

UTILITY REPORTER

State labor federation calls for elected CPUC

The California Constitution should be amended to provide for the election of commissioners to the California Public Utilities Commission, the California Labor Federation declared at its biennial convention in Sacramento last month.

The federation, represent-

ing two million union members statewide, also declared its opposition to performance-based ratemaking over concerns that it "would compromise the public's health, safety and environment."

The federation's declaration comes in response to a utility restructuring plan put forward by the CPUC in April that would create competitive

retail markets in electricity and subject regulated utilities to so-called performance-based ratemaking.

Critics, including Local 1245, have charged that performance-based ratemaking would create incentives for utilities to cut investments in safety and training.

CPUC commissioners are currently appointed by the

governor. If the federation's position were enacted into law, commissioners would be elected directly by California's citizens.

The federation also declared its opposition to "deregulation of gas and electric services provided by public utilities that would shift higher costs to residential ratepayers."

Retail wheeling is topic

Hearings offer members a chance to speak out

Members of Local 1245 will have a chance to voice their concerns about retail wheeling and performance-based ratemaking at a series of public hearings scheduled around the state by the California Public Utilities Commission.

Business Manager Jack McNally called on Local 1245 members to use these hearings to speak up for safe, reliable, high-quality electric service in California.

"Quality electric service depends on a quality workforce," McNally said. "The CPUC proposal for retail wheeling and performance-based ratemaking threatens to tear apart that workforce. It also threatens to undermine the traditional emphasis that utilities have

put on safety and training.

"It's time to make our voices heard," McNally said.

A detailed analysis of the CPUC proposal can be found in the July Utility Reporter.

All of the public hearings begin at 7 pm. Dates and locations are as follows:

Eureka, Aug. 25:
City Hall, 531 "K" St.

San Diego, Sept. 7:
City Administration Bldg.,
202 "C" St.

San Francisco, Sept. 7:
PUC Auditorium,
505 Van Ness Ave.

South Lake Tahoe, Sept. 7:
City Council Chambers,
1900 Lake Tahoe Blvd. (one
block west of Hwy 50 and
Hwy 89 intersection)

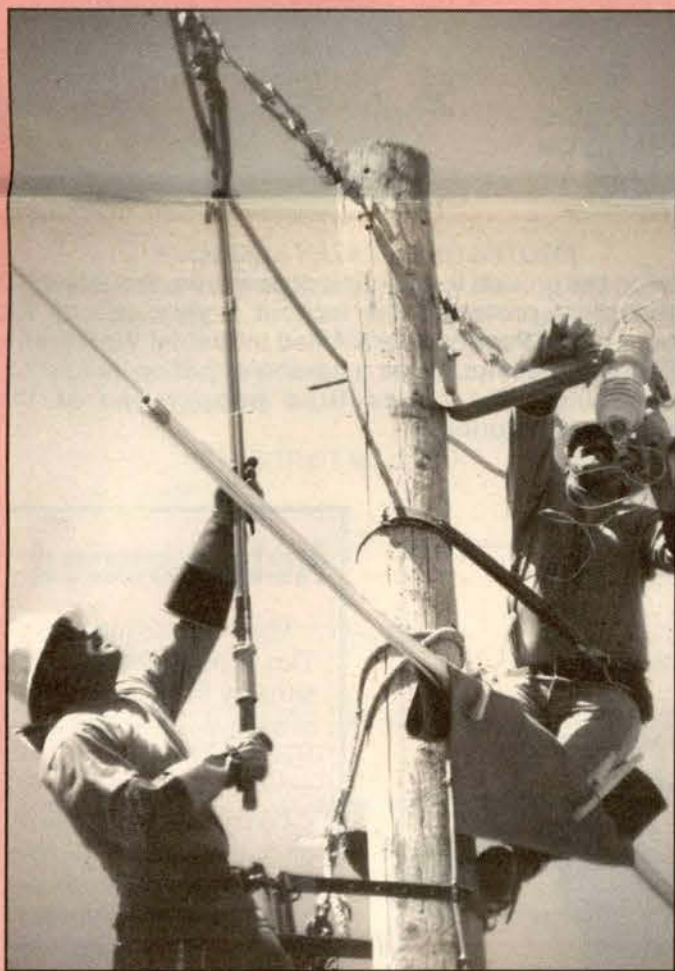
Stockton, Sept. 8:
State Office Building,
31 East Channel St.

Martinez, Sept. 12:
County Administrative Bldg.,
651 Pine St.

San Jose, Sept. 20:
Santa Clara Cnty. Adm. Bldg.,
70 W. Hedding St.

Fresno, Sept. 26:
Hall of Records, Room 301,
2281 Tulare St.

Pasadena, Sept. 27:
Pasadena Public Library,
285 E. Walnut St.



LINEMAN'S RODEO

Ruben Romero and Mark Thompson, PG&E/Salinas, compete in the June Lineman's Rodeo in Livermore. Photos on Pages 6-9.

Sierra Pacific negotiators try 'mutual gains'

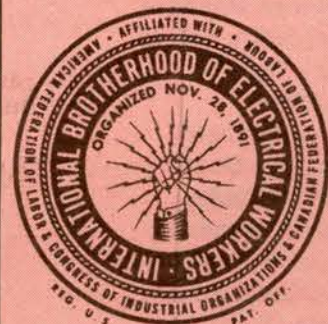
Current negotiations for a new labor agreement between Local 1245 and Reno-based Sierra Pacific Power are challenging traditional concepts of collective bargaining.

Beginning in February, union and company negotiators agreed to set aside their adversarial roles and try a new approach called "mutual gains" bargaining. Both sides agree that it has been an in-

teresting departure from traditional bargaining.

The "mutual gains" process is designed to replace posturing with dialog. Negotiations are guided by an "is-

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CALENDAR

September 5
LABOR DAY

September 6
PRIMARY ELECTION
IN NEVADA

October 10
Last Day to Register If
You Want to Vote in
November Elections
in California

November 8
ELECTION DAY:
DON'T FORGET
TO VOTE!



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WIPA

**Workers here and abroad****Rolling the union on...**

Staley Lockout: Thousands of union members and supporters gathered in Decatur, Ill. in June and marched on the A.E. Staley corn milling plant where 750 members of Paperworkers Local 7837 have been locked out for a year.

No Banquet: Hundreds of Washington state trade unionists—chanting “No justice, no banquet!”—occupied a banquet hall that was to be used for a “Free Trader of the Year” awards dinner in Seattle. The banquet was to have capped a two-day trade show where executives paid \$300 each to learn how to move factories to Mexico, move profits quickly across international borders, and use Mexican truckers to transport products throughout the US and Canada.

Filibuster: Any hope for labor law reform this session of Congress was killed by a Republican-led filibuster of Senate Bill 55, which would have outlawed the practice of permanently replacing striking workers. A majority of Senators support the legislation, but it takes 60% to cut off debate and force a vote. Only 53 Senators voted to end the filibuster.

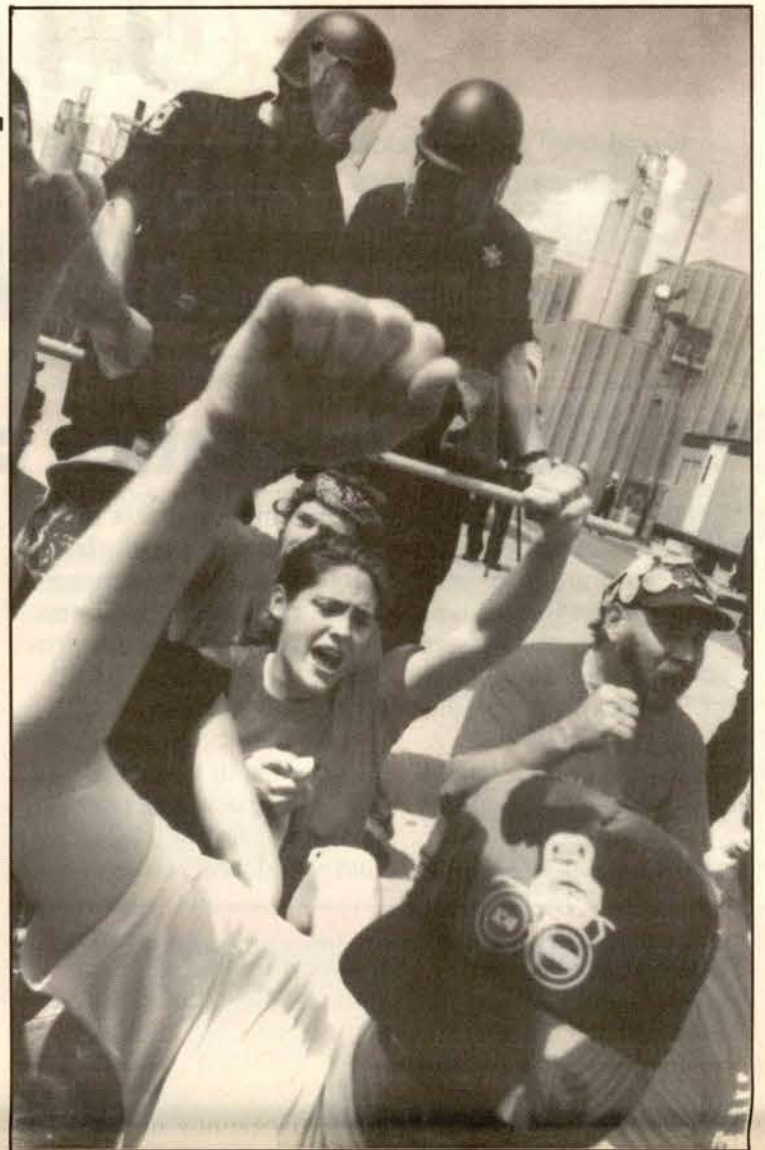
Strike Ends: A six-week strike and boycott of garment maker Leslie Fay ended in victory in mid-July after the International Ladies' Garment Workers' Union and management reached agreement on a new three-year contract that maintains 600 of the 1,000 jobs that the company wanted to eliminate in Pennsylvania.

Equally Badly: A federal appeals court refused to reverse the firing of a salesperson by Lord & Taylor of Chicago. The company fired a pregnant salesperson one day before she was to have gone on maternity leave. “Companies can treat a pregnant woman as badly as they treat similarly affected non-pregnant employees,” the judges said.

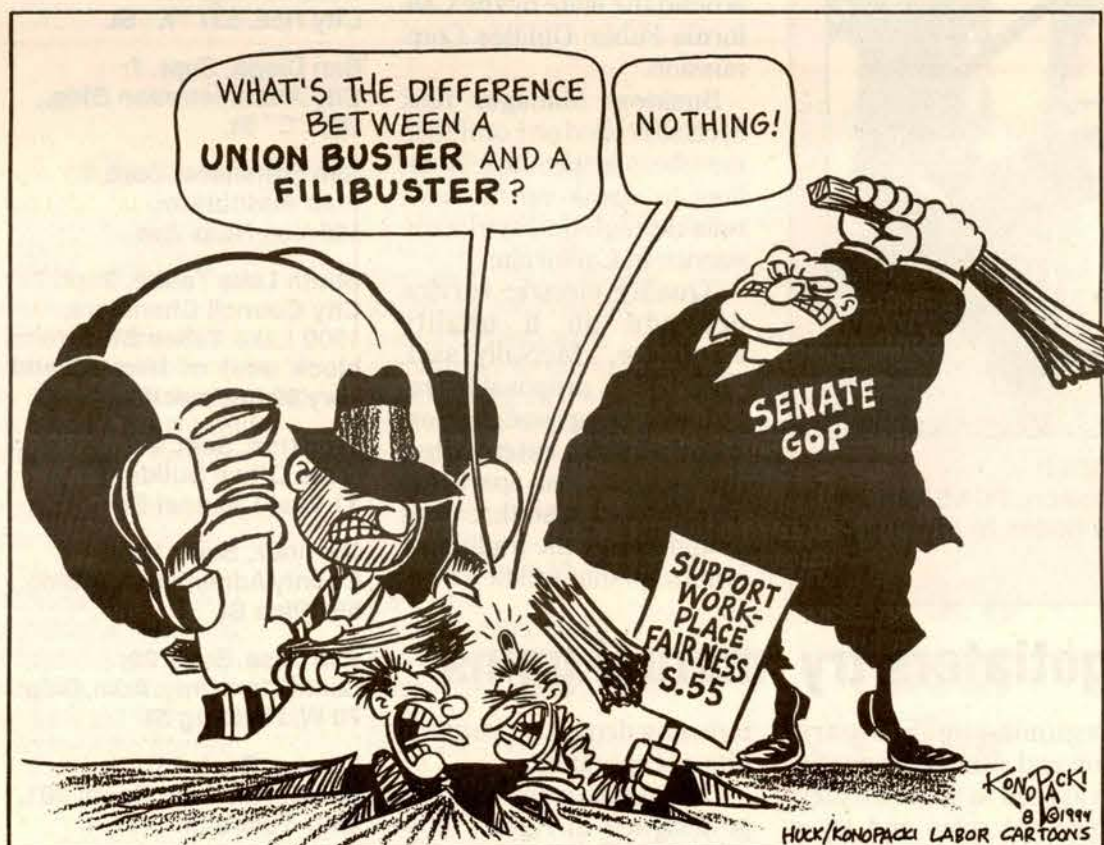
Mark Kizis

Mark Kizis, a Local 1245 member in Outside Line Construction since 1969, died July 5 of cancer.

Local 1245 offers its condolences to the family and friends of Brother Kizis.

**PROTESTING STALEY LOCKOUT**

Seated on the ground in non-violent postures, thousands of demonstrators protested the lockout a year ago of 760 members of the Paperworkers/Allied Industrial Workers by A.E. Staley in Decatur, Ill. as a cordon of police looked on. Moments later the police fired pepper gas at the demonstrators, injuring 30.

**Help needed**

Gaye Wren's husband, Tim, recently underwent surgery for the removal of a leg due to diabetes. His other leg was removed previously.

Gaye is a Customer Services employee in PG&E's Antioch office. Tim is a former meter reader. Their home in Pittsburg needs to be retrofitted for wheelchair access. Volunteers are needed who can donate either cash or labor to this project.

If you wish to donate skills, please call Gaye at 510-445-7353. Cash contributions can be sent to Gaye Wren, c/o Lydia Galvan, 800 Second St., Antioch, CA.



HALL OF FAMER
Local 1245 steward Dennis Patrick (center) was honored in May at the Hall of Fame Dinner sponsored by the Labor Council of Kern, Inyo and Mono Counties. Patrick, a Local 1245 steward at PG&E, was recognized for his commitment to labor and to the community. Shown here with Patrick at the Hall of Fame ceremony are Assemblyman Jim Costa (left) and Local 1245 Business Rep. Ron Van Dyke.

Sprint fires 235 before union vote

Sprint, the non-union long-distance telephone company, last month fired 235 employees of a wholly-owned subsidiary just as they were about to vote on union representation.

Fired were all employees of La Conexión Familiar, a San Francisco telemarketing operation, who sold Sprint's long-distance services to Spanish-speaking customers throughout the United States. Employees, who were organizing under the banner of the Communications Workers of America, received a base wage of \$7 an hour.

The ax fell without warning, according to the California AFL-CIO News. On July 14, workers were nearing the end of a typically hectic day of phone solicitations when the dismissals were announced—over the loudspeaker. Then security guards appeared.

Some workers burst into tears. One woman fainted and paramedics were summoned to attend her.

La Conexión Familiar means "the family connection." Four-fifths of the fired workers are women, and many of them are the sole support of their own families.

CWA Local 9410, the union organizing the workers, filed charges with the National Labor Relations Board. The

union accused Sprint of illegally firing the 235 employees for union activity.

The NLRB had scheduled a union representation election for July 22 to determine whether the workers wanted to be represented by Local 9410. Union authorization cards had been signed by 70% of the bargaining unit.

"There was strong support

reporters through an interpreter. "This is the first time in my 42 years I have been treated like this. They were so controlling here. They made us sign a piece of paper to go to the bathroom and they told us not to drink too much water so we wouldn't have to go."

"I've had other hard experiences, but this is too much," said Luis Bonilla, a Peruvian immigrant with five children. "We want to be treated like human beings."

A company public relations person kept insisting to reporters that the union

organizing campaign had nothing to do with shutting La Conexión Familiar down. At one point the company representative indicated that the company blamed the phone sales workers because the customers they brought in later decided they didn't want Sprint services.

A nationwide organizing drive by the Communications Workers has met with fierce resistance by Sprint. The company trains its managers in union-avoidance techniques and has even published a "Union-Free Management Guide."

The union has targeted Sprint for organizing in part because its low-wage, low-cost operations threaten to take business away from AT&T, a unionized long-distance carrier.

"They were so controlling here. They made us sign a piece of paper to go to the bathroom and they told us not to drink too much water so we wouldn't have to go."

for the union," said Marie Malliett, president of CWA Local 9410. "When the company realized that its anti-union campaign tactics of fear and intimidation were not turning any of the workers around, the decision was made to close the facility."

"They told us that the reason they were closing is that they were losing money, but that's a lie," said Argelia Ardon, one of the fired employees. "They closed us because we were organizing."

Others workers noted that a company newsletter distributed the day before the firings described La Conexión Familiar as a business that had "grown at an astounding rate over the past three years."

"This is so unjust," fired employee Nancy Louks told

POINT OF VIEW

Unity is the source of the union's strength

Jack McNally, IBEW 1245 Business Manager

The utility industry is undergoing momentous changes, changes that will affect all of our members regardless of employer. At the turn of the century we will find ourselves in a world very much different than the one we know today.

Some of these changes could be for the better as utility workers master new skills and increase their value to the employer. Other proposed changes are a very real threat. The current push for "retail wheeling," for example, would almost certainly harm service quality for electric consumers and downgrade the wages and working conditions of utility employees.

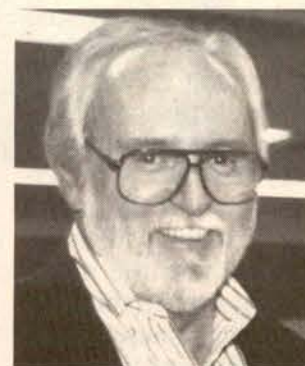
But one thing will be just as true in the next century as it is today: working people who stick together will weather these changes a lot better than those who try to go it alone.

Over the decades, this union has demonstrated the strength that comes from unity. Collective bargaining has assured that you, the members, have received fair compensation for your contribution to your employer and to society.

It's easy to fall into the trap of thinking we got where we are entirely by our own individual efforts. It's easy to forget where we came from. It's easy, and it's dangerous.

Where this union came from was united action. There was a time when utility employees were paid only what the employer wanted to pay. You had no say over working conditions, no right to a grievance procedure, no input on safety matters.

It was a pretty miserable state of affairs, and utility workers endured it for decades. The only way they changed that state of affairs was through unity. Local 1245 was chartered in 1941,



but it took another decade to get a contract covering all bargaining unit employees throughout the PG&E system. It was a tremendous achievement, and laid the groundwork for all the negotiated wages and benefits we enjoy today.

But things change. PG&E is hellbent on reducing costs. The company will do almost anything to get that accomplished. Some in the higher ranks of management think the union is in their way and they'd just as soon try to run us out.

This is something we cannot tolerate. The world may look a lot different in coming years, but utility unions are going to be part of it. We have to be part of it, or we risk losing everything we have fought to achieve.

This is the time to remember where we came from. Where we came from is unity.

General Construction, Division and Clerical employees at PG&E all belong to the same union. And that is what gives us strength. We may be separate groups for purposes of contract language, but we are most definitely all in the same boat. The old saying is just as true today as it was a century ago: an injury to one is an injury to all.

Don't be a neutral observer when the changes start hitting. Stand up together for your union, make it stronger—so that it can be there and be strong for you when you need it.

'Mutual gains' at Sierra Pacific Power

From PAGE ONE

sues analysis sheet," which provides a framework for parties to define their interests, seek common ground, and apply objective standards when possible.

Parties are also encouraged to be candid about their fears. Union negotiators can discuss job security not merely as a factor in bargaining, but as a very real and very personal concern of the membership. Company negotiators can express the heartburn they get when thinking about runaway costs, threats to profitability, and the wrath of stockholders.

The mutual gains process is the brainchild of industrial relations experts at Cornell University. Late last year, with the union's consent, Sierra Pacific Power invited

Cornell's Bernie Flaherty to conduct a two-day training session for 70 employees, half management and half bargaining unit. Additional employees have been trained since then, and still more training sessions are planned for the future.

The company hopes the newly-acquired skills will improve communications and performance at all levels of the company. But for now, bargaining is the primary testing ground for the mutual gains process.

Dealing with Facts

The process might not even be recognizable to the people who negotiated labor agreements at Sierra Pacific Power in the past.

Labor and management negotiating teams spend far less

time meeting as a whole seated on opposite sides of a table. Instead, almost all items up for negotiation—including cash compensation, work rules, job descriptions, the medical plan, and other benefit issues—have been referred to one of several subcommittees.

"It's much easier for subcommittees to get into detail and issues and leave the emotion behind," said Tom Robertson, Sierra's director of Human Resources. The result, Robertson believes, is less posturing and more "dealing with the facts."

This change in style is welcomed by Marna Browne, a first-time member of the union's negotiating team.

"It's not hardcore bargaining—I want, I want," said Browne. Instead, negotiators

"I don't want to balance budgets on the back of the working people. That's a false economy."

*SPP Vice President
Reeve Fagg*



are expected to seek out "what's mutually beneficial to employees and the company."

Unpleasant Realities

But mutual gains isn't just some New Age touchy-feely process intended to make everyone feel good. In fact, candor can often lead to the airing of unpleasant realities.

Union negotiators, for example, may have to endure frank discussions about the relationship between competitiveness and work rule flexibility. Company negotiators, on the other hand, may be confronted with embarrassing evidence of poorly-managed programs.

Rather than forcing one another to the wall, however, these discussions are intended to draw attention to real problem areas and focus the negotiators' energies on crafting solutions.

Sierra Pacific Power Vice President Reeve Fagg said both sides have identified inefficiencies that need to be corrected. Union negotiators,

he said, "are making suggestions or observations that are undeniable"—like the problem of "being out on a job without materials."

Union negotiator Rita Weisshaar said she believed that union employees have opened management's eyes "to a lot of things that were going on that they did not know about."

"The frontline employee," acknowledged Vice President Fagg, "is the best one to make those kinds of observations."

Against the Grain

Utilizing the insights of employees to improve productivity isn't a new concept, of course. Industrial relations experts have advocated more "employee participation" for years.

But this goes against the grain of the traditional role separation that divides a company into "workers" and "managers." If employee participation is to be meaningful, managers sometimes have to share information



Company negotiator Carol Elmore, director of Customer Contact and Service, praised the union negotiators for their "intelligent, well-founded, well-educated, very perceptive" observations during negotiations.

Serving on the Local 1245 negotiating committee at Sierra Pacific Power are (standing, from left) Marna Browne, Business Rep. John Stralla, Santiago Salazar, Gino Aramini, Wayne Paterson, and Grant Garrison; (seated, from left) Ken Lutzow, Rita Weisshaar, Paul Martin, Dale Huntsman, and Bob Wilk. Not pictured: Scott Downs.



once considered confidential. Employees, on the other hand, may find themselves sharing valuable insights with no guarantee that they will benefit from the resulting increase in productivity.

The industrial landscape is littered with failed experiments in labor-management cooperation. The most common stumbling block—it should come as no big surprise—is money. Managers are often willing to accept employee suggestions for improving efficiency.

Offering money in return is an entirely different matter.

“Move with Caution”

This point was made clear in recent joint labor-management efforts at Pacific Gas and Electric to meet the challenges of new technologies. After union and company negotiators had agreed on numerous changes to upgrade skills and improve efficiency, upper management rejected the corresponding wage adjustments that had been proposed.

The take-home lesson for Dale Huntsman, a member of the Local 1245 negotiating team at Sierra Pacific, is that union negotiators should “move with caution on mutual gains.”

“PG&E’s subcommittee on new technologies fell apart. The union members of that subcommittee felt like they were stabbed in the back,” Huntsman observed. “Could we be showing our hand on a daily basis as we go through these meetings...only to have the company go back to tra-



Work rules subcommittee members are (seated, from left) Gino Aramini, Santiago Salazar, Ken Lutzow; (standing, from left) Wayne Paterson and Scott Downs.

ditional bargaining toward the end?”

Saving Jobs

Despite such concerns, union negotiators remain committed to seeing the process through. They hope the result will be a company that is better able to compete, and remain a stable employer for the union’s membership.

“Realistically, it’s a way to help everybody save their jobs and stay competitive,” said negotiator Gino Aramini, a control working foreman who has represented the union in nine previous negotiations.

Another union negotiator, Lineman Wayne Paterson, believes mutual gains repre-

sents the “best hope” for coping with the changes occurring in the industry.

“We don’t want to miss the bus,” Paterson declared.

Praise for Union

Vice President Fagg had nothing but praise for the commitment and expertise of the union negotiators.

“I’ve really been amazed in these discussions how well informed they are and how realistic they are about the need for cost containment, or to meet whatever the competition might throw at us,” Fagg said.

“This might sound corny, but it’s absolute fact: every single one of those employees have to count. They have

to count in terms not only of productivity but the ideas, the feedback, the better way of doing those kinds of things, or the recognition of opportunities for getting into a part of the business that we don’t even do today,” he said.

Fagg rejected the suggestion that competition might be used simply as an excuse to cut wages.

“Exploiting people or not paying them a fair wage—we’re not that excited about that either... We’ve had some pretty bad experiences with those kinds of [contract] workforces where they’re not getting paid much, but they’re not trained, they don’t work safely, and the quality of work isn’t there,” he said.

“I don’t want to balance budgets on the back of the working people,” he added. “That’s a false economy.”

New Appreciation

Whatever the outcome of the current bargaining, there’s little denying that it has given each side a new appreciation of the problems and perspectives of the other.

Company negotiator Carol Elmore, director of Customer Contact and Service, praised the union negotiators for their “intelligent, well-founded, well-educated, very perceptive” observations during negotiations.

“I’ve been 100% impressed with every individual I’ve met there. It is an incredibly powerful team.”

Elmore credited the trainers from Cornell with giving her a new perspective on the role of unions.

“I learned a lot from listening to those people about how wonderful it is we do have unions. Having always been on the management side of things, I had never heard that kind of a perspective,” Elmore said.

The big question, of course is this:

Will the warm words of summer translate into a workable, mutually satisfactory labor agreement in the fall? Negotiators hope to have a table agreement concluded by Nov. 1, with ratification completed before Jan. 1—the beginning of the new contract period. Company and union negotiators hope that it will also mark the beginning of a new era in labor-management relations at Sierra Pacific Power.



Marna Browne

In the new approach to bargaining, negotiators are expected to seek out “what’s mutually beneficial to employees and the company.”

Marna Browne, union negotiator

Employees have opened management’s eyes “to a lot of things that were going on that they did not know about.”

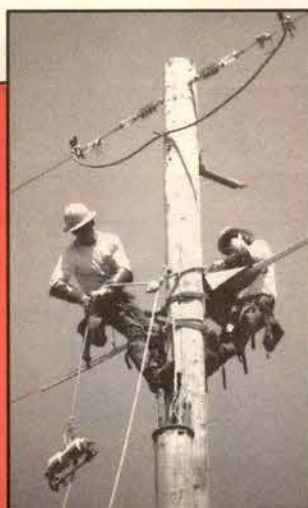
Rita Weisshaar, union negotiator



Rita Weisshaar

PG&E IBEW L
Lineman

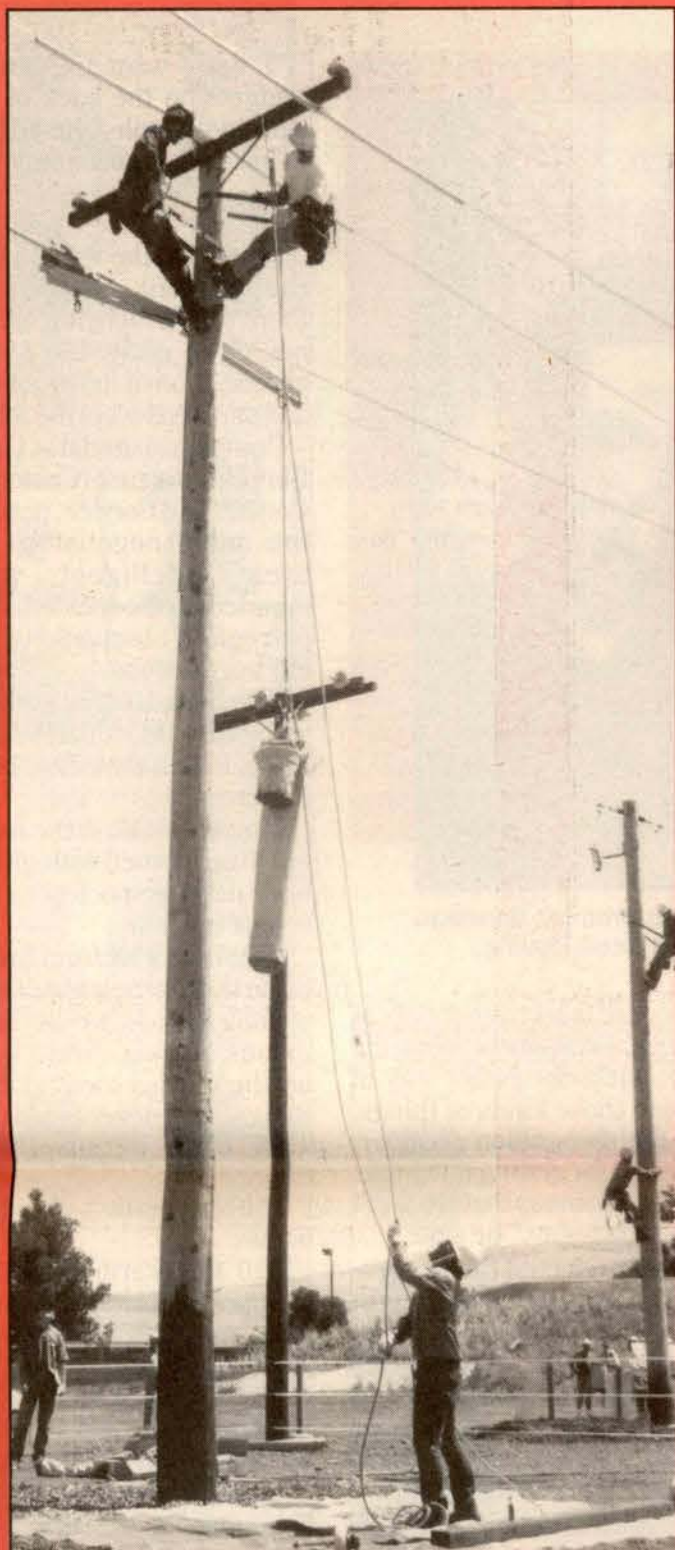
June 1
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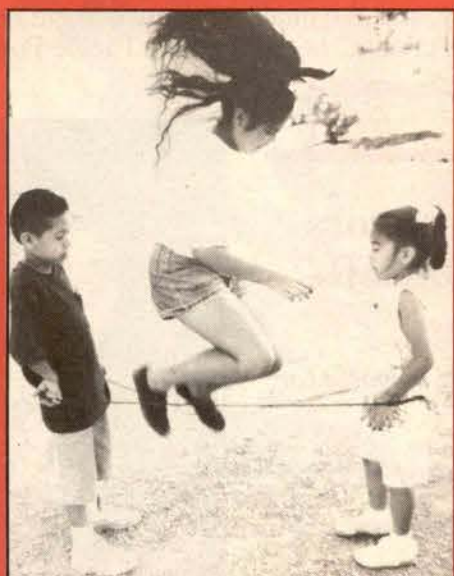
Bill Buckner and Don Campbell of SMUD



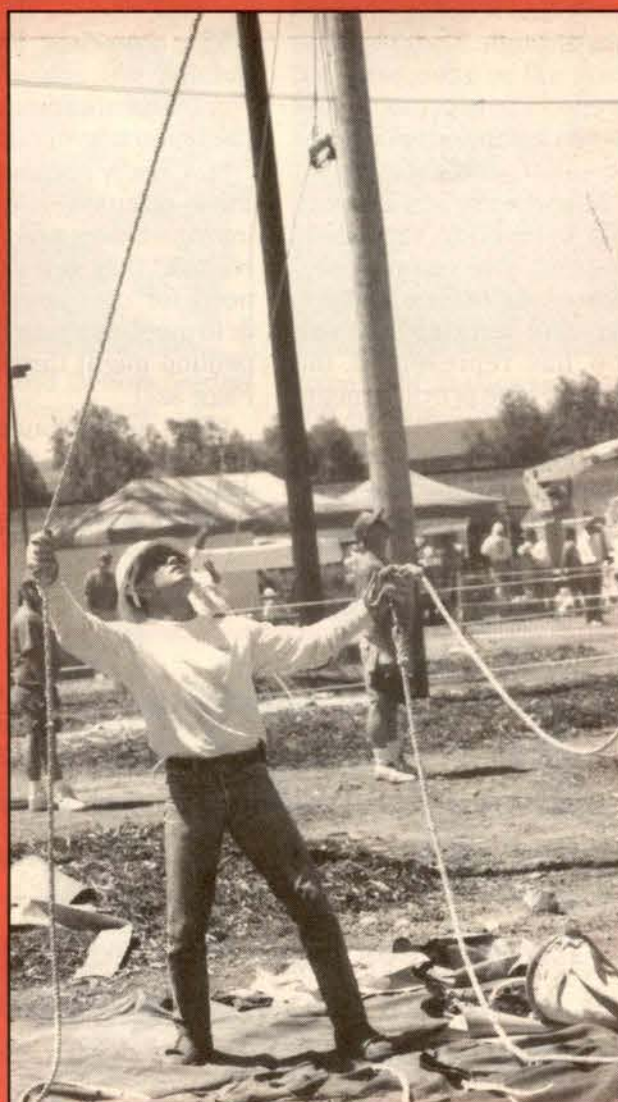
David Scott and Jerry Wilder of PG&E



Jim Clamp, Jim Baird and Greg "Snake" Smelser of SMUD show winning form during cross-arm changeout.



Designing their own jump rope contest are children of SMUD's Larry Gonzales (from left): Phillip, Josephine and Crystal.



Ben Byington of SMUD



Business Manager Jack Mc... years.

PG&E IBEW Local 1245 • SMUD

Lineman's Rodeo

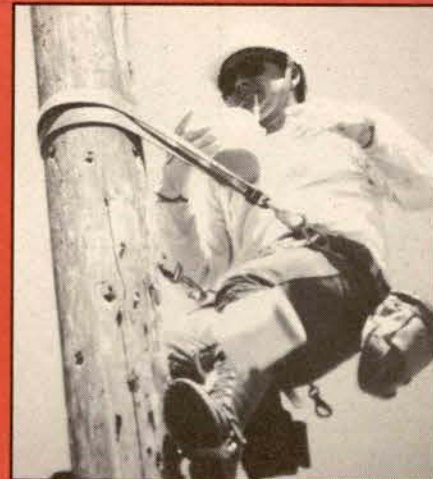
June 11, 1994
Livermore, Ca.



Bill Buckner and Don Campbell of SMUD



and Jerry Wilder of PG&E



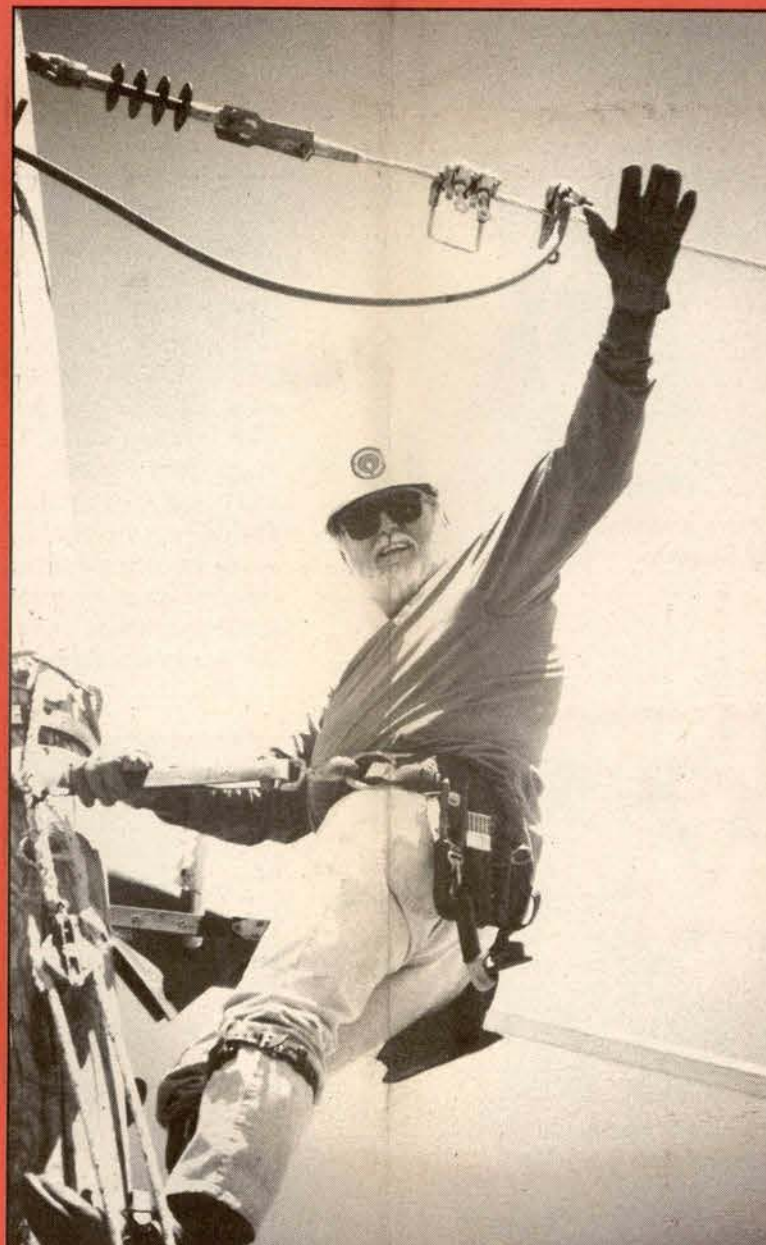
Mike Swanson of PG&E performs speed climb.



John Prior of PG&E in line truck comp



ington of SMUD



Business Manager Jack McNally: still climbin' after all these years.



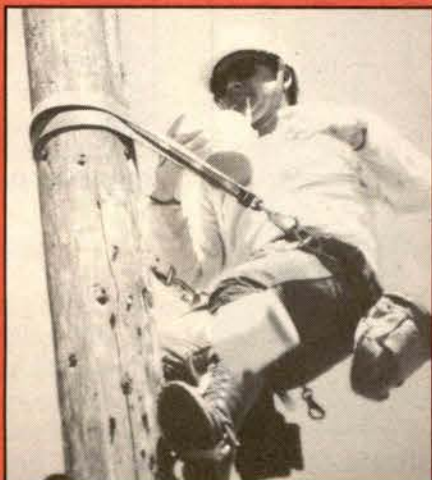
Dave Dillon and Greg Hart of PG&E

More Photos, Page

ocal 1245 • SMUD

's Rodeo

, 1994
ore, Ca.



Mike Swanson of PG&E performs speed climb.



John Prior of PG&E knocks down bowling pins in line truck competition.



ly: still climbin' after all these



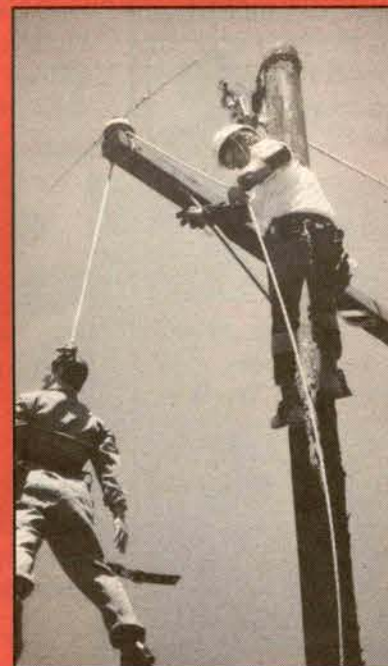
Dave Dillon and Greg Hart of PG&E

More Photos, Pages 8-9

The Teams

1. Scott Rose, Rob Hardy, Evan Slaydon (PG&E)
2. Curtis Doty, Dan Ramirez, Mike Swanson (PG&E)
3. Bruc Thompson, Dale Lorz, Rich Jimenez (SCE)
4. Greg Hart, Al White, David Dillon (PG&E)
5. Joe Solorzano, Emmett Hart, Don Smith (PG&E)
6. Steve Armstrong, Troy Castanon, Gary Uratsu (PG&E)
7. Rick Bimson, George McNeill, Tom Jones (PG&E)
8. Jim Baird, Greg Smelser, Jim Clamp (SMUD)
9. George Soares, Rick Lee, Jimmy Patterson (PG&E)
10. David Scott, Jerry Wilder, Tim Riblett (PG&E)
11. Max Fuentes, Gerald Mankins, Jerry Tittle (SMUD)
13. Mike Moss, Robert Hylander, Blair Zimmerman (PG&E)
14. Mark Thompson, Ruben Romero, Mike Gayhart (PG&E)
15. Larry King, Richard Tyler, Peter Henderson (SMUD)
18. Mark Bryant, Gary Eickmann, Ted Warner (SMUD)
23. Jim Witt, Raoul Carillo, Paul Miller (SCE)
24. Rick Smith, Paul Grunewald, Bruce Warmuth, Brett Howard (Sierra Pacific Power)
25. Mike Bungenstock, Arthur Cordova, Phil Miller (SCE)
28. Donald Gay, Willie Zamudio, Steve Roberts (SMUD)
30. Michael Sowders, Steven Simkins, Bradley Kiel (PG&E)
32. Paul Devine, Bob Sholler, Eric Dau (PG&E)
34. Simon Cassidy, Greg Shulz, Jeff Rubbo (PG&E)
37. Bill Buckner, Don Campbell, Ben Byington (SMUD)

Note: Team numbers are not consecutive because some registered teams did not participate.



Rick Smith, Sierra Pacific Power Co., performs hurt man rescue.



Ray Horlacher, PG&E
1st Place, Line Truck
3rd Place, Comm. Driver



Ron Ruse, PG&E
1st Place, Backhoe



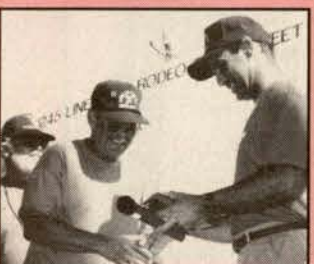
Terry Lawson, PG&E
1st Place, Comm. Driver
2nd Place, Line Truck



Ken Lynch, SMUD
2nd Place, Comm. Driver



Bruce Thompson, SCE
2nd Place, Backhoe
3rd Place, Line Truck



John Prior, PG&E
3rd Place, Backhoe



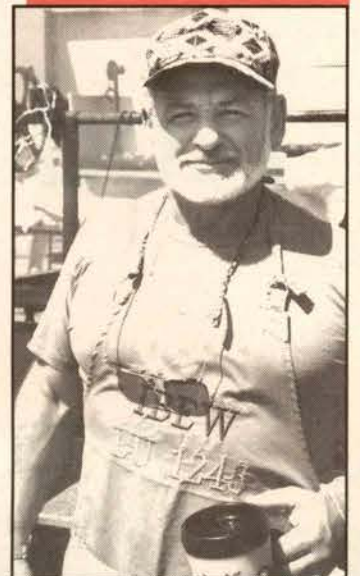
Administrative Assistant
Lita Martin

Chow Time!

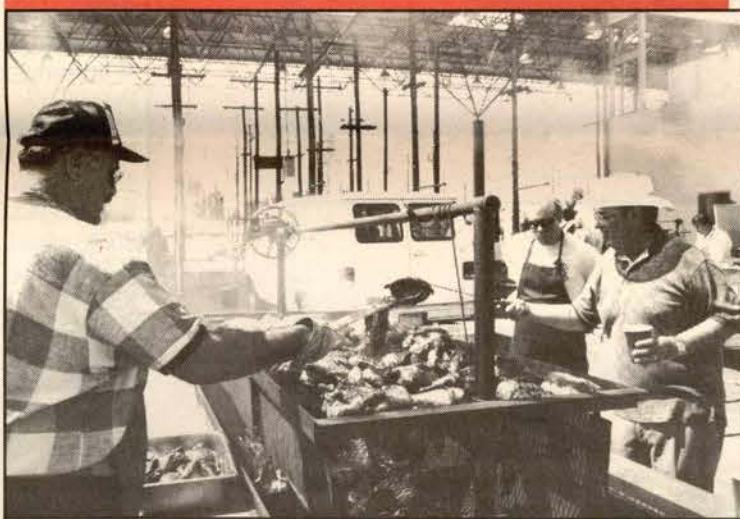
Local 1245 Feeds the Crowd



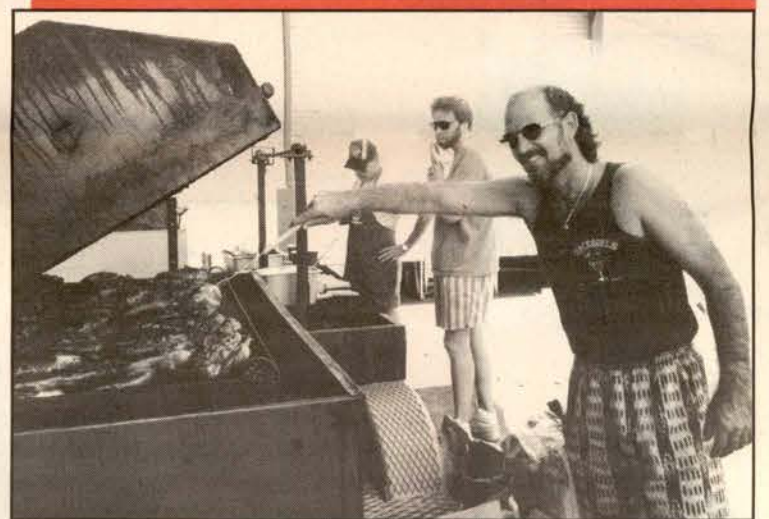
Business Rep. Ed Caruso (left) and Assistant Business Manager Roger Stalcup



Business Rep. Joe Ellioff



From left: Business Reps. Bob Choate and Dennis Seyfer,
and Assistant Business Manager Perry Zimmerman



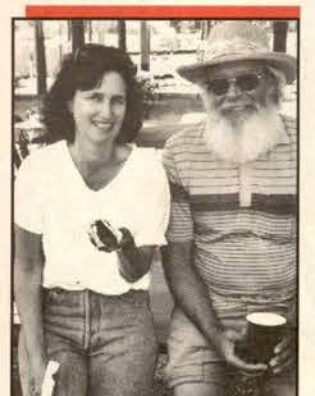
From right: Business Reps. Mike Haentjens and Phil Carter,
and Assistant Business Manager Roger Stalcup



Coming back for
seconds and thirds.



Chowing down. (Photos: Eric Wolfe)

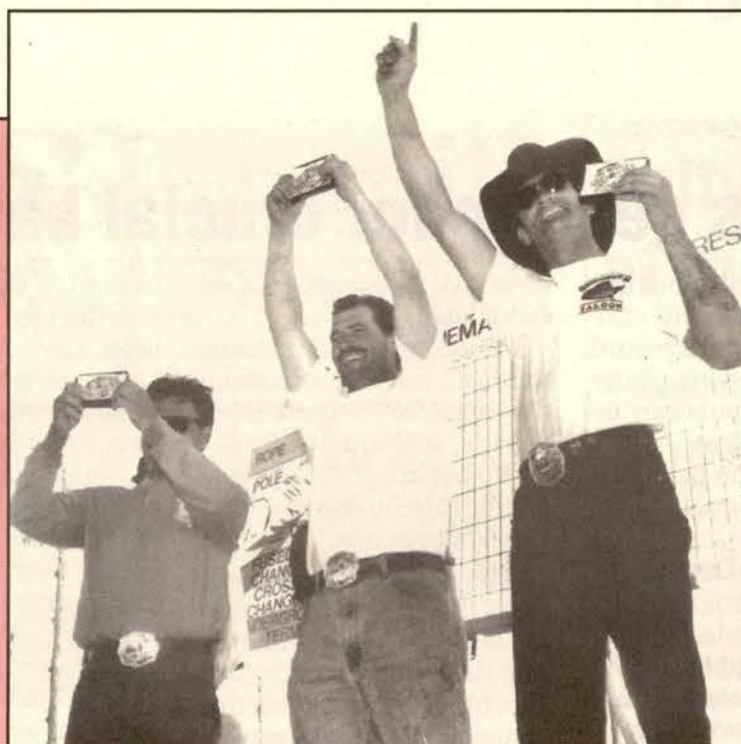


Business Reps. Jane
Brunner and Gary Mai



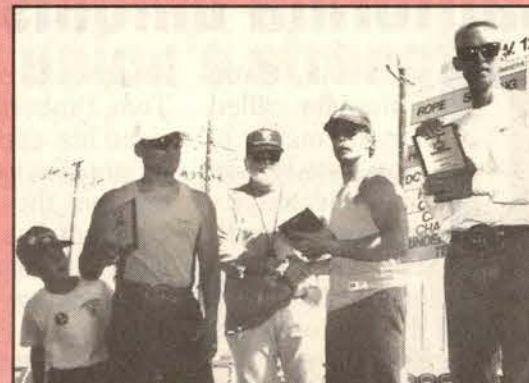
2nd Place Overall

SMUD: Mark Bryant, Gary Eickmann, Ted Warner



1st Place Overall

SMUD: Jim Baird, Greg "Snake" Smelser, Jim Clamp



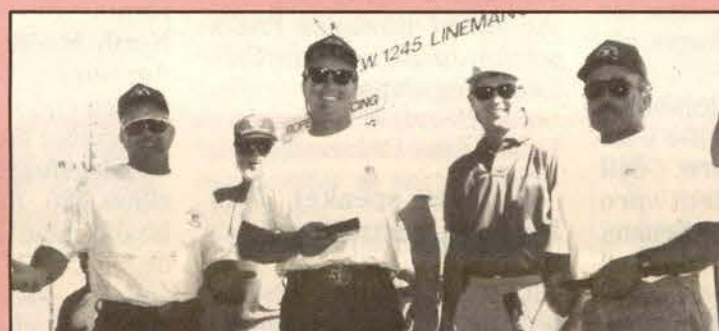
3rd Place Overall

SMUD: Max Fuentes, Gerald Mankins, Jerry Tittle



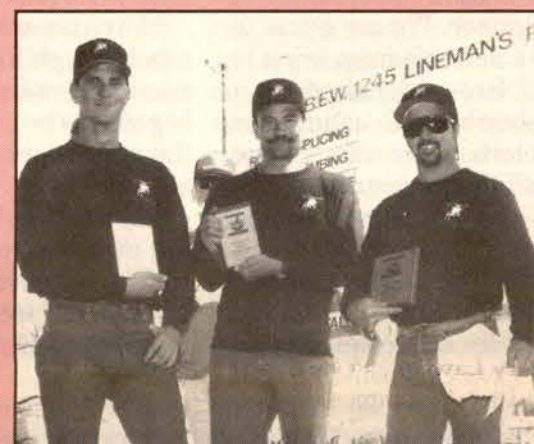
2nd Place PG&E (Div.)

Rick Bimson, George McNeill, Tom Jones



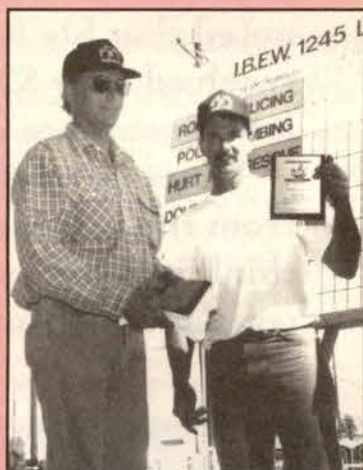
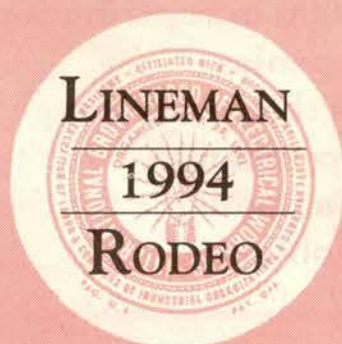
1st Place PG&E (Division)

Curtis Doty, Dan Ramirez, Mike Swanson



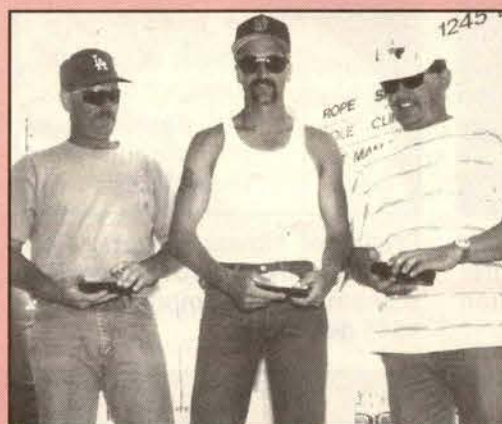
3rd Place PG&E (Division)

Simon Cassidy, Greg Shulz, Jeff Rubbo



3rd Place PG&E (GC)

Mike Moss, Robert Nylander, Blair Zimmerman



1st Place PG&E (GC)

Eric Dau, Paul Devine, Bob Sholler



2nd Place PG&E (GC)

George Soares, Rick Lee, Jimmy Patterson

The Winning Teams

Labor targets Wilson for defeat

California unionists gear up for crucial battles

California trade unionists called for the ouster of Gov. Pete Wilson and endorsed pro-worker candidates for state and national office during the 20th convention of the California Labor Federation last month.

Delegates representing two million union members in California cheered when Kathleen Brown invited them to help her unseat Wilson and restore California's economic vitality.

"You and I are going to hold Pete Wilson accountable in November. We are going to take California from worst to first," Brown declared.

Labor-backed candidates took turns at the microphone assailing the impact of Republican policies on working people.

State Controller candidate Kathleen Connell warned that Wilson's economic policies have California headed toward a financial catastrophe "of historic proportions."

Attorney General candidate Tom Umberg sharply criticized his opponent's record on labor law violations, charging that the Republican incumbent has "never seen a labor law violation he thinks is egregious enough to go after."

Art Torres, the Democratic nominee for Insurance Commissioner, painted a vivid picture of the corrupting influence that corporate wealth is having on statewide races. He noted that his Republican opponent has received over \$297,000 in contributions from insurance companies.

"Anyone who has that much dough from the insurance companies I don't think is going to be a regulator for the consumers," Torres observed.

An important battle is brewing over control of the California Legislature. Bill Lockyer, president pro tempore of the state Senate, warned that a group of wealthy "right wing fanatics" had formed the Allied Business PAC to defeat pro-labor candidates.

The extremists who finance this PAC, Lockyer said, claim they want "to integrate Biblical law into our everyday lives," but in fact they merely use the Bible to disguise their anti-labor agenda.

"The Bible somehow tells them that we should outlaw agency shop agreements. The Bible tells them that we should get rid of... collective bargaining for public employees," Lockyer told the delegates.

Both Lockyer and Assembly Speaker Willie Brown said that grass-roots efforts by union members would be critical factors in turning back the Allied Business PAC's scheme to take over the California Legislature.

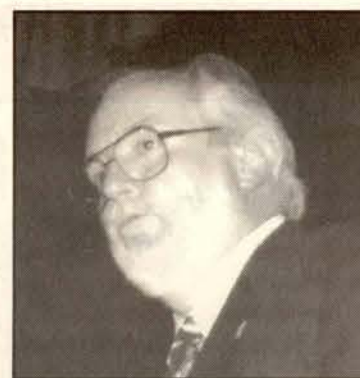
Keynote speaker Tom Donahue, international secretary-treasurer of the AFL-CIO, reminded delegates that pro-labor candidates must be

elected to Congress if there is to be any hope of federal labor law reform in 1995. Donahue, who was officially escorted to the speakers' platform by Local 1245 Business Manager Jack McNally, noted that 25% of all employers faced with an organizing drive "illegally fire one or more workers because of the worker's support of the union."

"That's a stunning record of illegal activity," declared Donahue.

Delegates endorsed Senator Dianne Feinstein for reelection, but not all federal candidates fared so well. Five of the 14 Democratic members of Congress from California who voted for the North American Free Trade Agreement last year were denied endorsement for the November election.

Delegates endorsed Proposition 186, the single-payer health plan initiative, and urged defeat of Proposition 187, the so-called "save our state" initiative.



Business Manager Jack McNally, chair of the Constitution Committee, addresses the convention.



Art Torres, labor-endorsed candidate for Insurance Commissioner



Business Manager Jack McNally (right) served as official escort for AFL-CIO Secretary-Treasurer Tom Donahue's entrance onto the convention floor. (Photo: John Ravnik)



President Howard Stiefer (left) and Executive Board member Ron Blakemore were among the Local 1245 delegates.

Art Torres painted a vivid picture of the corrupting influence that corporate wealth is having on statewide races. He noted that his Republican opponent has received over \$297,000 in contributions from insurance companies.

"Anyone who has that much dough from the insurance companies I don't think is going to be a regulator for the consumers," Torres observed.

VIVA LA CAUSA

United Farm Workers President Arturo Rodriguez, flanked by rank and file members, tells convention delegates of UFW's recent organizing successes. Rodriguez, son-in-law of UFW founder Cesar Chavez, urged delegates to continue honoring the boycott of non-union table grapes. (Photo: Eric Wolfe)



Candidates Endorsed by Local 1245 and by the Nevada State AFL-CIO for the September 6, 1994 Primary Election

U.S. SENATE
Richard Bryan (D)

CONGRESSIONAL DISTRICT #1
James Bilbray (D)

CONGRESSIONAL DISTRICT #2
NO ENDORSEMENT

GOVERNOR
Bob Miller (D)

LT. GOVERNOR
NO ENDORSEMENT

ATTORNEY GENERAL
Frankie Sue Del Papa (D)

SECRETARY OF STATE
Tom Hickey (D)

SUPREME COURT
NO ENDORSEMENT

TREASURER
NO ENDORSEMENT

CONTROLLER
Peter Sfferazza (D)

STATE SENATE CAPITAL DISTRICT
Ernie Adler (D)

STATE SENATE DISTRICT #1, CLARK
John Wiles (D)

STATE SENATE DISTRICT #2, CLARK
Cher Lowe (D)

STATE SENATE DISTRICT #3, CLARK
NO ENDORSEMENT

STATE SENATE DISTRICT #5, CLARK
Steve Sisolak (D)

STATE SENATE DISTRICT #7, CLARK
Lori Lipman Brown (D)

STATE SENATE DISTRICT #8, CLARK
Paul Yates (D)

STATE SENATE DISTRICT #1, WASHOE
Bernice Mathews (D)

STATE SENATE DISTRICT #2, WASHOE
Len Nevin (D)

STATE SENATE DISTRICT #4, WASHOE
Emma Sepulveda (D)

STATE SENATE WESTERN NEV. DIST.
Ame Hellman (D)

STATE ASSEMBLY DISTRICT #1
Tom Collins (D)

STATE ASSEMBLY DISTRICT #2
John Ponticello (D)

STATE ASSEMBLY DISTRICT #3
John Bonaventura (D)

STATE ASSEMBLY DISTRICT #4
NO ENDORSEMENT

STATE ASSEMBLY DISTRICT #5
Pam Mortensen (D)

STATE ASSEMBLY DISTRICT #6
Wendell Williams (D)

STATE ASSEMBLY DISTRICT #7
Morse Arberry (D)

STATE ASSEMBLY DISTRICT #8
Barbara Buckley (D)

STATE ASSEMBLY DISTRICT #9
Chris Giunchigliani (D)

STATE ASSEMBLY DISTRICT #10
David Goldwater (D)

STATE ASSEMBLY DISTRICT #11
Doug Bache (D)

STATE ASSEMBLY DISTRICT #12
Genie Ohrenschall (D)

STATE ASSEMBLY DISTRICT #13
NO ENDORSEMENT

STATE ASSEMBLY DISTRICT #14
NO ENDORSEMENT

STATE ASSEMBLY DISTRICT #15
Lou Toomin (D)

STATE ASSEMBLY DISTRICT #16
Rick Bennett (D)

STATE ASSEMBLY DISTRICT #17
Bob Price (D)

STATE ASSEMBLY DISTRICT #18
Bill Petrak (D)

STATE ASSEMBLY DISTRICT #19
Sandi Krenzer (D)

STATE ASSEMBLY DISTRICT #20
Stephanie Smith (D)

STATE ASSEMBLY DISTRICT #21
Kathleen Harney (D)

STATE ASSEMBLY DISTRICT #22
Gene Segerblom (D)

STATE ASSEMBLY DISTRICT #23
Richard Perkins (D)

STATE ASSEMBLY DISTRICT #24
Vivian Freeman (D)

STATE ASSEMBLY DISTRICT #25
Karol Kellison (D)

STATE ASSEMBLY DISTRICT #26
Victoria Gravelin (D)

STATE ASSEMBLY DISTRICT #27
Ken Haller (D)

STATE ASSEMBLY DISTRICT #28
Vonne Chowning (D)

STATE ASSEMBLY DISTRICT #29
NO ENDORSEMENT

STATE ASSEMBLY DISTRICT #30
Jan Evans (D)

STATE ASSEMBLY DISTRICT #31
Bernie Anderson (D)

STATE ASSEMBLY DISTRICT #32
Gail Scalzi (D)

STATE ASSEMBLY DISTRICT #33
NO ENDORSEMENT

STATE ASSEMBLY DISTRICT #34
NO ENDORSEMENT

STATE ASSEMBLY DISTRICT #35
Marcia deBraga (D)

STATE ASSEMBLY DISTRICT #36
Roy Neighbors (D)

STATE ASSEMBLY DISTRICT #37
NO ENDORSEMENT

STATE ASSEMBLY DISTRICT #38
Joe Dini (D)

STATE ASSEMBLY DISTRICT #39
NO ENDORSEMENT

STATE ASSEMBLY DISTRICT #40
James Jewett (R)

STATE ASSEMBLY DISTRICT #41
Larry Spitler (D)

STATE ASSEMBLY DISTRICT #42
Kevin Dugan (D)

Make Your Voice Heard: Vote!

LABOR STUDIES CLASSES

City College of San Francisco Labor Studies Program

Fall Semester, 1994

(415) 267-6550

Classes begin August 22, 1994

All classes are at Downtown Campus, 800 Mission St. (at 4th St.), in San Francisco unless otherwise noted. Fees are \$13/unit for undergraduates, \$50/unit for people with BA degrees. **Tuition assistance is available.**

Labor 73: Collective Bargaining (3 units)

Mondays, 7-9:50 pm
Nuts and bolts of negotiations; simulated negotiations exercises.

Instructor: Al Lannon, AFT 2121

Labor 78A: History of Women Workers (1 unit)

Mondays, Sept. 12-Oct. 17, 6:30-9:30 pm

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

Instructor: Tanya Russell, AFT 2121

Labor 78B: Overcoming Discrimination & Harassment (1 unit)

Mondays, Oct. 24-Nov. 28, 6:30-9:30 pm

Methods for solving problems of discrimination and harassment in the workplace.

Instructor: Tanya Russell, AFT 2121

Labor 72: Labor Law (3 units)

Tuesdays, 7:00-9:50 pm

State and federal labor legislation; legal framework for union organizing.

Instructor: John Henning, Jr.

Labor 91A: Participating in Management (1 unit)

Tuesdays, Sept. 6-Oct. 11, 6:30-9:30 pm

Everything the informed employee or union representative should know about labor-management cooperation programs.

Instructor: Deborah Moy

Labor 91E: Workers Compensation Update (1 unit)

Tuesdays, Oct. 18-Nov. 22, 7-9:50 pm

Overview of employee rights under Workers Comp law and recent legal developments.

Instructor: Joe Waxman

Labor 87: Managing Unions (3 units)

Wednesdays, 7:00-9:50 pm
Effective organizational structure and planning, meeting legal responsibilities, using new office technology.

Instructor: Staff

Labor 93A: Labor & Culture (3 units)

Wednesdays, 7:00-9:50 pm
The lives of working people and the development of labor movement in mass media, literature and the arts.

Instructor: Fred Glass

Labor 70: American Labor Movement (3 units)

Thursdays, 7:00-9:50 pm
What it is, how it got that way, how it works.

Instructor: Staff

Labor 86: Mediation Skills & Techniques (1 unit)

Thursdays, Sept. 8-Oct. 13, 7-9:50 pm

Overview of how mediation works in labor and community settings. Skills and techniques necessary to effective practice.

Instructors: Kathleen King & Chris Hanzo

Labor 90A: Steward Training (1 unit)

Saturdays, Sept. 17, 24; Oct. 1 9:30 am-3:30 pm

209 Golden Gate Ave.
Steward's role in grievance handling and building member solidarity.

Instructor: Linda Gregory

Labor 91B: Strike Strategies & Alternative Tactics (1 unit)

Saturdays, Aug. 27 & Sept. 10 9 am-5 pm

660 Howard, 3rd floor
Preparing for and conducting strikes. Tactics to use when a strike is not possible--corporate campaigns, in-plant strategies, and other alternatives.

Instructor: Deborah Moy

Labor 104: Union and Peer Counselor Training (1 unit)

Saturdays, Oct. 8 & Nov. 19; 9 am-5pm

600 Howard St., 3rd floor
For anyone who counsels people at work. Peer counseling and referral techniques.

Instructor: Deborah Moy

Advanced Union and Peer Counselor Training (Free, No Credit)

Saturday, Sept. 24, 9 am-5pm
600 Howard St., 3rd floor
For people certified as AFL-CIO union/peer counselors. Meet other Bay Area counselors to discuss handling difficult cases; advocacy.

Instructor: Deborah Moy

Assertiveness Training (Free, non-credit)

Saturday, Oct. 8 or Saturday Dec. 3, 9 am-5 pm

240 Second St., 2nd floor
How to communicate clearly and stand up for your rights in the workplace and in life.

Effective Meetings:

Parliamentary Procedure & Alternatives (Free, non-credit)

Saturdays, Oct. 15 & Oct. 22, 9 am-5 pm

209 Golden Gate Ave. SF
The basics of Parliamentary Procedure. Consensus and other methods of running meetings.

Instructors: Paul & Miriam Chown

Workers Rights (Free, non-credit)

Two Saturdays, Oct. 29 & Nov. 5, 9 am-5 pm, 660 Howard St., SF

Wage and hour laws, discrimination, workers compensation, safety and health, and other protective legislation.

Bringing Labor Alive in Song (Free, non-credit)

Time & date to be announced.
Learn to sing for the labor movement, on picket line and at labor meetings. Teach others about labor history through music.

Instructor: Pat Wynne

San Francisco State Labor Studies Program

Spring Semester 1994

(415) 338-2885

Labor 250: Introduction to Labor Studies (3 units)

Wednesdays, 7-9:45 pm
Overview of history, economics, politics of labor in the US. Focus on women and minorities in the labor market and current issues such as health care.
Instructor: Brenda Cochrane

Labor 400: Union Structure and Administration (3 units)

Thursdays, 7-9:45 pm
Internal union functions, structures and administration. Overview of legislation relevant to bargaining and benefits. use of computers in the union office for communication and research.
Instructor: Brenda Cochrane

Labor 500: Labor and Government (4 units)

Thursdays, 6:10-9:50 pm
Labor-government relations at local, state and national levels. Labor's political action and government responses as they protect or restrict labor's interest.
Instructor: Wayne Bradley

Labor 510: Labor Economics (3 units)

Wednesdays, 7-9:45 pm
Problems of labor: unemployment, hours, wages, industrial disputes.
Instructor: Daniel Vencill

Labor 600: OSHA and Work (3 units)

Mondays, 6-8:45 pm
Overview of OSHA legislation and enforcement. Current legal cases dealing with workplace health and safety.
Instructor: Fran Schreiber

Labor 699: Special Study (1-3 units)

Topics determined through discussion with instructor.
Instructor: Brenda Cochrane

Laney College Labor Studies

Fall Semester, 1994

(510) 464-3210

Classes begin August 29 1994

All classes are at Laney College, 10th & Fallon Streets, Oakland (one block from Lake Merritt BART Station). Fees are \$13/unit for undergraduates, \$50/unit for people with BA degrees, plus a \$2 Student Center Fee. Tuition assistance may be available.

LS 30: Labor Law (3 units)

Mondays, 7-10 pm
The legal framework for the right to organize and bargain collectively; union, employee and employer rights in the public and private sectors.
Instructor: Bill Sokol

LS 10: American Labor Movement--History & Structure (3 units)

Tuesdays, 7-10 pm
The history, struggles and structure of the labor movement; how it came to be what it is and how it works, current issues.
Instructor: Albert Lannon

LS 15: Responsibilities and Skills for Labor Leadership (3 units)

Wednesdays, 7-10 pm
Psychology of leadership, communicating with and motivating members in the workplace and in the union hall.
Instructor: Ellen Starbird

LS 14: Grievance Handling & Arbitration (3 units)

Thursdays, 7:00-10:00 pm
Identifying, preparing and presenting grievances; negotiating solutions to workplace disputes, with arbitration as the final step.
Instructor: Albert Lannon

LS 202: Union Organizing (1 unit)

Saturdays, Sept. 10, 17, 24; 9 am-4 pm
Employee rights, NLRB procedures, combatting unionbusters, current winning strategies.
Instructor: Ellen Starbird

LS 248B: Building Bridges: Labor and Community

Saturdays, Nov. 12 & 19
Finding common ground and coalition-building to strengthen both unions and community groups.
Instructors: Shiree Teng and Jim Harford

**Learn
about
Labor**