

1245

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

Unit Meeting Schedule
Pages 6-7

Legislators blast 'retail wheeling' proposal

A proposal by the California Public Utilities Commission to radically restructure the state's electric industry hit a major speed

bump during hearings at the state capitol last month.

Assembly member Byron Sher, who convened the May 23 hearing, said the CPUC proposal conflicted with existing laws on utility regula-

tion, energy resource planning, and environmental and ratepayer protection. Sher flatly rejected the CPUC's plan to start implementing its proposal in August.

Assembly member Gwen

Moore, who co-chaired the hearing, called the CPUC proposal "a set of provocations, not solutions" and accused the CPUC of attempting to "railroad" its proposal past the legislature.

The CPUC proposal, introduced in April, would attempt to create competitive retail markets in electricity by permitting independent generators to sell directly to consumers, a practice called "retail wheeling" or "direct access." Under current law independent generators can sell electricity to regulated utilities, but are not permitted to sell electricity retail to end-use customers.

Cure Worse than Disease

During the hearing, panelists from labor, ratepayer and environmental groups portrayed the CPUC proposal as a cure worse than the disease. Panelists even disputed the main assumptions on which the entire proposal is based, namely, that creating a competitive retail market in electricity will lower prices and improve the state's "business climate."

Armand Cohen of the Conservation Law Foundation testified that the CPUC sim-

See PAGE FIVE

SMUD pact hikes wages

Employees represented by Local 1245 at the Sacramento Municipal Utility District approved a new four-year Memorandum of Understanding (MOU) that hikes wages, improves benefits, and provides new deferred compensation opportunities.

The agreement, ratified by a large majority last month, raises wages 3.5% in July of 1995, with additional raises of 3% in 1996 and 2.5% in both 1997 and 1998. If the rate of inflation exceeds wages in any of the four years, wages will be adjusted upward accordingly to a maximum of 5%.

The MOU calls for wage reopeners if the inflation rate exceeds 7% in any of the four years. As of Utility Reporter presstime the SMUD Board had not yet given its approval to the negotiated agreement.

Bucking a national trend, the union was able to preserve the employer's existing level of support for medical plan premium payments. Minor improvements were made to the existing dental plan.

A new benefit obtained in the negotiations was spouse and dependent life insurance. Under the MOU, an employee can elect coverage for a spouse in an amount up to 50% of the employee's own coverage. Similar levels of coverage are also now avail-

See BACK PAGE



Local 1245 bargaining committee for SMUD negotiations.

Local 1245 prompts NRC to rethink policy

The Nuclear Regulatory Commission has announced it will consider reducing the scope of drug testing at all US nuclear power plants in the US, due largely to efforts by Local 1245 on behalf of members at PG&E's Diablo Canyon nuclear plant.

The NRC declared last month that it was "reevaluating whether utilities licensed to operate nuclear power plants must conduct random drug testing of those workers who do not perform

safety-related jobs, but who have unescorted access to the plant's protected areas."

The NRC announcement said the reevaluation stemmed, in part, from a June 1992 decision by a three-judge panel of the US Court of Appeals for the 9th Circuit. That decision, responding to a petition from Local 1245, upheld the random drug testing requirement, but it questioned the justification for imposing random drug tests on workers whose jobs do not directly relate to safety-

particularly clerical workers.

Quickly following up on this opening, Local 1245 requested the NRC to exempt from random testing certain clerical workers at Diablo Canyon.

"We've had a long uphill fight on random drug testing issues," said Local 1245 staff attorney Tom Dalzell. "The fact that the NRC is now thinking about modifying its position in a way that could help protect the rights of some of our members is a small but significant victory."



INSIDE

New Office Manager
Page 2

Workers Compensation
Page 3

Organizing Utility Tree
Page 4

New EMF Study
Page 5

Unit Meeting Schedule
Pages 6-7

Legislative Conference
Page 8

Steward's Story
Page 9

S. San Joaquin ID
Page 9

Sandoval Essay
Page 10

Journalism Awards
Page 10

Retiree Corner
Page 11

CALENDAR

June 11
Lineman Rodeo
Livermore, Ca.

September 10
Local 1245
Golf Tournament



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WIPA



Workers here and abroad

Rolling the union on...

Papers Stonewall: The San Francisco Conference of Newspaper Unions filed unfair labor practice charges against the San Francisco Examiner and San Francisco Chronicle. Management has stonewalled contract negotiations, which union leaders see as an attempt to provoke a strike.

China Crackdown: Wei Jingsheng, a former electrician and China's most prominent dissident, was arrested in April by the Chinese government. Among Wei's supposed crimes was writing an article in Hong Kong's Eastern Express in

which he warned foreign business leaders against sacrificing democratic principles in their rush to make money in the Chinese market. Last September Wei was released from prison after serving nearly 15 years for the "crime" of advocating the creation of independent worker organizations. Despite China's abysmal record on workers' rights in particular and human rights in general, President Clinton this month renewed China's "most favored nation" trading status.

Deadly Mines: The Chinese government admits that mine accidents kill an average of 30 Chinese coal miners each day. The actual figure is probably higher, according to China Labor Notes. Mines operated by the prison system are considered the most dangerous of all.

Captive Labor: The Mexican government is planning to turn Mexico City's eight prisons into centers for assembling products for US corporations, according to San Mateo County Labor. Over 100 companies have shown interest in the idea of going from "low" wages to "no" wages. In promotion literature, the Mexican government touts the benefits of the

"captive labor of some 8500 inmates."

Low Priority: US, Canadian, and Mexican officials met at the end of March to discuss the environmental and labor commissions set up in the NAFTA "side agreements." According to a New York Times report, the commission responsible for safeguarding labor standards still has no staff.

Murder: The Indonesian military has been implicated in last year's murder of Marsinah, a 25-year old union steward at a watch factory. According to Free Labour World, Marsinah was last seen alive when she went to army district headquarters last May 5 to protest the detention of 13 fellow workers who had been arrested for union activities. An autopsy revealed she had been raped and beaten with an iron bar. In January Indonesia officially repealed a ban on military intervention in industrial disputes. Since then the army has intervened in at least 23 strikes.

Factories Occupied: Workers in Honduras began occupying factories in the country's maquiladora industry in February after four women were dismissed for trying to form a union at the American-owned MS Mart company.

But We're Sure He Deserves Every Penny: Last year the average CEO of a major US company made 149 times the average factory worker's pay of \$25,317. Michael Eisner, chairman of

Historic strike at Homestead

The labor television series "We Do the Work" presents the historic 1892 strike in Homestead, Pa. in its June program.

Homestead Works was the centerpiece of Andrew Carnegie's steel empire. It became a symbol of America's labor struggles when Carnegie brought in Pinkerton thugs to break a strike. Ten people were killed by Pinkertons.

San Mateo, Ca. TV 60
June 8, 6:30 pm

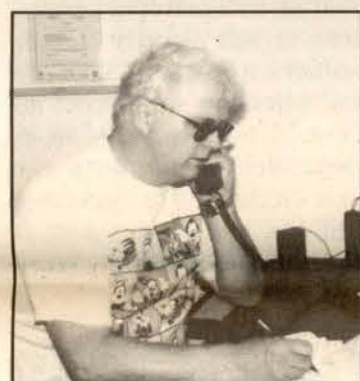
San Francisco, Ca. TV 9
June 19, 2:30 pm

Walt Disney Co., made just over \$203 million in 1993. That comes to \$3.9 million a week, or \$23,238 an hour—every hour. Even when he was sleeping.

No Work: About 30% of the world's labor force is unemployed or underemployed according to the International Labor Organization. Unemployment is forecast to reach 8.6% in industrialized nations by the end of 1994, the highest level since the Depression of the 1930s.

Why So Few Jobs? "Perhaps the most bizarre of our artificial scarcities is the scarcity of jobs. How can there be so few jobs, when there is so much to do? If profit were not the principle guiding human endeavor, we could easily employ a couple of generations just cleaning up the mess: salvaging the environment, curing disease, educating the ignorant, housing the homeless." *Author Barbara Ehrenreich, writing in Dollars & Sense.*

Child Labor: In Bangladesh, tens of thousands of children are working in garment factories for literally pennies a day, according to Label Letter. Many of the children are as young as eight and 20% are under 12. Work shifts of 12 to 14 hours a day are common.



Advisory Council member Jim Dorman last month ended his temporary assignment in the union's Walnut Creek office. Dorman pinch-hit as business representative until the recent return of Sam Tamimi.

Rodriguez joins staff



Julie Rodriguez was named last month as the new office manager at Local 1245 headquarters in Walnut Creek.

Rodriguez was previously employed in a variety of positions at PG&E until she took voluntary severance last year. She hired on at PG&E in 1983.

Rodriguez replaces Phil Carter, who recently became a Local 1245 business representative.

Rodriguez, appearing to have little trouble adapting to the somewhat less formal style to be found in a union hall, said she found the staff to be a "cohesive work group."

Huston Johnson

Union brother Huston Johnson died May 13 after battling cancer.

Huston, 52, worked at various locations in the East Bay during three decades at PG&E. He had been a union member since 1966.

He is survived by his wife Jean, and two grown sons.

'Stress' claims restricted by new law

By Sharon K. Brady

Workers' compensation law has undergone several changes in the past year. One of the most drastic regards the new laws that affect "psyche" claims—often called "stress" claims.

These are claims brought by a worker claiming that on-the-job stress has caused an emotional injury. The injured worker is seeking benefits, which include medical treatment as well as lost wages if the treating doctor states the worker must miss time from work. Stress claims are more difficult to prove than the average claim, because the injury is not "visible."

Under the old standard in effect before July 1993, the injured worker had to show that 10% or more of his or her psychiatric problem was caused by work in order to prove a workers' compensation stress injury. Employers often tried to blame other difficulties—such as family, financial, or health problems—to show that even 10% of the stress was not caused by work.

Under the new rules in effect after July 1993, the standard for proving workers' compensation stress claims has become even more stringent. For most stress claims, the injured worker must show that "actual events of employment" are "predominant" in causing the psychiatric problems. This means that 51% or more of the disability must be caused by work—a significant increase from the old standard of 10%. It means that many stress claims will not be compensable.

When an employee is a victim of or witness to a "violent act," and claims injury to his psyche from the incident, the standard is somewhat lower. For these claims, the amount of stress related to work must be 35%-40% or more.

Certain types of stress claims have also been precluded or severely limited by

the new laws.

If the employee has been employed for less than six months and is claiming stress from general events of employment (e.g., "harassment" by a supervisor), he or she cannot pursue a stress claim. The only exception to this is if the stress was caused by a single, "extraordinary" event, such as a violent act.

If an employee is terminated or laid off by the employer, he or she may not file

In sum, these new rules mean that stress claims are now much more difficult to prove. Many types of stress claims are not compensable at all, and others require a high standard of proof. The high standard of proof places a greater burden on the employee to prove the claim.

If you are treating with a mental health professional, you should work with that person to clearly document work-related problems and missed time. Release slips and chart notes should indicate when you are having work-related difficulties. Discuss with your doctor or counselor how much of your

problem is related to work. If you are taken off work or given medications for work-related stress problems, both you and your doctor should document these events.

If you or your doctor feel you are having work-related problems which constitute the majority of your stress, you should report your injury to your employer immediately. Ask your employer for a claim form. If the employer does not provide one, document your efforts to obtain a claim form, and continue trying. Obtain a claim form from another source if you need to, turn it in to your employer, and keep copies for your records. If you wait until you are disciplined or terminated before you file a claim form, you may not be able to pursue a claim.

If you have questions about psyche claims, or about workers' compensation benefits in general, contact the Law Offices of Mastagni, Holstedt & Chiurazzi. We will be happy to answer your questions.

Any person who makes or causes to be made any knowingly false or fraudulent statement or material representation for the purpose of obtaining or denying workers' compensation benefits or payments is guilty of felony.

These new rules mean that stress claims are now much more difficult to prove. Many types of stress claims are not compensable at all, and others require a high standard of proof.

a stress claim after termination for events occurring before the termination or lay-off.

There are limited exceptions to this rule, including:

- If the stress was due to a "sudden and extraordinary event" (but *not* the termination itself);

- If the employer had notice of the psychiatric injury before serving notice of termination on the employee;

- If the employee was treating for the psychiatric injury before notice of termination;

- If sexual or racial harassment took place;

- * If the injury date claimed is *between* the date the employer served notice and the date the employee was actually terminated.

Employees may not file a workers' compensation claim if their stress arose out of the employers' "lawful, non-discriminatory, good faith personnel action." If the employer is conducting an investigation or taking corrective action against the employee, as long as it is done using proper procedures and with enough facts to warrant investigation, the employee does not have a claim. Even if the action or investigation is later dropped, if the employer acted properly in conducting the personnel action, the employee does not have a compensable claim.

Local 1245 will resist any SoCal-style attack

Jack McNally, IBEW 1245 Business Manager

A labor agreement stands on two legs. Through bargaining, employees get better money, better working conditions, and a measure of job security. Employers get a workplace that is less prone to employee dissatisfaction and disruption, and thus more productive.

Unfortunately, Southern California Gas Company (SoCal) doesn't seem to understand this basic fact of industrial relations. SoCal recently imposed a settlement on its employees that amounts to a full-scale assault on their job security and their standard of living.

SoCal now claims the right to bid out the entire workload of 16 classifications. Unionized employees, represented by Utility Workers Local 132, can be required to match the lowest bidder in order to hang onto the work.

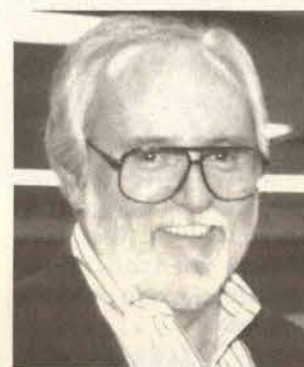
SoCal also claims the right to contract out work in any classification to prevent overtime. This could deplete the regular workforce through attrition and replace unionized employees with non-union contract workers.

SoCal apparently thinks a labor agreement can stand on just one leg. SoCal thinks it can maintain productivity while simultaneously trashing its employees.

This is not a formula for success, which the brilliant thinkers at SoCal will eventually find out. They are destroying important assets on which their long-term success depends: the trust and goodwill of their employees. This one-legged creature won't remain stable for long.

The threat of competition is partly responsible for SoCal's mixed-up thinking. As new players come into the gas and electric business, traditional utilities have to figure out how to survive in the marketplace.

SoCal executives appar-



ently think the way to survive is to intimidate the employees and rob them of their rights. They are dead wrong.

Local 1245 understands that competitive pressures require all employees to work as efficiently as possible. We have repeatedly demonstrated our willingness to change with the times and to help employers adapt to new economic realities.

But we will *never* permit PG&E or any other employer to use "competitive pressures" as an excuse to undermine this union and our obligation to defend the rights of our members. Employees chose Local 1245 to represent them. We not only have a legal right but a moral obligation to defend employees in the classifications covered by our labor agreement. We have no intention of surrendering that right nor turning our back on that obligation.

Any employer who thinks the SoCal experience can be repeated here is going to be in for a very ugly fight.

And it would be a pointless fight as well. Turning employees into enemies is not the route to productivity. To compete effectively, utilities need employees who are skilled and who are loyal. That loyalty must be earned by decent treatment on the job...and at the bargaining table.

No smart competitor chops off one of his legs just before the race begins.

Organizing the trees

Local 1245 has organized line clearance contractors since PG&E first began contracting out the work in the 1960s. Here is a brief history of recent efforts to finish the job of unionizing the industry:

June 1989: NLRB certifies Local 1245 as bargaining representative for tree trimmers at Arbor Tree. Bargaining fails to produce agreement.

February 1992: 100 union tree trimmers in North Valley (Marysville-Oroville-Redding area) strike Asplundh Tree in response to \$2/hour wage cut. Strike is successful, Asplundh leaves area.

March 1992: All Local 1245 strikers at Asplundh are hired by union contractor Davey Tree.

November 1992: Union establishes informational picket at Arbor Tree headquarters in Auburn.

March 1993: Union signs prospective agreement with Asplundh Tree to perform work in Sierra Division (Auburn-Placerville).

April 1993: Asplundh Tree is awarded contract for PG&E's Sierra Division. Arbor no longer performs any work in Sierra Division.

May 1993: Asplundh Tree assumes responsibility for tree trimming in Sierra Division with union contract.

July 1993: Union begins Arbor organizing drive in Coast Valley and Mission Trails Divisions (Monterey south to San Luis Obispo).

November 1993: Arbor Tree signs contract with Local 1245.

January 1994: Arbor Tree expands its PG&E contract to include all of Coast Valley and Mission Trails areas.

February 1994: Local 1245 begins organizing drive at Utility Tree in various locations. Utility Tree is only major non-union line clearance tree trimming contractor still performing work for PG&E.

Campaign targets non-union contractor

Members boost Utility Tree organizing drive

Local 1245 members are providing valuable assistance in the current campaign to organize line clearance tree trimmers at Utility Tree.

Shop stewards in PG&E's Stockton Division and tree trimmers employed by union contractors have helped union staff in identifying Utility Tree work locations and contacting Utility Tree employees.

"Our members understand that the presence of non-union contractors puts downward pressure on everyone's wages and benefits, either directly or indirectly," said Local 1245 Business Manager Jack McNally.

Shop stewards and concerned members have gone out of their way to help the union locate Utility Tree crews. Business Rep. Landis Marttila said it was clear that the members enjoyed "being involved in this campaign."

Utility Tree is the last remaining non-union contractor of any consequence performing line clearance work for Pacific Gas & Electric. Like other non-union contractors before it, Utility Tree at-

tempts to gain a competitive advantage by incorporating substandard wages into its bids for PG&E contracts.

"Putting wages into competition hurts all tree trimmers—both union and non-union," said Marttila.



Business Rep. Landis Marttila distributes information packets and union authorization cards to Utility Tree employees in Stockton area last month.

"We have no quarrel with the Utility Tree employees," he added. "They're stuck in a bad situation and we're determined to change that situation."

Strike of 1992

Involving the wider membership in tree organizing is nothing new.

In 1992, Local 1245 members participated in an unprecedented mobilization to assist 100 tree trimmers engaged in a critical strike against Asplundh Tree. Members at unit meetings throughout the union's jurisdiction voted unanimously for a dues assessment to aid the strikers.

Large sums were quickly raised through individual cash contributions, and members joined strikers on the picketlines.

These highly-visible demonstrations of support from other union members helped the strikers maintain their resolve and eventually helped produce a victory for the union.

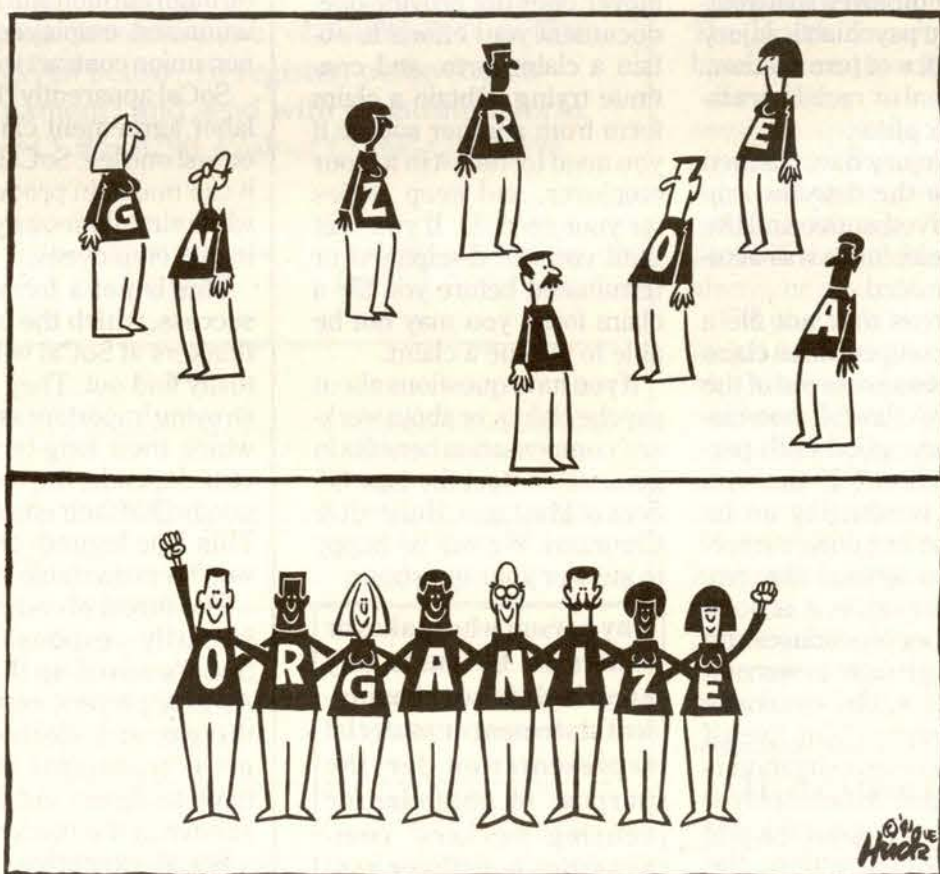
Asplundh has since repaired its relationship with Local 1245 and has resumed its status as a union contractor.

"We all learned a lot about unity during that strike," said Bob Irwin, a member of the union's negotiating committee during the Asplundh strike. "People still talk about it. It's like a bond that's still there between people in this union."

Marttila urged union members to be on the lookout for Utility Tree crews working in Sierra, Sutter, Nevada, Yolo, Solano, San Joaquin and El Dorado Counties. Members who spot crews in the field should call the union hall at once.

Marttila said union members should be friendly to Utility Tree employees and "talk up" the union.

"Remember, these guys are not our enemy," he said. "One of these days they're going to be part of this union. It's in their best interest and it's our job to help them see that."



Legislators blast 'retail wheeling' proposal

From PAGE ONE

ply failed to understand the reason for today's high electricity prices. Those prices, Cohen said, reflect past costs incurred by the utilities, including power contracts negotiated in previous decades as well as expensive nuclear investments.

Retail wheeling "can't get rid of those costs," said Cohen. "They're there." How those historic costs are finally distributed is a separate issue from the actual cost of producing power today.

Cheaper power supplies are now available and can be accessed through "market option processes" operated by utilities, Cohen noted. He said there is no reason to believe that consumers could obtain those power supplies any more cheaply through retail wheeling.

Business Cycles

The CPUC's proposal was also criticized for failing to understand the basic characteristics of competitive markets.

Attorney Tom Adams, representing unionized utility employees, observed that a competitive retail market in electricity would be subject to business cycles, just like any other market. The CPUC proposal focuses on just one aspect of that cycle: when supply exceeds demand, prices fall.

But the business cycle also has a back side. As falling prices make it less attractive to produce, producers leave the market. This, in turn, will lead to rising prices and possible shortages.

If California's electricity supplies are left to the whims of the competitive market, Adams predicted, the state "will face high electricity

prices and scarce supply and possibly brown outs."

Contrary to the CPUC's claim, retail wheeling would not make California more attractive to business. Instead, by creating instability in electric price and supply, retail wheeling "could damage the business climate in the state of California and discourage investment."

Adams, representing the newly-organized California Utility Employees, spoke on behalf of employees belonging to several utility unions, including members of Local 1245.

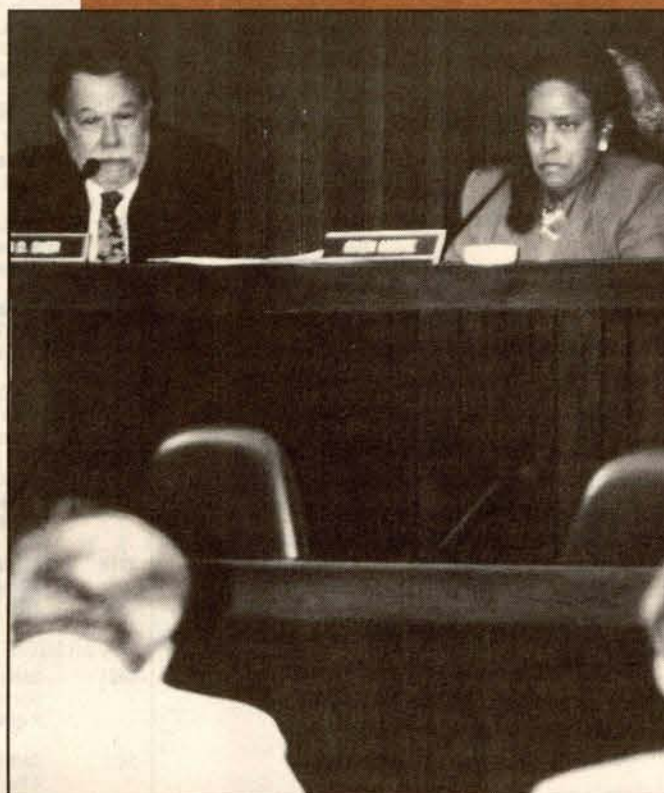
Partners?

In response to the barrage of criticism, CPUC President Daniel Fessler attempted to distance himself from the previously-announced August deadline and went out of his way to reassure legislators that they would be full partners in any effort to restructure utility regulation.

But it is unclear if legislators will want to partner up with the CPUC in pursuit of retail wheeling.

Sher, who chairs the Assembly Natural Resources Committee, showed little interest in moving hastily on utility restructuring. Moore, who chairs the Utilities and Commerce Committee, noted that she had proposed a legal prohibition on retail wheeling "because of the enormous operational and financial instability it creates for all entities who provide electric service."

Nonetheless, the CPUC has put retail wheeling on the state's political agenda and large industrial consumers of electricity will be pushing for its enactment. If they succeed in getting rate relief for themselves, other cus-



CPUC President Daniel Fessler (foreground) faced tough questioning from Assembly members Byron Sher (left) and Gwen Moore.

tomers will find their burden increased.

Jim Florio, who testified on behalf of the consumer group Toward Utility Rate Normalization (TURN), put the matter bluntly: "Somebody is going to have to be worse off in order for somebody to be better off."

TURN worries, with good reason, that the rate burden will be shifted onto residential and small commercial ratepayers.

Environmental Risk

Environmentalists worry that renewable energy production and energy efficiency measures will also be victims if retail wheeling is enacted.

Testifying on behalf of the Natural Resources Defense Council, Ralph Cavanagh warned that the CPUC proposal "threatens to unleash significant and irreversible damage to both California's economy and its environment."

In recent years, Cavanagh noted, PG&E and Southern California Edison have become national leaders in promoting energy efficiency. This has been due, in part, to innovative ratemaking by the CPUC, which permits utilities to profit from energy sav-

ings as well as energy production.

But under the CPUC's retail wheeling proposal, Cavanagh said, energy conservation programs "would be automatic money-losers for utilities." The proposal would result in customers "with much less to gain by saving electricity."

"Stranded Investments"

One of the biggest uncertainties surrounding retail wheeling is the extent to which utilities would be entitled to compensation for "stranded investments."

Under the CPUC proposal, large consumers who turn to independent generators would have to pay a "transition charge" to utilities. In theory the transition charge could serve to level the playing field between utilities and independent producers. But it could just as easily be structured in a way that favors one or the other.

Ed Texeira, director of the Ratepayer Advocates Division within the CPUC, proposed during the May 23 hearing that this issue should be clarified up front so that parties engaged in the debate have at least some idea of how costs will be allocated.

Study links cancer with EMF exposure

Utility workers with greater than average cumulative magnetic field exposures are three times more likely to develop acute myeloid leukemia (AML) than less-exposed workers, according to a recently-completed industry-sponsored study.

However, because no dose-response relationship was observed for AML, scientists conducting the study advised that "caution must be exercised in interpreting the present results as evidence of a causal association."

The study, conducted by two Canadian and one French electric utility, showed that workers with the greatest exposures to magnetic fields had 12 times the expected rate of a type of brain tumors known as astrocytomas. But the study found no connection between magnetic field exposure and male breast cancer, prostate cancer or skin melanoma, three cancers which have been linked to EMFs in previous studies.

"The methods were excellent, but the results are murky," said Dr. David Savitz, an American researcher currently conducting an EMF study for the Electric Power Research Institute.

Savitz told Microwave News that the Canadian-French study "increases the evidence that magnetic fields are linked to cancer."

The investigators controlled for workers' exposures to known and possible carcinogens—including ionizing radiation and chemicals such as benzene. There was little change in the observed risks when these agents were taken into account.

Local 1245 continues to monitor EMF studies through its joint committee with PG&E.

Assemblywoman Gwen Moore noted that she had proposed a legal prohibition on retail wheeling "because of the enormous operational and financial instability it creates for all entities who provide electric service."

SAN JOAQUIN				Jul	Aug	Sep	Oct	Nov	Dec				
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.	5	9	6	11	8	13				
1112	BAKERSFIELD Labor Hall 200 W. Jeffery St.	Chairman: C. Davis	Wednesday 7:00 p.m.	13	10	14	12	9	14				
1113	MADERA Madera Valley Inn 317 N. "G" St.	Chairman: M. Micheli	Thursday 5:15 p.m.	7	4	1	6	3	8				
1117	WASCO El Barrilito 5th & G St.	Chairman: D. Scott	Thursday 4:00 p.m.	14	11	15	13	10	15				
1118	CRANE VALLEY The Kettle 40251 Hwy 41	Chairman: R. Newton	Wednesday 7:30 p.m.	6	3	7	5	2	7				
1120	SELMA Ramonas Front St.	Chairman: P. Sandoval	Wednesday 4:00 p.m.	20	17	21	19	16	21				
1122	MERCED IRRIG. DIST. Moose Lodge Hiway 140	Chairman: V. Bergman	Tuesday 7:30 p.m.	5	2	6	4	1	6				
1123	MERCED Branding Iron 640 W. 16th	Chairman: M. Massey	Wednesday 5:30 p.m.	13	10	14	12	9	14				
1124	LOS BANOS Wool Growers Inn 609 H Street	Chairman: B. Howard	Thursday 5:00 p.m.	14	11	8	13	10	15				
1127	TAFT Bartolos 1015 4th	Chairman: D. Harp	Tuesday 5:15 p.m.	12	9	13	11	1	13				
1128	LEMOORE Fleet Reserve 788 D St.	Chairman: M. Ormande	Monday 5:30 p.m.	11	8	12	10	7	12				
1129	AUBERRY Tony's Auberry Road	Chairman: T. Moore	Tuesday 5:45	12	16	13	18	15	20				
COAST VALLEYS													
1211	SALINAS Am. Legion Hall 14 W. Laurel Dr	Chairman: G. Hernandez	Tuesday 5:00 p.m.	5	9	6	4	8	6				
1212	MONTEREY Big Joes BBQ 1200 Olmstead	Chairman: M. Oleata	Wednesday 5:00 p.m.	13	17	14	12	16	14				
1213	KING CITY Veterans Bldg. 599 Bitterwater Rd.	Chairman: J. Sportsman	Thursday 4:30 p.m.	7	11	8	6	10	8				
1215	SAN LUIS OBISPO Margies Diner 1575 Calle Joaquin	Chairman: N. Molnar	Thursday 4:00 p.m.	7	11	8	6	10	8				
1216	SANTA MARIA Concourse Bowling Orcutt	Chairman: B. Bell	Tuesday 4:00 p.m.	5	9	6	4	8	6				
1217	TEMPLETON Am. Leg. Hall Templeton	Chairman: F. Teague	Tuesday 4:00 p.m.	12	16	13	11	15	13				
1218	MPTV CABLE Big Joes BBQ 1200 Olmstead	Chairman: G. King	Tuesday 7:00 p.m.	12	16	13	11	15	13				
1219	HOLLISTER Paine's Rest. 421 East St	Chairman: J. Vermilyer	Wednesday 5:00 p.m.	6	10	7	5	9	7				
1220	DIABLO CANYON Margies Diner San Luis Obispo	Chairman: D. Lockwood	Wednesday 5:00 p.m.	6	17	7	5	16	7				
1221	BUELLTON Antonios Pizza	Chairman: J. Lovercheck	Monday 4:00 p.m.	11	15	12	10	14	12				
1223	DIABLO CANYON Community Ctr. Avila Beach	Chairman: W. Oakley	Wednesday 2:00 p.m.	6	17	7	5	16	7				
PIPE LINE													
1121	KETTLEMAN PSEA Club Kettleman Station	Chairman: P. Altamirano	Tuesday 5:30 p.m.	19	16	20	18	15	20				
1311	HINKLEY PSEA Rec Rm Hinckley Station	Chairman: S. Valdez	Wednesday 5:30 p.m.	6	3	7	5	2	7				
1313	TOPOCK Rec Rm Park Moabi	Chairman: K. Feil	Thursday 4:30 p.m.		4		6		8				
SANTA CLARA													
1411	CITY OF SANTA CLARA Vesuvius El Camino	Chairman: J. Hershman	Thursday 5:30 p.m.	14	11	8	13	10	8				
SAN JOSE													
1501	SAN JOSE CLERICAL Super 8 Motel 4th Street	Chairman: S. Weeks	Tuesday 6:30 p.m.	5	2	6	4	1	6				
1511	SAN JOSE PHYSICAL Super 8 Motel 4th Street	Chairman: M. Jensen	Tuesday 6:30 p.m.	5	2	6	4	1	6				
1512	BELMONT T.W.U. Local 505 1521 Rollins Rd. Burlingame	Chairman: B. Quinn	Wednesday 5:30 p.m.	13	10	14	12	9	14				
1513	SANTA CRUZ VFW Post #7263 2259 7th Ave.	Chairman: A. Garza, Jr	Monday 7:00 p.m.	11	15	12	10	14	12				
CITY OF OAKLAND													
2211	OAKLAND GENERAL The Flanker 45 Hegenberger	Chairman: L. Rodriguez	Thursday 5:00 p.m.	21	18	15	20	17	15				
EAST BAY													
2301	EAST BAY CLERICAL White Knight 3150 Pierce St.	Chairman: P. Kelleher	Thursday 6:30 p.m.	14	11	8	13	10	8				
2311	OAKLAND Francescos Hegenberger & Pardee	Chairman: R. Chance	Tuesday 5:30 p.m.	5	2	6	4	1	6				
2314	HAYWARD/FREMONT 28827 Mission Fremont	Chairman: B. Coutts	Thursday 6:00 p.m.	14	11	8	13	10	8				
2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: B. Bolen	Thursday 7:00 p.m.	14	11	8	13	10	8				
2317	ANTIOCH Humphreys One Marine Plaza	Chairman: J. Dorman	Tuesday 7:00 p.m.	12	9	13	11	8	13				
2318	RICHMOND White Knight 3150 Pierce St	Chairman: C. Jackson	Wednesday 4:45 p.m.	6	3	7	5	2	7				
SAN FRANCISCO													
2401	SAN FRANCISCO CLERICAL Sheraton Palace 2 New Montgomery	Chairman: F. Marshall	Wednesday 5:30 p.m.	13	10	14	12	9	14				
2412	SAN FRANCISCO 4 Berry Street Embarcadaro	Chairman: M. Phillips	Wednesday 5:30 p.m.	6	3	7	5	2	7				
STOCKTON													
2511	STOCKTON Ed Stewart Post 3110 N. West Ln	Chairman: R. Ruse	Thursday 7:00 p.m.	14	11	8	13	10	8				
2512	ANGELS CAMP Mikes Pizza 294 S. Main	Chairman: W. Fippen	Wednesday 5:00 p.m.	6	3	7	5	2	7				
2513	JACKSON Gold Cntry Pizza 525 S. Hwy 49	Chairman: D. Schulze	Tuesday 5:00 p.m.	5	2	6	4	1	6				
2515	MODESTO Sundial Lodge 808 McHenry	Chairman: T. Fortune	Wednesday 5:30 p.m.	13	10	14	12	9	14				
2516	LODI Angelina's 1420 W. Kettleman	Chairman: B. Fisher	Thursday 4:00 p.m.	7	4	1	6	3	1				
2517	SONORA Stuft Pizza Hiway 108 E.	Chairman: D. Turnes	Tuesday 5:00 p.m.	12	9	13	11	8	13				
2518	MODESTO IRRIG. DIST Sundial Lodge 808 McHenry	Chairman: D. Pittman	Wednesday 4:00 p.m.	6	3	7	5	2	7				
PACIFIC GAS TRANSMISSION													
3012	SAND POINT Crew Room 550 Samuels	Chairman: T. Anderson	Thursday 5:30 p.m.	14	11	15	13	10	15				
3022	KLAMATH FALLS PTT Station Klamath Falls	Chairman: D. Poole	Monday 7:00 p.m.	11	8	12	10	7	12				
3023	WALLA WALLA Jack's Fountain Book Nook/Main St	Chairman: F. Locati	Wednesday 7:00 p.m.	13	10	14	12	9	14				
3024	REDMOND Pietro's Pizza 413 W. Glacier	Chairman: M. Latta	Tuesday 7:00 p.m.	12	9	13	11	8	13				
3025	SPOKANE Chapter 11 Rest W 7720 Sprague Ave	Chairman: J. Fifield	Thursday 7:00 p.m.	14	11	15	13	10	15				
HUMBOLDT													
3111	EUREKA Labor Temple 9th & E St	Chairman: J. Russell	Tuesday 7:30 p.m.	12	9	13	11	15	13				
SHASTA													
3212	REDDING Uppercrust Pizza 3655 Meadowview	Chairman: A. Streetman	Wednesday 5:15 p.m.	13	10	14	12	9	14				
3213	BURNEY Sam's Pizza Johnson Park	Chairman: T. Merrymee	Tuesday 6:00 p.m.	12	9	13	11	8	13				

UNIT MEETING SCHEDULE JULY - DECEMBER 1994

				Jul	Aug	Sep	Oct	Nov	Dec			Jul	Aug	Sep	Oct	Nov	Dec				
3214	RED BLUFF The Red Barn #5 Chestnut	Chairman: H. Iness	Thursday 5:30 p.m.	14	11	15	13	10	15			3011	SACRAMENTO REGIONAL TRANSIT 65th Club 65th and Broadway	Chairman: L. Gill	Thursday 4:45 p.m.	14	11	8	13	10	8
CITY OF REDDING												3811	SACRAMENTO Florin Odd Fellow 8360 Florin Rd	Chairman: D. Norris	Wednesday 6:00 p.m.	6	3	7	5	2	7
3217	CITY OF REDDING Best Western 2300 Hilltop	Chairman: J. Kropholler	Thursday 5:30 p.m.	7	4	8	6	3	8			3812	VACAVILLE Days Inn 1571 Monte Vista	Chairman: B. Semas	Monday 5:30 p.m.	18	15	19	17	21	19
NEVADA												3814	WOODLAND American Legion 523 Bush Street	Chairman: K. Stice	Thursday 5:30 p.m.	7	4	1	6	3	1
3311	RENO IBEW Hall 2713 E. 4th St	Chairman: D. Moler	Wednesday 7:00 p.m.	6	3	7	5	2	7			3911	SMUD Ctrl. Labor Cncl. W. El Camino & 880	Chairman: G. Ritchie	Wednesday 5:00 p.m.	13	10	14	12	9	14
3312	CARSON CITY Cheers	Chairman: P. Lantis	Monday 5:30 p.m.	11	8	12	10	14	12			3912	FRESH POND (SMUD) Moose Lodge Hwy 50-Frontage Rd	Chairman: G. Stoffer	Tuesday 6:00 p.m.	5	2	6	4	1	6
3314	SOUTH LAKE TAHOE Moose Lodge	Chairman: B. McMillen	Thursday 5:30 p.m.	7	4	8	6	3	1			3914	GEYSERS (SMUD/CCPA) Ltl. Red Schlhouse Bottle Rock Road	Chairman: J. Montrose	Wednesday 6:15 p.m.	20	17	21	19	23	21
3315	MT. WHEELER/ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: R. Miller	Wednesday 4:30 p.m.	20	17	21	19	16	21			CITIZENS UTILITIES COMPANY									
3318	ELKO Stockmen's Hotel Elko	Chairman: D. Carone	Tuesday 6:00 p.m.	12	9	13	11	8	13			4012	SUSANVILLE Grande Cafe 730 Main St.	Chairman: J. Deal	Thursday 5:15 p.m.	14	11	15	13	10	15
3319	WELLS R.E.C. B and C Saloon Wells, NV	Chairman: C. Swett	Thursday 6:30 p.m.	21	18	22	20	17	22			4013	ALTURAS The Brass Rail Hwy 395	Chairman: M. Nelson	Wednesday 5:30 p.m.	13	10	14	12	9	14
3320	NORTH LAKE TAHOE Carpenters Hall Kings Beach	Chairman: H. Bartolomil	Wednesday 5:30 p.m.	20	17	21	19	16	21			4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: D. Vipond	Thursday 5:30 p.m.	28	25	29	27	17	29
DESABLA												4015	BURNEY - CUCC Sam's Pizza Hwy 299 E	Chairman: B. Burlison	Wednesday 5:30 p.m.	6	3	7	5	2	7
3411	CHICO Mtn. Mike's Pizza 1782 N. Mancroor	Chairman: T. Rist	Thursday 7:30 p.m.	21	18	22	20	17	22			DAVEY TREE									
3412	QUINCY Moons Pizza Lawrence Street	Chairman: J. Dolloff	Wednesday 7:00 p.m.	6	3	7	5	2	7			4404	DAVEY TREE/OAKLAND Francescos Hegenberger & Pardee	Chairman: M. Gonzalez	Tuesday 4:30 p.m.	5	2	6	4	1	6
3417	PARADISE Red Lion Pizza 6011 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	7	4	8	6	3	8			4406	DAVEY TREE/PARADISE Red Lion Pizza 6011 Skyway	Chairman: P. Ely	Thursday 5:30	7	4	8	6	3	8
DRUM												4412	TREE TRIMMERS/SANTA CRUZ Adolph's 525 Water St	Chairman: S. Serrano	Thursday 6:00 p.m.	14	18	15	13	17	15
3511	AUBURN Moose Lodge Sacramento & High	Chairman: T. Andreucci	Tuesday 6:00 p.m.	12	9	13	11	8	13			4416	DAVEY TREE/SELMA China Garden 2719 Whitson	Chairman: A. Sanchez	Thursday 6:30 p.m.	21	18	22	20	17	22
3512	ROSEVILLE Zorro's Pizza 1125 Orlando Plaza	Chairman: R. Wilkins	Monday 5:30 p.m.	11	8	12	10	14	12			4418	DAVEY TREE/EUREKA Eagles Hall 11th St., Arcata	Chairman: F. Gratz	Monday 5:00 p.m.	11	8	12	10	14	12
3513	GRASS VALLEY The Office 102 Richardson St	Chairman: B. Cox	Wednesday 6:00 p.m.	13	10	14	12	9	14			4419	DAVEY TREE/REDDING Angelo's Pizza 1774 Calif. St	Chairman: B. Irwin	Wednesday 5:00 p.m.	20	17	21	19	16	21
3813	PLACERVILLE The Hoosgow 2864 Ray Lawyer	Chairman: G. Park	Thursday 4:30 p.m.	14	11	8	13	10	15			4420	DAVEY TREE/NAPA Pietro's 999 Trancas St	Chairman: M. Linley	Tuesday 5:00 p.m.	19	16	20	18	15	20
COLGATE												4421	DAVEY TREE/BELMONT 1153 Cress Dr. Foster City	Chairman: R. Gomez	Wednesday 5:30 p.m.	20	17	21	19	16	21
3611	MARYSVILLE Marcellas 1245 Bridge St.	Chairman: J. Edwards	Wednesday 6:00 p.m.	6	3	7	5	2	7			OUTSIDE LINE									
3613	OROVILLE Eagles Hall 2010 Montgomery	Chairman: P. Gates	Tuesday 5:15 p.m.	19	16	20	18	15	20			4911	OUTSIDE LINE/SACRAMENTO 2840 El Centro Sacramento	Chairman: W. Branson	Saturday 10:00 a.m.	9	13	10	8	12	10
NORTH BAY												4912	OUTSIDE LINE/RIVERSIDE 1074 La Cadena Dr Riverside	Chairman: J. Johnstone	Wednesday 8:00 p.m.	13	10	14	12	9	14
3711	MARIN COUNTY Zim's Rest. Northgate Shop Ctr.	Chairman: J. Findley	Thursday 5:30 p.m.	14	11	8	13	10	8			<div><div>Attend Your Unit Meetings!</div><div>Members: some unit meetings have recently changed their date, time or location. Please check this listing for current information.</div></div>									
3712	SANTA ROSA Mary's Pizza Marlow & Piner	Chairman: B. Symons	Tuesday 7:00 p.m.	5	2	6	4	1	6												
3713	E. GEYSERS Ltl Red School House Bottle Rock Rd	Chairman: R. Runnings	Wednesday 6:00 p.m.	20	17	21	19	23	21												
3714	UKIAH Discovery Inn 1340 N. State St	Chairman: K. Wilson	Wednesday 7:30 p.m.	6	3	7	5	9	7												
3715	LAKEPORT Senior Center 521 Konocti Ave	Chairman: B. Dawson	Tuesday 7:00 p.m.	5	2	6	4	8	6												
3716	NAPA/VALLEJO Nubians Solano Ave., Vallejo	Chairman: J. Kent	Thursday 7:00 p.m.	7	4	1	6	3	1												
3717	FORT BRAGG/PT ARENA Masonic Temple 428 N. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	21	18	22	20	10	22												
3718	W. GEYSERS Best Pizza Healdsburg Ave	Chairman: A. Maclean	Tuesday 6:30 p.m.	19	16	20	18	22	20												

Attend Your
Unit Meetings!

Members: some unit meetings have recently changed their date, time or location. Please check this listing for current information.

Deforming the law

Radio commentator Jim Hightower recently offered these views on his national radio program.

No matter how cynical you get, it's almost impossible to keep up, isn't it?

Well, grab an aspirin—you'll need it when you get an earful of this. Twenty-two huge corporate defense contractors are now stalking the halls of Congress trying to get our lawmakers to "reform" something called "The False Claims Act."

Now, excuse me—I was born at night, but it wasn't last night. When such heavies as GE, Rockwell, Boeing, Martin-Marietta and McDonnell Douglas say they want to "reform" a law that punishes corporate fraud...they really mean "deform." And that's the case here.

The False Claims Act is our nation's toughest anti-white-collar-crime law. It fines corporations that cheat us taxpayers on stuff they sell to the Pentagon. We just had yet another case of this disclosed—did you see it? A contractor sold \$10.77 spark-plug connectors to the Navy...for \$544 each.

This outrage was revealed by three courageous whistleblowers, who are protected and rewarded for their honesty under the very False Claims Act that the 22 giant contractors now want to "reform." What reform do they have in mind? Right. Do away with the Whistleblower provisions and substitute a "voluntary disclosure program."

Well, take another aspirin because here comes the finale: 20 of the 22 corporations trying to gut this anti-fraud law have themselves been caught within the last three years defrauding our government, most of them more than once—here's Rockwell with four cases against it, Martin-Marietta with five, Hughes Aircraft with nine and GE with sixteen!

California AFL-CIO Legislative Conference

Anti-union forces plot to capture Legislature

Working people ignore politics at their own peril.

This was the stark message delivered to delegates attending the Legislative Conference sponsored by the California Labor Federation and the Building and Construction Trades Council of California in Sacramento last month.

State Senate President Pro Tem Bill Lockyer warned the delegates that ultra-conservative politicians with an anti-labor agenda are positioning themselves to take over the California Legislature.

During the past 12 years, Lockyer said, the Legislature has managed to beat back anti-labor legislation favored by Republican governors.

"The reason we're all here today," Lockyer told the assembled unionists, "the reason we're still alive and still able to tackle labor's legislative agenda is very simple: throughout every one of those 12 long years we've maintained our pro-labor majorities in the state Assembly and in the state Senate."

The Democratic majorities that have defended labor are now under a concerted attack. An ultra-conservative Political Action Committee with strong ties to the religious right gave more than \$3.6 million to anti-labor candidates and causes in 1992-93, Lockyer said.

As labor's long-time allies are forced out of office by the "term limits" law, anti-union elements could win control



State Senate President Pro Tem Bill Lockyer warns of anti-labor agenda.

of the Legislature, he warned.

A leader of this effort is billionaire builder Howard F. Ahmanson, Lockyer said. In 1992, Ahmanson told a Sacramento publication: "My purpose is total integration of Biblical law into our lives."

Lockyer said Ahmanson's movement interprets the Bible "in a very selective way."

"Their agenda starts with lots of tax breaks to make the rich richer and continues with this trend of destroying the middle class and having an increasingly polarized, third-world economic status," Lockyer said. "It's also anti-union."

More Schools

Assemblywoman Delaine Eastin made an impassioned plea for better schools for educating California's children. Eastin, who won labor's endorsement for Superintendent of Public Instruction, reminded delegates of the position taken by the first president of the American



Treasurer Kathleen Brown addresses California AFL-CIO Legislative Conference.

Federation of Labor, Samuel Gompers.

"Gompers said what labor wants is more schools and less prisons," said Eastin.

"In the entire history of the civilized world, can you name me one country that is considered great because it had the best prison system?"

"If you concentrate on building the finest prisons and neglect your children's education, then you'll never be able to build enough jails."

Eastin pointed out that 82% of the people in California prisons dropped out of high school and never completed their high school education.

"You want to deal with the

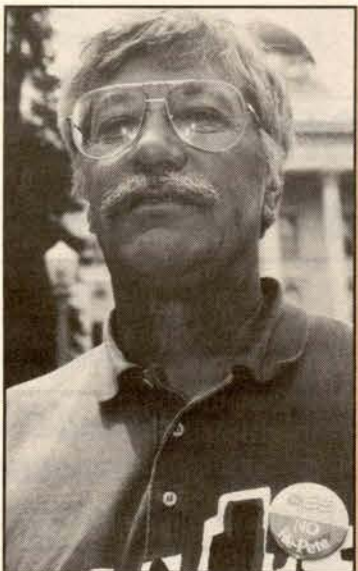
problem of crime? Then let us help these young people get through high school," Eastin said.

Eastin noted that California spends less than \$1,000 on vocational training for a high school student while spending \$5,800 on vocational training for each person in state prison.

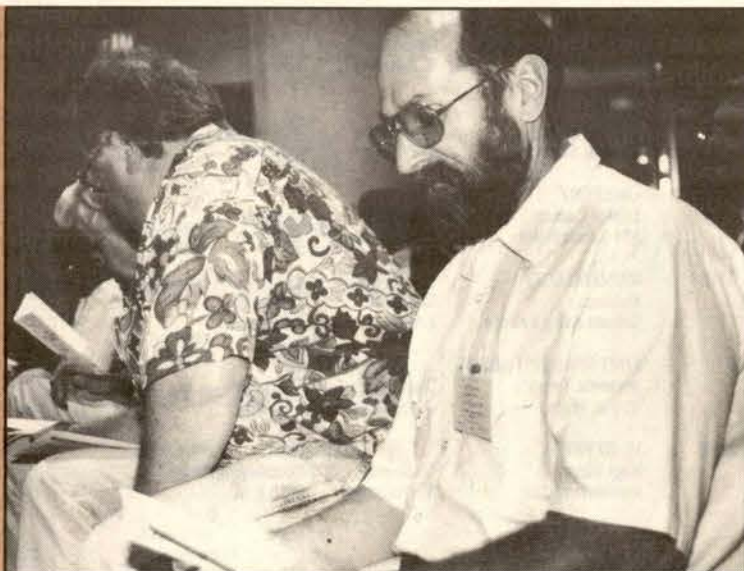
"More schools and less prisons was what Gompers was talking about, and the only way you can get there is if you build the schools. The truth is that children without skills are not going to be able to compete in this economy," Eastin said.

Also addressing the conference was Treasurer Kathleen Brown, who thanked the delegates for labor's endorsement in the governor's race, state Senator David Roberti, California AFL-CIO Executive Secretary John Henning, and Bob Balgenorth, president of the State Building and Construction Trades Council of California. Following a review of important labor bills pending in the Legislature, delegates went to the Capitol to meet with legislators and urge them to support the interests of working people.

An ultra-conservative Political Action Committee with strong ties to the religious right gave more than \$3.6 million to anti-labor candidates and causes in 1992-93.



Local 1245 Vice President and COPE delegate Jim McCauley (left) sports "No Re-Pete" button, clearly stating labor's position on Gov. Pete Wilson's bid for reelection. At right, Local 1245 President and COPE delegate Howard Stiefer studies booklet listing current legislative bills of interest to labor. Also checking out the list of bills are Local 1245 Executive Board members Ron Blakemore and Mike Davis.





Local 1245 President Howard Stiefer (right) swears in new Advisory Council members Terry Andreucci (left) and Keith Burkhardt at the May Advisory Council meeting.

Agreement hikes wages at South San Joaquin ID

Local 1245 members recently ratified a new four-year agreement with the South San Joaquin Irrigation District that provides for wage hikes ranging from 2.7% to 6.5% in the first year and cost-of-living adjustments (COLAs) in succeeding years.

Bargaining unit employees will receive a minimum wage increase of 2% in each of the last three years of the agreement, with a maximum of 5% in any year.

The pact also provides a

half-percent equity adjustment for ditch tenders in the second year. In the third year the employer will pick up part of the employees' contribution to the Public Employees Retirement System (PERS).

Under the new agreement, employees with over 20 years of service will receive extra vacation days.

Serving on the bargaining committee were Robert Geer, Luz Juarez, Ron Strmiska, Jr., Sam Bologna, and Frank Avila, along with Business Rep. Gary Mai.

Outside Line pact ratified

New contracts approved last month will boost wages for Local 1245 members in Outside Line Construction.

The contracts were negotiated with the Western Line Constructors Chapter of the National Electrical Contractors Association (NECA) and with Henkels and McCoy.

The three-year agreements provide identical wage hikes of 2%, 2.5% and 2.5%.

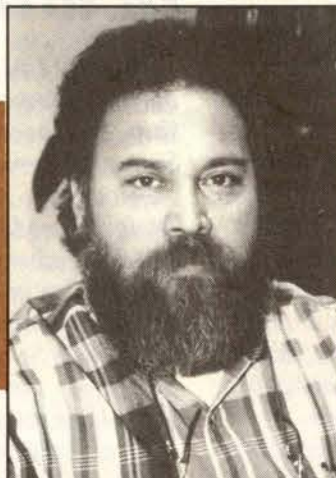
According to Local 1245 Business Rep. Art Murray, the contractors will pick up the full cost of an increase in the medical premium, scheduled to take effect at the beginning of next year.

Randolph Institute conference

Local 1245 trustee Norma Ricker was appointed parliamentarian at the 13th Annual California State A. Philip Randolph Institute (APRI) Conference in Long Beach, Ca. Featured speakers included Assemblywomen Gwen Moore and Juanita McDonald.

The second annual awards dinner of the Napa Solano Chapter of APRI featured Pete Guidry, who was introduced by Local 1245 Assis-

tant Business Manager Dorothy Fortier. Guidry spoke on "Racial Equality and Economic Justice." Three high school graduates were awarded \$250 scholarships by the Chapter: Tiaesha Gaines, Vallejo High School; Robert Brooks IV, Hogan High School; and Sallie Wooley, Fairfield High School. Geri Willey of ILGWU was awarded the A. Philip Randolph Achievement Award.



Steward's Story

Santiago Salazar
Sierra Pacific Power
Reno, Nevada

Contract interpretation is key to protecting employees' rights

As a union member, your rights on the job are protected in black and white: the black and white of the union contract. But life is more complex than the printed word, and written agreements—including labor agreements—can be interpreted in different ways at different times by different people.

For Santiago Salazar, the shop steward's job really comes down to contract interpretation, "making sure the rights of the employee are protected."

Thinking about employees as having rights is not something that comes easy for management. As a result, the steward often finds himself in an adversarial role.

Salazar, a SCATA tech at Sierra Pacific Power in Reno, Nev., believes the bottom line in protecting employee rights is fairness.

"We want to keep personality out of it so everyone is treated the same," says Salazar. "That's not always the case, unfortunately. Some [supervisors] will be lenient, and some won't."

Salazar has had many opportunities to observe management behavior at Sierra Pacific. He's been a union member since 1967 and a shop steward since about 1980.

During that time he's learned that grievances sometimes come about simply because people are not sure how to interpret a specific provision of the contract. To help employees get clarification on a contractual matter without having to go through a time-consuming grievance, Salazar helped institute a new procedure.

As a result, "If anyone needs interpretation of the contract they can submit it as a question to the grievance

committee," says Salazar, who is one of four union members, in addition to Business Rep. John Stralla, serving on the joint grievance committee.

There's no guarantee, of course, that company and union will agree on the appropriate answer to any particular question, but sometimes they can. Salazar says the new procedure has "helped quite a bit."

As a steward, one of Salazar's responsibilities is to bring new employees into the union. In a so-called right-to-work state like Nevada, it can't be taken for granted that new employees will pay their fair share for union representation.

"I make it a habit of talking to new employees coming into the department," said Salazar, who shares this responsibility with another steward.

A common excuse given by new employees for not joining the union is that they can't afford it. Salazar says he tells such employees "they can't afford *not* to be a union member." Union membership, he says, is about having a voice versus just being "a by-stander."

When someone won't sign up, Salazar says, "I come back in a day or two. And I keep coming back."

"You have to have the conviction that unionism is a good thing," he adds, "because you have to sell it to someone else."

In his dealings with management, Salazar says the most important asset he can have is credibility. It's an asset he's worked hard to develop and maintain "so that when I talk to management what I say has value."

One way to help stewards develop credibility, he believes, would be for the union to offer more training opportunities for new stewards.

Utility Reporter recognized

The Utility Reporter was named Best Overall Publication for 1993 in the Western Labor Press Association (WLPA) journalism contest.

An analysis of the North American Free Trade Agreement (NAFTA) by Communications Director Eric Wolfe won first prize for Best In-Depth Article, and his series "New Hopes, New Hurdles: Unions in the Clinton Era" won first prize for Best Series.

Local 1245 member Eugene Williams won first prize in the cartoon competition for a NAFTA-related cartoon appearing in the

September issue.

Business Manager Jack McNally's column "Deregulation Bandwagon," published in May, was awarded second place for editorials.

Wolfe won second prize for Best Feature Story for "To Leave or Not to Leave," a look at the voluntary retirement incentive at PG&E. A story by Wolfe on utility deregulation took third prize for Best News Story.

The Utility Reporter competed against other union newspapers of more than eight pages. Winners were announced at the annual meeting of the WLPA in Seattle on June 4.

Al Sandoval essay winner

Health Security Plan: it has to work

The 1994 Al Sandoval Memorial Competitive Scholarship has been awarded to Sonny Snodgrass of Reno, Nev.

Snodgrass is the son of Dwight Snodgrass, a Local 1245 member at Sierra Pacific Power in Reno. He will graduate this month from Reno High School and expects to attend the University of Nevada in Reno. The scholarship will provide Snodgrass with \$500 a year for up to four years so long as he maintains academic eligibility.

Judge for the contest was Margaret Shelleda, deputy executive director of SEIU

Local 790 and president of the Central Labor Council of Contra Costa County.

Snodgrass's essay appears below.

The Health Security Plan, will it work?

It has to work. The nation's health plan today only works for a small percentage of the people. The small-business owners are extremely overcharged, and the poor can't afford health insurance at all. We can't afford not to adopt a new health plan.

The current health care system is in deep crisis. Health care spending now consumes 14% of the Gross Domestic Product, up from 9.1% in 1980. If nothing is done, by the year 2000 one out of every five dollars we spend will be on health care. Some think this is acceptable, saying that's the price we pay to keep our population healthy. But this means accepting that rising costs would consume over 100% of our projected wage increases in addition to eating away two-thirds of our projected economic growth for the rest of the decade.

Now is the time for change. The Health Security Plan is based on six principles:

Security: Guaranteed, comprehensive benefits.

Currently, there are certain times when we do not have health coverage. The new plan will change this. We will always be covered.

The plan calls for making it illegal for insurance companies to deny anyone coverage because of "pre-existing conditions." Our insurance company will not be able to raise premiums or drop us because we get sick. All health plans must accept anyone, no matter what their condition is. It guarantees coverage if we lose our job, switch jobs, move, or start a

small business. The plan also emphasizes preventive care. Neither preventive services nor prescription drugs will be at any charge to us.

Savings: Controlling health care costs.

Health care costs will be controlled in a number of ways. First, insurance companies will no longer be able to raise premiums when they want—there will be limits on this. Next, reform will encourage competition, henceforth driving down costs by offering high-quality care at affordable prices. Finally, it will crack down on fraud and paperwork, keep prescription prices down, and squeeze the waste out of Medicare and Medicaid.

Quality: Making the world's best care better.

The plan increases funding for prevention research, gives consumers the power to judge the quality of care, and mainly, it provides incentives for more family doctors to practice in rural and urban areas where more doctors are needed.

Choice: Preserving and increasing what we have today.

The right to choose our own doctor will still remain. Our choices of health plans will also increase.

Simplicity: Reducing paperwork and cutting red tape.

A Health Security card will allow for electronic billing, and insurance companies will be required to use a single claim form.

Responsibility: Making everyone responsible for health care.

Everyone will contribute, even if it is small. No one will get a free ride.

Based on these principles, all Americans will benefit from the new plan. The quality of health care will rise, and costs will go down and stay down. Yes, I believe the Health Security Plan will work.

If nothing is done, by the year 2000 one out of every five dollars we spend will be on health care.

Attention Golfers!

Mark your calendar for the 10th Annual Local 1245 Golf Tournament. Four-man best ball scramble.

Date: Saturday, Sept. 10, 1994

Time: 1:00 p.m.

Location: Lake Don Pedro Golf & Country Club
(30 minutes east of Merced, Ca.)

\$75 includes golf, cart, sit-down prime rib dinner, and lodging at the course (double-occupancy). \$50 without lodging. Prizes galore!

Hurry! Limited Tee-space available! First 18 foursomes are guaranteed. Singles will be placed. Deadline to register is Aug. 30, 1994.

For more information contact Frank Saxsenmeier at (415) 898-1141 or (510) 933-6060 or write to the address given below. To register, make checks payable to "Local 1245 Golf Tournament" and send with registration form to: Local 1245 Golf Tournament, P.O. Box 4790, Walnut Creek, CA 94596.

1. Name _____
Address _____
2. Name _____
Address _____
3. Name _____
Address _____
4. Name _____
Address _____

Watch out for scams

Two scam groups are seeking to make money by preying on the fears of the elderly, according to a report by the Research Unit of the Democratic National Committee's National Health Care Campaign.

The Democratic study concludes that two groups claiming to represent the interests of seniors have in fact been dogged by scandal. These groups are the Seniors Coalition and the United Seniors Association, Inc.

The United Seniors Association, Inc. is a two-year-old far-right group whose principals are "a bunch of crooks," the Democratic study found.

According to the study, the Seniors Coalition's "alleged purpose was to lobby Congress on behalf of seniors but it didn't register as a lobbying organization until July 14, 1992," some three years after its founding. The Seniors Coalition has been investigated by the Attorney General of New York as part of a network of organizations involved in "a pattern of fraud and abuse," according to a New York Times story.

Members discuss common concerns

Local 1245 Retiree Club chapters held regular meetings last month to discuss issues of concern to retirees and their union.

The San Jose Chapter heard a report by President Richard Murphy on the recent AFL-CIO Legislative Conference in Sacramento. Vice President Watie Anthney reported on recent activities of FORUM, the association of retired union members.

Orv Owen reported to the San Jose Chapter on his recent visit to Nevada, where he attended a meeting of the Reno Chapter of the Retirees Club.

According to Owen, members in Reno are following with great interest the progress of negotiations with Sierra Pacific Power. In particular they are concerned about any possible impact on health benefits for retired members.

Officers of the East Bay chapter met in Walnut Creek last month to discuss the billing of Club dues.

Don't be left behind! Attend Retiree Club meetings. If there is no chapter in your area but you'd like to see one get started, call Orv Owen at (408) 248-3586.



Officers of the East Bay chapter of the Retirees Club met recently in Walnut Creek to discuss the billing of Club dues. Attending were (clockwise, from left) Don Hardie, president; Louie Rangle, secretary; Rene Geiger; and Bob Himelick, vice president.

IBEW
Local
1245



Retirees Corner

SSA will become independent

The US Senate approved a bill to establish the Social Security Administration as an independent Federal agency. It was a move long urged by seniors organizations.

The bill's chief sponsor, Senator Daniel Patrick Moynihan, said making the SSA independent would give it more visibility, more accountability, and insulate it from politics.

Bi-partisan support is expected in the House.

Health care solution could involve Medicare expansion

A proposal to create a national health insurance system by expanding Medicare is now backed by two important players in Congress.

Rep. Pete Stark of Hayward, Ca. authored the proposal in March and got it through his health subcommittee by one vote. And now the new head of the powerful House Ways and Means Committee, Rep.

Sam Gibbons of Florida, said that he also supports the Medicare expansion.

Although there are some minor differences, both proposals would require employers to pay 80% of the cost of their workers' health insurance, with employees picking up the other 20%. Payments would go directly to insurance companies, eliminating Clinton's "alliances."

Both proposals call for ex-

panding Medicare to cover workers at firms with fewer than 50 employees, and others not covered through work.

Gibbons' plan differs from Stark's on several points. It includes a more generous basic benefits package that expands subsidies to low-income workers, provides long-term care for the disabled, and limits people's out-of-pocket expenditures for in-

surance.

With so many variations of national health insurance now under discussion, it is important for seniors to insist that any plan contain several key elements. These include: complete coverage for all Americans, pharmaceutical benefits, home and community-based long-term care, and preserving the single-payer option for states.

Seniors face uncertain future

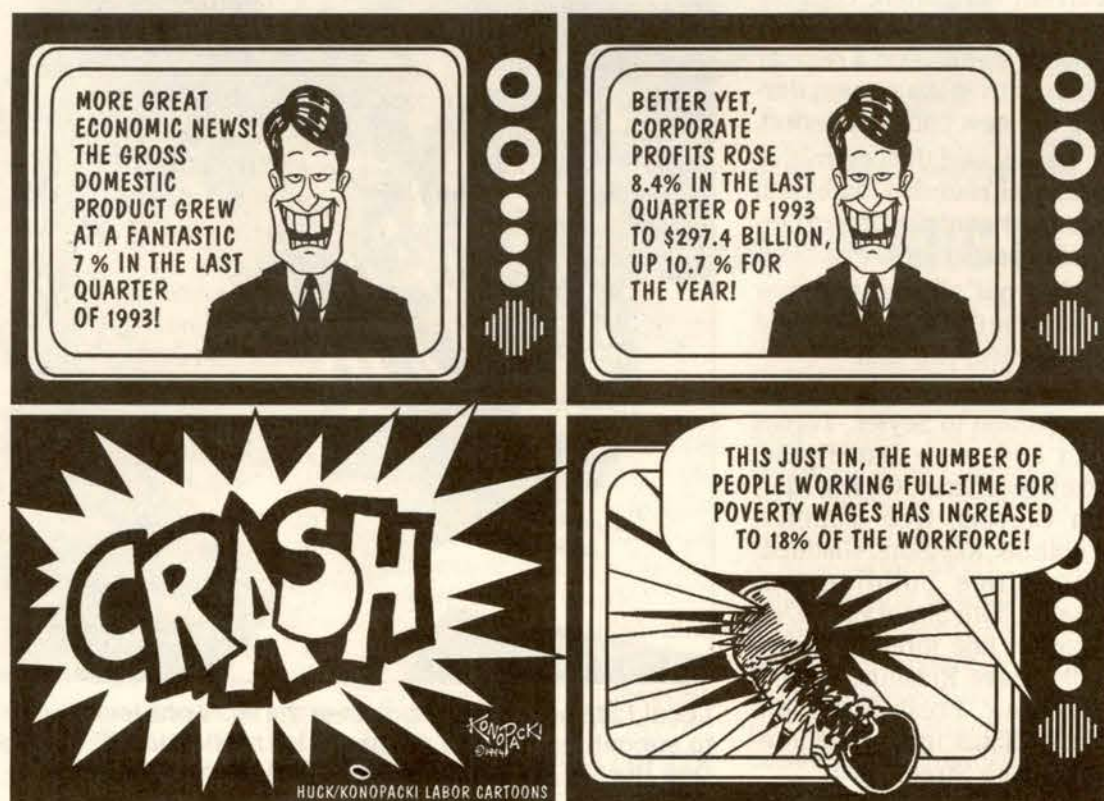
For people born in 1991, the average life expectancy was 75.5 years. By 2020, the average woman will live to be 82 while the average man will live to 74, according to current predictions.

But as life expectancy increases, millions of Americans—in their 50s, 60s, and beyond—face an uncertain future, the National Council of Senior Citizens (NCSC) points out. Many lack health insurance and pensions, or they fear the loss of the benefits they do have.

According to the national Institute on Aging, almost half of the people in the United States nearing retirement believe there is some

likelihood that they could be laid off permanently during the next year, and that their chances of landing a new job are 50-50 or less. It is obvious that many aging Americans feel insecure despite the current "economic recovery."

The 1995 White House Conference on Aging will produce recommendations for aging policy over the next decade. The NCSC believes this conference provides a valuable opportunity to carefully examine trends in pensions and retirement income and to reaffirm support for the Social Security system. The conference could also explore ways for the government to help seniors enhance their work skills.



New SMUD pact increases wages, provides deferred compensation

From PAGE ONE

able for dependent children.

Business Rep. Dennis Seyfer praised the work of union members on the negotiating committee.

"This committee worked long and hard to gather information prior to meeting with the District. Their efforts served us well and for that I want to thank them," said Seyfer.

"I would also like to thank our members for supporting the bargaining committee's efforts by ratifying this agreement," he added.

Deferred Compensation

Employees will receive significant new opportunities for deferred compensation under the MOU.

Under this program, a fund of \$4 million will be made available to provide a "service bonus" for retiring employees in the first year of the agreement. The balance of the \$4 million will be used to fund individual 401(k) or 457 retirement accounts during the last three years of the agreement.

The program provides for direct contributions by the District during the four-year term of the agreement. Beginning in 1999, the District will provide additional funds matched to voluntary contributions by employees.

All permanent full-time IBEW-represented employees, including probationary employees, are eligible to participate in the deferred compensation program as long as they are employed on July 1 of the year in question.

"A Better Deal"

The union negotiated the deferred compensation plan in lieu of a proposed adjustment to the PERS retirement formula which would have

calculated the PERS benefit based on an employee's "single best year" rather than the best three-year period.

Negotiating committee member Jim Loy, a control room operator at Rancho Seco, said the deferred compensation program offered "a better deal" for bargaining unit employees than the proposed upgrade of the PERS formula.

The only major disappointment voiced by members was in something the contract *didn't* contain: an upgrading of the retirement formula to "2% at age 55." Union negotiators determined they would have to give up too much in other compensation in order to persuade the District to agree to an improved formula.

Some members had a "philosophical ceiling" on what they'd be willing to trade to get 2% at 55, observed union negotiator Art Torres, an electrician/cable splicer who represents SMUD employees on the Local 1245 Advisory Council.

"The people I talked to would have liked 2% at 55 but were not willing to sell their mother to get it," he observed. Torres called the retirement formula "a very emotional issue" for the membership during the negotiations.

New Style

This year's negotiations represented the first attempt by SMUD and Local 1245 to utilize a process called "interest-based negotiations."

This style of negotiating attempts to move the bargaining parties away from traditional "adversarial" roles, according to Torres.

Part of interest-based negotiations is style. The parties, for example, are mingled

rather than sitting on opposite sides of a negotiating table.

There are also differences in substance, according to Torres. The parties are supposed to bring all relevant information to the table at the start of the process. There is no caucusing during negotiations. And management negotiators, at least in theory, are supposed to be empowered to make decisions rather than continually adjourning to check with higher-ups.

Torres called interest-based negotiations useful, but said it was "a very long, drawn-out process" and questioned whether it could completely replace traditional bargaining.

Interim Bargaining

Although negotiations for the new MOU began March 15, union members laid the groundwork for the agreement during several years of interim bargaining. Since the last agreement, members of the previous negotiating committee met with management on a monthly basis to work out a variety of problems.

Among the issues resolved during interim bargaining, according to Torres, were flex benefits, commercial drivers licenses, and alternate work schedules. The current bargaining committee will continue this tradition by meeting on a regular basis with management during the new contract period.

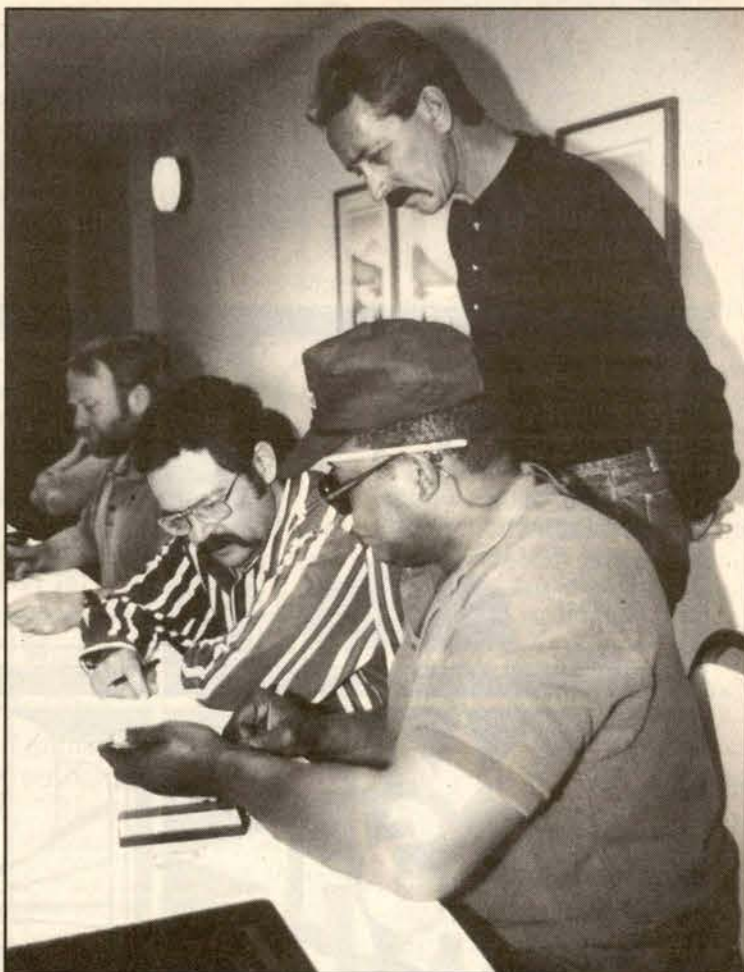
Torres said the committee was "well rounded" with each member contributing expertise in particular areas.

"We put all that together and came up with a very good committee," he said.

Serving on the committee, in addition to Seyfer, Torres and Loy, were Dan Byrne, plant mechanic, CCPA; Martin Correia, tree trimmer, Foothills; Raymond Gladden, apprentice building mechanic, 59th Street yard; Don Hurdle, line foreman, Foothills; Dave Reishus, vehicle mechanic, Fresh Pond; and Ike Williams, utility crew foreman, 59th Street yard.



Local 1245 negotiators Martin Correia (left) and Raymond Gladden.



Local 1245 negotiators look over the MOU one last time prior to submitting it to the members for ratification. From right: Don Hurdle, Ike Williams (standing), and Art Torres.

"The people I talked to would have liked 2% at 55 but were not willing to sell their mother to get it."

Art Torres