem's larger national context. So the three union negotiators holed up for several days at the University of Nevada-Reno library until they felt like they were up to speed on health care issues.

Besides marshalling data, members of the medical subcommittee have fashioned an informal division of labor among themselves.

"I like to look at everything in black and white," says Garrison, who is considered the "numbers man" on the subcommittee. If the company provides figures that are in the least bit vague, Garrison will highlight the discrepancies and get discussions back on a factual footing.

"Grant has the ability," says fellow committee member Wilk, "to take out the gray."

Wilk, for his part, displays a solid grasp of the various political factors at play in the health care issue. He describes with ease the company's bottom line concerns, the role of the consultant hired to evaluate the two current health care plans for Sierra Pacific employees, the potential impact of national health care legislation on

current negotiations, and the significance of an employer coalition on health care of which Sierra Pacific is currently a part.

When the subcommittee needs to get issues in focus, Dale Huntsman is the one they turn to.

"I tend to summarize the situation—clarify where we're at, where we're going, and where we've been," says Huntsman, whose concise manner of speaking suggests a well-ordered manner of thinking. "I like to look at individual issues and put them in larger perspective."

Garrison sums up Huntsman's contribution more bluntly: "Dale has the gift of gab."

Benefits

The task of researching benefits falls to another subcommittee. Composed of Marna Browne, Rita Weisshaar and Paul Martin, this subcommittee has helped the union formulate positions on such issues as pension and 401(K) plans, part time employees, child care, severance, and holidays.

Of these, the pension and 401(K) plans are probably the issues the employees care about most, subcommittee members say.

"With the baby boomers maturing, more people are getting closer to the age of retirement," notes Weisshaar, an eight-year union member.

As members try to visualize their retirement, many have serious doubts about whether the Social Security system will be there for them, Browne adds. As a result, the pension issue seems to be growing in importance in the minds of the members.

Martin says there is "more



Union negotiator Santiago Salazar (above left) serves on the Work Rules subcommittee. Serving on the Benefits subcommittee are (directly above, from left) Marna Browne, Paul Martin and Rita Weisshaar. Medical subcommittee members are (at left, from left) Dale Huntsman, Grant Garrison and Bob Wilk.

determination" on the part of the membership to see some improvement in pensions this time around.

Work Rules

The subcommittee on work practices has an equally challenging assignment.

As electricity generation becomes an increasingly competitive enterprise, examining work practices is not just a way of saving the ratepayer a few bucks. It may be a way of saving jobs.

The challenge to this subcommittee is to evaluate ways of improving efficiency in ways that enhance rather than undermine job security.

Tackling this difficult problem are some of the union's most experienced negotiators, including Gino Aramini who is serving on his 10th general negotiations committee. The other members with bargaining experience are Ken Lutzow, maintenance working foreman, and Scott Downs, line working foreman.

Also serving on this subcommittee are Wayne Paterson, lineman, and Santiago Salazar, System Control and Data Acquisition (SCADA) tech.

As with the other subcom-

mittees, the confidentiality of the negotiating process prevents them from discussing specifics. But clearly they put a high priority on the job security of bargaining unit employees.

Given the drastic workforce reductions taking place around the country, says Salazar, the union is seeking ways of intervening to prevent the loss of jobs.

Active Participation

Tying all the strands together is John Stralla, veteran business representative and chief union negotiator. Although no one has been around long enough to remember for sure, some believe his service to the union dates back approximately to the era of Teddy Roosevelt.

Committee members credit Stralla with giving them the ball and letting them run with it.

"From Day One we were encouraged by John to take an active part in negotiations," says committee member Wilk. "That gives us increased credibility at the table."

Stralla clearly believes his confidence in the committee is justified.

"It's a good group," says

Stralla. "They know what they're doing."

The committee hopes to reach agreement with the company by Nov. 1. The interim agreement expires at the end of the year.

(In a future article, we will look at the "Mutual Gains" bargaining that is being tried in the current Sierra Pacific Power negotiations.)

Don't Patronize

Planning a trip to Las Vegas this summer?

You can enjoy yourself and show support for fellow union members at the same time by avoiding the following non-union hotels, which are on the Nevada AFL-CIO "Don't Patronize" list.

Aladdin Hotel
Barbary Coast
California Hotel
Frontier Hotel
Four Queens hotel
Gold Coast Hotel
Imperial Palace
Lady Luck Hotel
MGM Grand
Palace Station
Rio Suite Hotel
Sam's Town
Vegas World
Westward Ho

Alltel contract increases wages

Local 1245 members working for Alltel in Needles, Ca. and Elko, Nev. received a 3.5% wage hike in a new three-year pact effective May 1.

Employees will receive a 3.5% increase in the second year and a 3% increase in the third year. The pact improves the severance plan and

standby procedures, and increases the expense allowance. But employee co-payments on health insurance will go up.

Negotiating for the union were Anthony Frazer, Janet Peterson, Chuck Stout and Assistant Business Manager Perry Zimmerman.

IBEW Local 1245

Financial Statement

FOR THE YEAR ENDED
DECEMBER 31, 1993

INDEPENDENT AUDITOR'S REPORT

March 14, 1994

To the Officers and Members of the
International Brotherhood of Electrical Workers, Local No. 1245
Walnut Creek, California

We have audited the accompanying statement of Assets, Liabilities and Equity arising from cash transactions as of December 31, 1993 and the related Statement of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No. 1245 for the year ended December 31, 1993. These financial statements are the responsibility of the union's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

Generally accepted accounting principles have not been established for labor organizations. The Local records receipts and disbursements on a cash basis. The basis for its statement of assets, liabilities and equity arising from cash transaction, is described in the note to the statement.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash transactions of Local No. 1245 for the year ended December 31, 1993 and its assets, liabilities and equity at December 31, 1993 in accordance with the basis of accounting described in the note to the Statement of Assets, Liabilities and Equity arising from cash transactions.

DALMAS ACCOUNTANCY CORP.
Certified Public Accountant

EXHIBIT A INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF ASSETS, LIABILITIES AND EQUITY ARISING FROM CASH TRANSACTIONS December 31, 1993

ASSETS		
Cash Accounts and Stock Fund at cost:		
General Fund:		
Wells Fargo Bank - checking accounts	\$ 35,849.03	
Wells Fargo Bank - market rate account	551,032.81	
Wells Fargo Bank - savings account	49,062.75	
Franklin Adjustable U.S. Government Securities Fund at FMV	1,115,762.53	
Variable Rate Government Fund at FMV	1,517,165.40	
Cash funds	5,950.00	
Total General Fund		\$3,274,822.52
Checking Account - Political Donation Fund	19,573.12	
Total current assets		3,294,395.64
200 shares PG&E common stock - at cost		3,388.17
Air Transportation deposit	425.00	
Loans receivable from Energy Workers Center, Inc. (Note 2, 4)		56,554.25
Francella memorial	7,000.00	
Fixed assets (Note 1):		
Automobiles (47) at cost	773,156.05	
Less: allowance for depreciation	589,116.14	184,039.91
Furniture and office equipment - at cost	830,055.48	
Less: allowance for depreciation	521,084.17	308,971.31
Total assets		\$3,854,774.28
LIABILITIES AND EQUITY		
Liabilities:		
IBEW per capita portion of December receipts to forward		\$ 148,201.70
Equity:		
General Fund	3,686,999.46	
Political Donation Fund	19,573.12	3,706,572.58
Total liabilities and equity		\$3,854,774.28

The accompanying Report and Notes are an integral part of these financial statements.

EXHIBIT B INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS For the Year Ended December 31, 1993 SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

Balance, December 31, 1992	\$ 22,413.64
Receipts:	
Total receipts and balance	22,413.64
Disbursements:	
Direct payment made to former employees	22,413.64
Balance, December 31, 1993	\$ -0-

The accompanying Report and Notes are an integral part of these financial statements.

EXHIBIT C INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS For the Year Ended December 31, 1993 POLITICAL DONATION FUND

Cash balance, December 31, 1992	\$ 7,215.15
Receipts:	
Portion of local union dues deposited directly to this fund	20,719.00
Total receipts and balance	27,934.15
Disbursements:	
Labor Hall of Fame	200.00
Refund of dues	11.00
South Bay AFL-CIO	1,400.00
Mike Woo for Mayor	3,000.00
Friends of John Klebs	500.00
Ron Bertelspacker, for Governor of Idaho	200.00
San Mateo Labor Council	750.00
Pete Dutton, Modesto Irrigation District Board	500.00
Central Labor Council-Fresno/Madera	350.00
Central Labor Council-Cope	200.00
Contra Costa Cope	550.00

See NEXT PAGE

LOCAL 1245 FINANCIAL STATEMENT

Campbell Campaign Committee	200.00
Friends of Kathleen Brown	500.00
Cash balance, December 31, 1993	
Wells Fargo checking account	<u>\$ 19,573.15</u>

The accompanying Report and Notes are an integral part of these financial statements.

EXHIBIT D
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
For the Year Ended December 31, 1993

GENERAL FUND

Cash balance, beginning December 31, 1992		<u>\$2,961,246.10</u>
Receipts:		
Local Union portion of receipts:		
"A" members' dues	\$ 111,166.95	
"BA" members' dues	6,863,208.09	
Initiation fees	13,574.86	
Reinstatement fees	608.00	
Agency fees	54,149.90	
Working dues	209,190.48	
Difference in dues	3,259.71	
Retirement Club dues	<u>13,209.50</u>	7,268,367.49
Reimbursements to General Fund:		
Interest and investment income	97,646.26	
Dividends	370.00	
Workmen's compensation dividends	18,802.28	
Refunds and reimbursements:		
Loan payments - Energy Workers Center:		
Interest	4,532.60	
Principal	10,140.93	
Sale of used autos	14,725.00	
Union Shopper	8,151.18	
Other receipts	<u>53,328.91</u>	207,697.16
International portion of receipts:		
"A" members' per capita	223,193.02	
"BA" members' per capita	1,538,011.60	
Initiation fees	11,886.86	
D.B.A.F. fees	146.00	
Reinstatement fees	2,665.00	
Agency fees	13,911.30	
Difference in per capita	2,748.30	
Difference in fees	<u>303.00</u>	1,792,865.08
Total receipts		<u>9,268,929.73</u>
Total balance and receipts		12,230,175.83
Disbursements, per Page 12 of Schedule of Disbursements		<u>8,955,353.31</u>
Cash balance, December 31, 1993, Details in Statement of Assets, Liabilities and Equity		<u>\$3,274,822.52</u>

The accompanying Report and Notes are an integral part of these financial statements.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
SCHEDULE OF CASH DISBURSEMENTS
For the Year Ended December 31, 1993

GENERAL FUND

Affiliation fees:		
International Brotherhood of Electrical Workers	\$1,850,492.38	
San Francisco C.L.C.	4,860.00	
Santa Clara C.L.C.	6,240.00	
Alameda C.L.C.	8,160.00	
Northern Nevada C.L.C.	1,650.00	
Nevada State AFL-CIO	4,200.00	
Nevada State Electrical Association	588.00	
Sacramento C.L.C.	9,300.00	
Contra Costa C.L.C.	6,300.00	
California Federation of Labor	63,000.00	
California State Association of Electrical Workers	33,813.00	
Marin County C.L.C.	819.00	
San Joaquin and Calaveras C.L.C.	2,100.00	
Butte-Glenn C.L.C.	780.00	
Napa-Solano C.L.C.	1,926.00	
Kern-Inyo-Mono C.L.C.	1,350.00	
Fresno-Madera C.L.C.	3,000.00	
Sonoma, Mendocino, Lake C.L.C.	1,920.00	
Merced-Mariposa C.L.C.	1,350.00	
Stanislaus-Tuolumne C.L.C.	1,116.00	
Marysville C.L.C.	400.00	
Humboldt-Del Norte C.L.C.	603.00	
Five Counties C.L.C.	852.00	
Monterey County C.L.C.	363.00	
Government Coordinating Council	600.00	
San Mateo C.L.C.	2,700.00	
Idaho State AFL-CIO	137.76	
Coalition California Utility Workers	3,600.00	
Joint Executive Conference-S.C. Electrical Workers	60.00	
Joint Executive Conference-N.C. Electrical Workers	100.00	
Tri Counties C.L.C.	1,920.00	
California Labor Federation-Retirees dues	12.00	
Forum CC/Napa/Solano Co.	20.00	
Congress of California Seniors	24.00	

Forum-Alameda Retired Members	15.00
Maritime Trades Post Council	420.00
Public Employees Council	50.00
C.L.O.C.	10,500.00
TCC-6	127.20
9th District Manufacturing	120.00
North Eastern Nevada C.L.C.	530.00
Forum Santa Clara Co. #5	<u>15.00</u>
	2,026,133.34

Staff expenses:	
Salaries	\$2,884,120.71
Expenses	226,320.85
Automobile expenses	35,799.08
Administrative expenses	4,038.61
Fitness plan	<u>1,073.22</u>
	3,151,352.47

Research and Education:	
Subscriptions and publications	16,425.53
Public relations	338.43
Scholarship fund	<u>2,019.00</u>
	18,782.96

Office salaries:	
Administration office salaries	323,768.06
Bargaining unit salaries	<u>379,718.81</u>
	703,486.87

Office expenses:	
Rent	138,218.16
Telephone	173,957.67
Postage mail service and meter expense	59,392.74
Print room/printing	39,560.46
Supplies	25,715.53
Equipment maintenance	24,658.65
Data processing	107,243.38
Equipment rental	277.60
Utility reporter	107,498.58
Miscellaneous	11,077.31
Bank charges	(141.49)
Furniture and equipment purchases	24,035.74
Utilities and janitorial	6,102.44
Christmas cards	183.15
Storage	<u>2,684.00</u>
	720,463.92

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	\$ 16,792.82	\$ 15,619.35	\$ 32,412.17
Advisory Council	8,564.45	57,480.49	66,044.94
Trustee Committee	13,151.04	1,654.84	14,805.88
Review Committee	3,544.29	1,483.64	5,027.93
Safety Committee	8,321.31	6,524.25	14,845.56
Shop Steward expenses	15,244.82	37,036.94	52,281.76
Other conferences	10,127.11	41,248.60	51,375.71
Labor Management		10,628.38	10,628.38
J.T. Grievance	772.04	5,126.07	5,898.11
Grievance/FF/LIC		5,140.38	5,140.38
Regional S/S Conference		14,281.26	14,281.26
Women's Conference		<u>188.80</u>	188.80
	<u>76,517.88</u>	<u>196,413.00</u>	<u>272,930.88</u>

Various Other Committees:			
Citizen Utility	22,780.14	9,253.16	32,033.30
Sierra Pacific Power	2,648.84	311.99	2,960.83
U.S. Bureau of Reclamation	1,835.76	3,430.97	5,266.73
Outside Line	8,866.34	9,240.55	18,106.89
Sacramento Muni Utilities District		5,834.67	5,834.67
Regional Transit	2,754.38	3,303.22	6,057.60
Local Union Election	3,175.86		3,175.86
Central Labor Expenses		89.58	89.58
P.U.C.-Case Cost		9,646.33	9,646.33
Leadership		15,776.00	15,776.00
Pacific Gas Transmission		19,567.45	19,567.45
Organizing Expenses	211.20	1,088.37	1,299.57
Pacific Tree		83.77	83.77
Modesto Irr. District	5,034.44	418.88	5,453.32
Merced I.D.	1,553.42	5,431.63	6,985.05
City of Oakland		557.91	557.91
Davey Tree	476.26	5,499.67	5,975.93
Arbor Tree	11,071.00	4,416.10	15,487.10
Truckee Donner P.U.D.		3,114.38	3,114.38
Tri-dam		272.73	272.73
City of Willets		189.46	189.46
City of Berkeley		64.01	64.01
CP National Elko	208.16	744.28	952.44
Wapa		307.84	307.84
Century Cable	268.64	263.28	531.92
City of Healdsburg		30.64	30.64
Bureau of Alameda-Gen. Neg.	76.38	247.17	323.55
Sonic Cable	473.60	144.56	618.16
TCI Reno		37.40	37.40
Concord TV Cable		1,492.87	1,492.87

See NEXT PAGE

LOCAL 1245 FINANCIAL STATEMENT

From PAGE FIFTEEN

	Salaries Paid or Reimbursed	Expenses	Total
City of Redding	14,766.47	3,262.65	18,029.12
A.C. Transit	597.90	44.98	642.88
Mt. Wheeler		14.16	14.16
Oroville-Wyandotte I.D.		133.56	133.56
Wells Rural Electric		114.00	114.00
Shasta Dam PUD		31.26	31.26
Lindmore I.D.		52.00	52.00
Lassen MUD		256.82	256.82
MPTV Cable	246.08	185.93	432.01
Nevada I.D.	179.28	32.62	211.90
So. San Joaquin	744.94	111.59	856.53
Western TV Cable		299.69	299.69
City of Fallon	396.02	3,423.71	3,819.73
Osmose	397.30	26.01	423.31
City of Santa Clara	1,562.44	88.14	1,650.58
City of Lodi	893.76	69.42	963.18
	<u>81,218.61</u>	<u>109,005.41</u>	<u>190,224.02</u>
PG&E Negotiating Committees:			
Departmental:			
Arbitration	10,464.89	15,339.84	25,804.73
Interim Negotiations		3,186.93	3,186.93
Diablo Canyon	2,541.99	1,519.75	4,061.74
Gas servicemen		14.96	14.96
Drug testing	505.26	2,462.57	2,967.83
Negotiations	4,941.55	35,213.18	40,154.73
Re-rate	703.62	788.36	1,491.98
Clerical job	3,198.02	139.92	3,337.94
Miscellaneous general			
office	2,229.41	317.43	2,546.84
Ad HOC		64.37	64.37
EMF Neg. Comm.	4,427.14	2,784.34	7,211.48
G.C. negotiations		43.37	43.37
Transmission		12.00	12.00
Steering Committee		829.04	829.04
Helicopter Committee		25.89	25.89
Telep Consolidated		2,913.29	2,913.29
Geysers		28.49	28.49
CNO Committee		1,143.62	1,143.62
Relocation Clerical/Phy.		257.51	257.51
	<u>29,011.88</u>	<u>67,084.86</u>	<u>96,096.74</u>
Membership expenses:			
Supplies-Local		\$ 17,366.81	
Supplies-Intl.		8,818.00	
Union shopper purchases		963.50	
50th Anniversary supplies		4,599.00	
Lineman Rodeo		7,891.41	
Golf tournament		(2,000.00)	
		<u>37,638.72</u>	

Membership benefits:	
Group life insurance	104,514.48
Unit drawing award	600.00
Individual drawing award	572.07
Service award dinners	18,530.88
Social fund	10,200.00
Flowers and donations	1,387.65
Memorial bibles	206.93
	<u>136,012.01</u>
Payroll taxes:	
Employee portion:	
U.S. income tax withheld	\$ (561,539.86)
California income tax withheld	(147,233.81)
FICA withheld	(233,933.12)
SDI withheld	(23,501.34)
U.S. income tax forwarded	561,539.86
California income tax forwarded	147,233.81
FICA forwarded	233,933.12
SDI forwarded	23,501.34
Local Union portion:	
FICA	228,976.89
California Unemployment	11,146.61
U.S. Unemployment	3,614.83
	<u>243,738.33</u>
Employee benefits:	
Health and Welfare plans	391,746.91
Group life insurance	79,845.82
Pension plan (Note 5)	574,520.56
Administration trustee pension plan	3,300.00
Other costs, pension plans	43,568.50
Administration fees, pension plan	3,300.00
	<u>1,096,281.79</u>
Other disbursements:	
Legal fees	\$ 18,208.79
Hall rentals	61,143.72
Workmen's compensation insurance	81,385.97
Refunds	5,355.77
Audit fees	10,665.00
PRD fees	6,312.38
Charitable donations	13,275.00
Payroll deductions - 401K, savings, credit union dues	4,144.03
Fair Give-a-way	1,164.92
Insurance bond	1,845.00
Insurance-professional liability	15,148.00
Insurance-auto	38,240.00
Insurance-property	2,917.00
Insurance-travel	735.00
Miscellaneous taxes	550.70
Baseball tournament	1,119.98
	<u>\$ 262,211.26</u>
Total General Fund Disbursements	<u>\$8,955,353.31</u>

Members unite to assist union brother Huston Johnson

Local 1245 members and other PG&E employees at the Walnut Creek, Concord, Antioch and Richmond yards have united to assist sub-foreman Huston Johnson.

Johnson, 52, is suffering from pancreatic cancer. The disease has imposed a financial strain on Johnson's family.

"Any time you have a situation like that there's a money pinch," noted Local 1245 member Gene Williams. According to Williams, employees in Walnut Creek, Concord, Antioch, and Richmond

have raised over \$10,000 in donated vacation and cash contributions.

Johnson, a union member since 1966, has worked at various locations in the East Bay during his three decades at PG&E.

"He's very highly thought

of," said Williams.

Johnson and his wife, Jean, have expressed deep gratitude for the outpouring of support.

But Williams said their financial difficulties are not yet over, and that additional contributions would be greatly

appreciated.

Donations can be sent directly to Jean Johnson at the address listed at right.

Despite the turmoil caused by recent downsizing and restructuring at PG&E, union members have not become blind to the more serious difficulties that some individuals face.

Williams said he was deeply moved by the outpouring of support for Johnson.

"It made me feel good about our folks--to know that IBEW members care about one another to that extent," said Williams.

The Johnsons have two grown sons.

"It made me feel good about our folks -- to know that IBEW members care about one another to that extent."

Gene Williams



Contributions for Huston Johnson can be sent directly to:

**Jean Johnson
6 Orinda Ct.
Pittsburg, CA 94565**