

# UTILITY REPORTER

Speak Out!  
See Page 3

## Title 206 arbitration at PG&E enters final phase

**F**ive days of hearings on Arbitration 201 were concluded in July, paving the way for a decision as early as October by arbitrator Walter Kintz.

The arbitration resulted from a union grievance concerning the first wave of Title 206 activity originating in the Gas and Electric T&D departments at Pacific Gas and Electric Co. in early 1994. The Title 206 activity involved the displacement of about 395 bargaining unit employees.

Three basic issues are at stake in the arbitration.

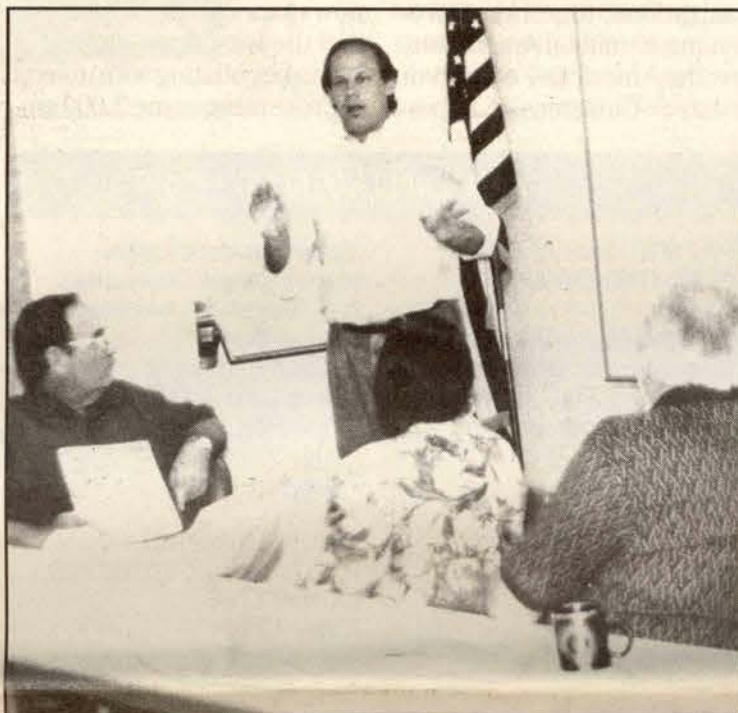
First, Local 1245 maintains that, at the time the displacements occurred, there was contracting going on in the Electric T&D department. Under these circumstances, the union contends, Letter Agreement 88-104 prohibits such displacements in Electric T&D.

"If we prevail on this point,"

said Local 1245 attorney Tom Dalzell, "the other issues become moot" because such a decision by the arbitrator would undo everything that has happened.

The second contention by the union is that the company improperly applied Section 206.6 of the labor agreement, and that this improper application greatly reduced the opportunity of employees being displaced to bump into beginning level classifications.

The union's third point is that Letter Agreement 88-104 requires the company to fill vacancies in departments where contracting is going on. The union maintains that contracting was occurring in the Steam Mechanical Maintenance Department at the time of the displacements. Therefore, the union maintains, the company should have included vacancies in



Staff attorney Tom Dalzell updates union staff on Arbitration Case 201 during a recent staff meeting. (Photo: Eric Wolfe)

that department as options for employees being displaced.

Briefs are to be filed with Kintz by Sept. 9. A decision is expected in October.

## Attend the CPUC hearings on utility restructuring!

This month the CPUC continues its public hearings on utility restructuring. This is your chance to speak out for safe, reliable electric

service...and for your job.

See Business Manager's column on Page 3 for points you might want to raise at the hearings.

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

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

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

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

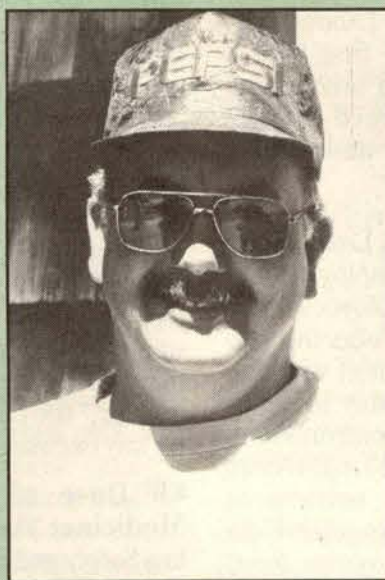
**Martinez, Sept. 12:**  
County Administrative Bldg.,  
651 Pine St.

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

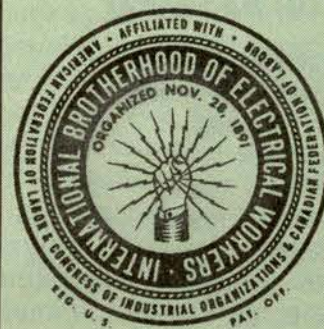
**Fresno, Sept. 26:**  
Hall of Records, Room 301,  
2281 Tulare St.

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

All meetings begin at 7 p.m.



**ADVISORY COUNCIL MEMBER**  
Monte Nelson was sworn in at the August Advisory Council meeting as the new representative for Citizens Utilities. (Photo: Mickey Harrington)



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### CALENDAR

September 5  
LABOR DAY

September 6  
PRIMARY ELECTION  
IN NEVADA

September 16  
Pin Dinner  
Oroville, Ca.

September 17  
Stewards Conference  
Chico, Ca.

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





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WIPA

*Workers here and abroad*

## Rolling the union on...

**Historic Alliance:** In an unusual but historic alliance, three diverse organizations joined forces this summer to declare that national health care reform must include universal coverage and employer contributions. The organizations, together representing 49 million Americans, are: the American Federation of Labor-Congress of Indus-

trial Organizations (AFL-CIO), the American Medical Association (AMA), and the American Association of Retired Persons (AARP).

**Newspapers Will Talk:**

Two San Francisco daily newspapers—the Chronicle and the Examiner—agreed to begin negotiating with unions representing some 2,600 em-



## APPOINTMENTS

**PACIFIC GAS AND  
ELECTRIC COMPANY****Call/Credit Centers Labor-  
Management Committee**

Donna Ambeau  
Ricardo Breadmont  
Leslie Davis  
Art Garza  
Dolly Gray  
Debra Hall  
Harvey LaShon  
John Martinez  
Olivia Mercado  
Karen Russell  
Jack McNally  
Dorothy Fortier  
Bob Gibbs  
Wayne Greer  
Frank Hutchins  
Kathy Maas  
Lula Washington

**SCADA Action Forum  
Committee**

Jerry Covert  
Mike Davis  
John Frost  
Dennis Goodman  
Bill Hosford  
Bob Whitley  
Darrel Mitchell

**Service Employees Labor-  
Management Committee**

Rich Bidinost  
Bryant Bolen  
Ed Dwyer  
Tom Hutchinson  
Bob Quinn  
Mike Woodward  
Darrel Mitchell

**CNO Labor-Management  
Committee**

Jim Grady  
Ed Hood  
Pat McKenna  
Mark Newman  
Stan Teausant  
Jerry Totes  
Rod Trunnell  
Darrel Mitchell

**Meter Readers Labor-  
Management Committee**

Bob Blanc  
Sharon Burt  
Michael Echeveria  
Arlene Filter-Edwards  
Diana Herr  
Peggy Kelleher  
Therese Kennett

**LINDMORE IRRIGATION  
DISTRICT NEGOTIATING  
COMMITTEE**

Roger Unruh  
Ron Van Dyke

**TRUCKEE DONNER  
P.U.D. NEGOTIATING  
COMMITTEE**

Mike Connell  
Beverly Johnson  
Rosana Matlock  
Mike McGovern  
Dennis Seyfer

**OROVILLE-WYANDOTTE  
IRRIGATION DISTRICT  
NEGOTIATING  
COMMITTEE**

John Graham  
Gino Higgins  
Gay Venson, Jr.  
Jack Osburn

**TCI OF NEVADA  
NEGOTIATING  
COMMITTEE**

Craig Miraglia  
Nancy Miraglia  
John Stralla

**NEVADA IRRIGATION  
DISTRICT NEGOTIATING  
COMMITTEE**

Ted Gilbert  
Jeff Huey  
Tom Santos  
Bill Gainer (alternate)  
Thom Thurn (alternate)  
Phil Carter

**CALIFORNIA LABOR  
FEDERATION, AFL-CIO  
DELEGATE**

Watie Anthney (replaced  
Orv Owen)

ployees after the National Labor Relations Board announced it was preparing to issue a complaint against the newspapers for refusing to bargain jointly with the unions.

**More Comp Pay:**

Workers' Compensation benefits in California went up July 1 in accordance with reform legislation sponsored last year by the California Labor Federation. The maximum temporary disability benefit rose from \$336 per week to \$406 per week for disabilities incurred on or after July 1. It rises to \$448 per week on July 1, 1995 and \$490 on July 1, 1996.

**Benefits Expanded:** In its new contract with Northern Telecom, the Canadian Auto Workers union has negotiated health and pension benefits for same-sex spouses of union members. According to the Canadian Association of Labour Media, this is the first time a major Canadian private employer has agreed to give benefits to gay and lesbian partners.

**Settled At Last:** Members of Hotel Employees and Restaurant Employees Local 483 achieved a collective bargaining agreement with the Santa Cruz Holiday Inn after four years of confrontation, the California AFL-CIO News reported. The settlement came two weeks after Holiday Inn employees overwhelmingly rejected decertification of the union. The settlement will bring an end to a two-year boycott of the hotel and other Seaside Company properties, including the Santa Cruz Boardwalk amusement park.

**Organizing Up:** Hospital workers petitioned for 158 union elections last year, up from just 19 in 1989, Labor Notes reported. Unions are winning 58% of these elections, compared to a 48% success rate for the labor movement as a whole. A 1991 Supreme Court decision creating smaller, more homogeneous bargaining units, has also made organizing easier.

**Employees Take Over:**

After years of negotiations, employees gained 55% ownership of United Airlines in July. The agreement, brokered by the Machinists union and the Air Line Pilots, gives workers the right to name the chief executive, puts workers on the board of directors, and gives workers a role in the start-up of a shorter-haul carrier, the United Shuttle.

**Inexcusable Conduct:**

When a manager was charged with sexually harassing a female blackjack dealer, the Showboat casino in Las Vegas claimed innocence, declaring the manager persecuted all employees, regardless of sex. A federal appeals court didn't buy it. "The fact that [the manager] may have uttered racially discriminatory slurs only suggests he was just as insensitive in matters of race as in those of gender," the court said. "It in no way excuses his conduct."

**Dose of Their Own**

**Medicine:** The North Carolina Safety and Health Project reported that the owner and manager of a Massachusetts smelting company were each sentenced to 750 hours of labor similar to the work performed by employees they had exposed to hazardous waste.



## Know your rights when dealing with Workers Comp. insurance adjusters

By Dennis S. Zinn

**B**eware! The power of the insurance company to make you lose your claim for worker's compensation benefits on a "technicality" has never been greater. The problem of protecting your rights has also never been greater.

A common mistake made by many injured workers is to think of the insurance company's "claims examiner," "claim representative," or "claims person" as someone who is on their side. The claims person is the contact person that an injured worker has with the insurance company, which is the source for all benefits. And

of course the claims person is usually very friendly, at least at first. They contact the injured worker as soon as possible after the injury, and explain what benefits are going to be provided.

They must be on your side then, right? Wrong! Claims people protect the insurance company first, and you second, and only because they have to. They get raises and promotions for defeating claims or settling them for a fraction of their value.

The claims person is an employee of the insurance company. The insurance company has as its first duty the protection of their pocket book. When you are injured, you file a claim form. This claim form is then forwarded by your employer to their insurance company (or their adjusting agency if the employer is self insured). The job of the insurance company or adjusting agency is to administer the claim as effectively as possible, which in most cases means for as little money as possible.

Worker's compensation law gives injured workers certain rights. The claims person will explain those rights to you, and usually will abide by the law and give you

the minimum benefits you are entitled to. But, there is a big difference between someone giving you what they absolutely have to and someone actively looking out for and protecting your rights. Like any business, the insurance companies and claims adjusting companies are in business to make money, and they do that by taking in premiums from the employers and paying out as little as possible to injured workers.

It is important to remem-

ber that when you have an injury and file a worker's compensation claim, you are going against the insurance company or claims adjusting agency. Therefore, when you ask the claims person for advice on what you should do, you are asking someone whose first duty is not to you, but to your adversary. Claims persons are often called "management nurses," "claims investigators," "claims examiners," "claims adjusters," and "claims representatives," all of which are misleading. They should be called company representatives. However, they are the people who must be dealt with and they are very adept at gaining your confidence, and then using it against you.

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What can you do? To start with, the state has a toll-free number you can call for information on worker's compensation rights. That number is 800-736-7401.

The other thing you can do is contact a worker's compensation attorney. If you think that you don't want an attorney because that will turn your claim into a lawsuit, remember that a worker's compensation claim is a lawsuit. And without an attorney on your side, it is a

lawsuit where you are representing yourself against the insurance company or adjusting agency, which will have experienced claims people and attorneys working on their side.

The law can be as complicated as performing surgery. And when was the last time you tried to remove your own appendix? If you are afraid you can't afford an attorney, remember this: worker's compensation attorneys do not take any fee out of your

pocket, only a small (usually 12%) portion of your award when your case settles. In the end, the choice is yours. Many injured workers are afraid to get an attorney because they think that their

employer will be mad at them. The law can protect you. And many claims people threaten injured workers by saying that their claim will be much more difficult if the injured worker gets an attorney. However, there are laws which can protect you against anyone retaliating against you for filing a claim, and any good attorney can help protect you and make sure you get the most benefits possible, not just the absolute minimum the insurance company must provide. If you would like more information on how to protect your rights, feel free to contact the information line provided by the state, or you can call our office for a free consultation at 916-446-4692 or 800-852-7581.

*(Dennis S. Zinn is an attorney with the firm Mastagni, Holstedt & Chiurazzi.)*

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

## Speak out at hearings on utility restructuring

Jack McNally, IBEW 1245 Business Manager

It is vitally important that Local 1245 members attend and speak out at the upcoming public hearings on utility restructuring being held by the California Public Utility Commission at various locations around the state.

For months the commissioners have been considering the pros and cons of various restructuring schemes. They've taken testimony from every kind of expert, consultant, and special interest.

But there's one expert they haven't heard from yet. That expert is you, the electric utility employee. You are the one who has built the electric system we all enjoy today. You are the one who maintains it and knows what makes it work.

As the commissioners travel around California this month seeking input from the public, your voice will be one of the most valuable things they hear. Your presence will serve to remind them that an electric system doesn't just spring up out of thin air. Electrical workers built that system, and electrical workers know that maintaining that system requires vigilance, skill, and adequate resources.

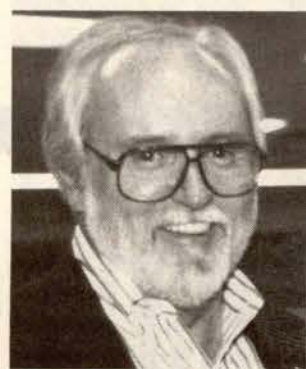
It's crucial that the commissioners get a clearer understanding of these basic facts. Here's how you can help:

- Attend the hearing. Encourage other employees to attend, too.

- When you arrive at the hearing, sign up to speak.

- When it's your turn to speak, identify yourself as a utility employee and state your job classification.

- Make the point that reliable electric service is made possible by skilled workers who understand how the system works and



who know how to operate and maintain it.

- Express your concern that utility restructuring is happening too fast, and that not enough attention is being paid to the impact that restructuring will have on service reliability.

- Point out that reducing costs is not a good thing if it puts pressure on a utility to cut corners. Further downsizing will mean that utilities will have fewer skilled people on hand to maintain the system. Shortcuts today will mean reliability problems down the road.

- As an electrical worker, you have always been told you have a duty to serve the public. That duty is to provide an essential service—safe, reliable electricity. Ask the commissioners not to undertake any restructuring that would undermine your ability to perform that duty.

- Remind the commissioners that whatever else they decide to do, they should be very careful not to harm our state's basic electric infrastructure, because preserving that system is their duty to all ratepayers.

Remember, these are public hearings. You have a right to be there and to be heard. A list of hearing dates and locations appears on page one. Attend one in your area. Speak up in defense of your job and the valuable service you provide to your community.



# Labor Day 1994: America's unions on the rebound

By Charles E. Mercer

**T**hose corporate bosses, Business Roundtable types and right-wing think-tankers who look to Labor Day as an opportunity to take a shot at unions may have to

clutch for a few more straws this Labor Day. After suffering through a miserable 12 years of unrelenting attack by right-wing Republicans, I'm convinced that unions and the people they represent are coming back—big time. The reasons are simple.

First, we've got a president of the United States who honestly believes that working people are a vital, valuable part of our society, and deserve to be treated with dignity, respect and fairness.

Second, a lot of workers themselves are fighting their way out from under the blanket of baloney and false promises we all were subjected to throughout the 1980s.

Look at a few facts, and you be the judge:

- Union membership increased by 208,000 last year, to 16.6 million. It was the first increase in years.

- Unions participated in 12% more representation elections in 1993 than they did in 1992. To me that means unions are fighting back and working people are more interested than ever in what unionism can do to help them improve their lives.

- Union members continue to have higher weekly earnings than non-members. In fact, the difference grew to 35% more last year, up from 32%. Thanks to unions, wages rose at a higher rate than inflation last year in nearly every kind of job.

- Because we now have a US president with a brain in his head and feelings in his heart, unemployment is down a full percentage point

from around last Labor Day—just to 6%, as I write this, but sure to go lower. Inflation, meanwhile, isn't savaging workers' paychecks.

It's not all economics, either. It's a feeling of hope and solidarity. It's a unity that brought trade unionists out in 100 cities recently to demonstrate for safer and healthier workplaces, and countless other rallies, marches and demonstrations for striking workers, locked-

out workers, boycotting and otherwise struggling workers.

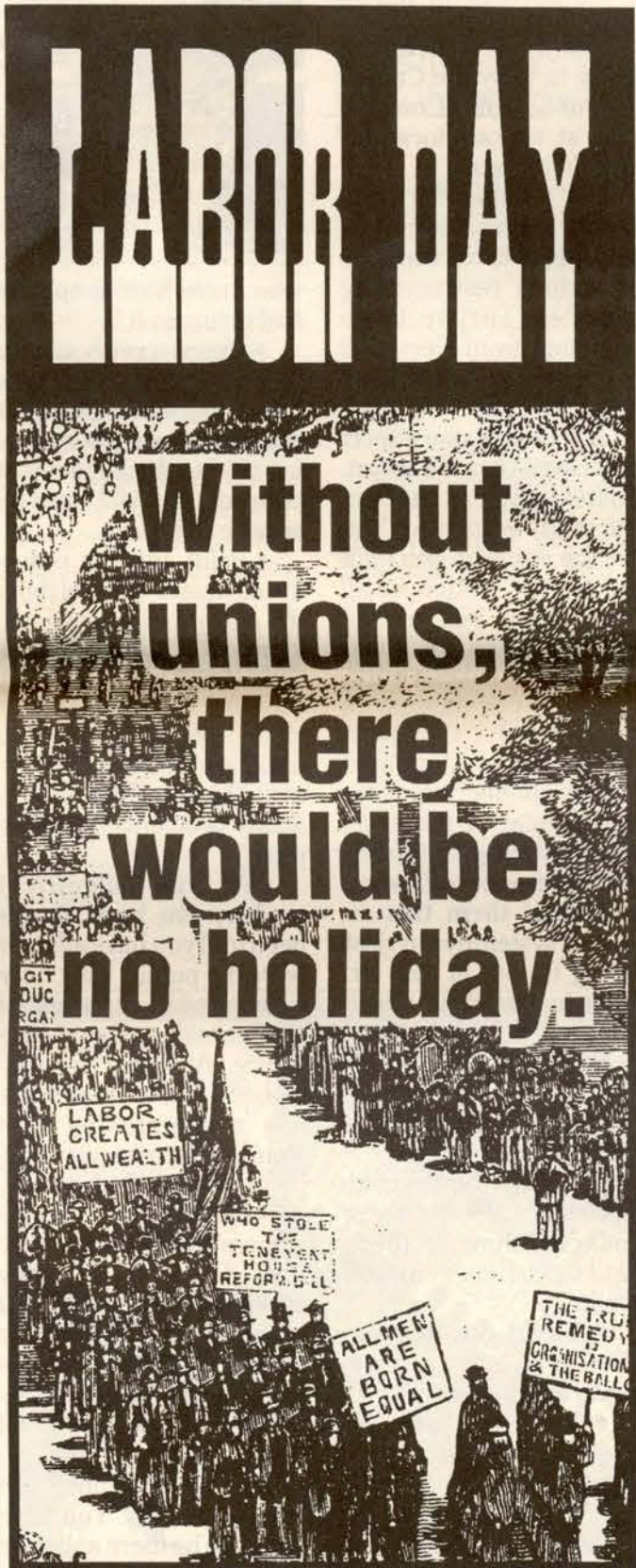
Unions and their members have a way to go to recover from the past couple of decades of automation and trade-caused job losses and Republican union-busting, to be sure. But, just as sure, this Labor Day we're on our way.

*(Charles E. Mercer is secretary-treasurer, Union Label & Service Trades Department, AFL-CIO)*



SEPT. 5-10, 1994

UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO



Huck/Konopacki Labor Cartoons  
**AUGUST, 1994**



Unionized employees at the San Francisco Chronicle and San Francisco Examiner took to the streets this summer to demand fair treatment at the bargaining table. Their demonstration was just one of hundreds around the country this year that show the renewed vitality of the American labor movement.



# Republican-led filibuster kills anti-scab bill in US Senate

By James B. Parks

**L**abor's long journey to pass the Workplace Fairness bill came up with 53 votes in two tries on July 12 and July 13 in the US Senate. But a majority 53 is not good enough in the Senate, where it takes 60 votes to shut off debate and allow a vote on the bill.

AFL-CIO President Lane Kirkland said the nation loses something "close to the core of what identifies the American system" if the Senate refuses to stop employers from abrogating the fundamental right of freedom of association.

Kirkland said the GOP filibuster, fueled by an intensive lobby by business groups, adds "another notch on the hired guns of the special interests who benefit from a denial of worker rights."

"Working people know their rights were abridged," Kirkland said. "And they know that, consequently, America is headed in the wrong direction, toward expansion of the nation's sec-

ond-tier, underclass."

Sen. Howard Metzenbaum (D-Ohio), the lead sponsor of S. 55, said he might consider attaching the bill to a broad-based measure that has Republican support. Labor Secretary Robert Reich said the Clinton administration would support such an effort.

In remarks to the American Federation of Teachers convention in Anaheim, Ca., Vice President Al Gore said the vote was "just a temporary setback. We're going to find a way to solve this problem."

In his floor remarks, Metzenbaum pointed out that striker replacement has cost the jobs of tens of thousands of workers over the past few years at companies like Eastern Air Lines, International Paper, Greyhound, Phelps Dodge and others. Hundreds of thousands more have refrained from striking because of the threat of "permanent replacement."

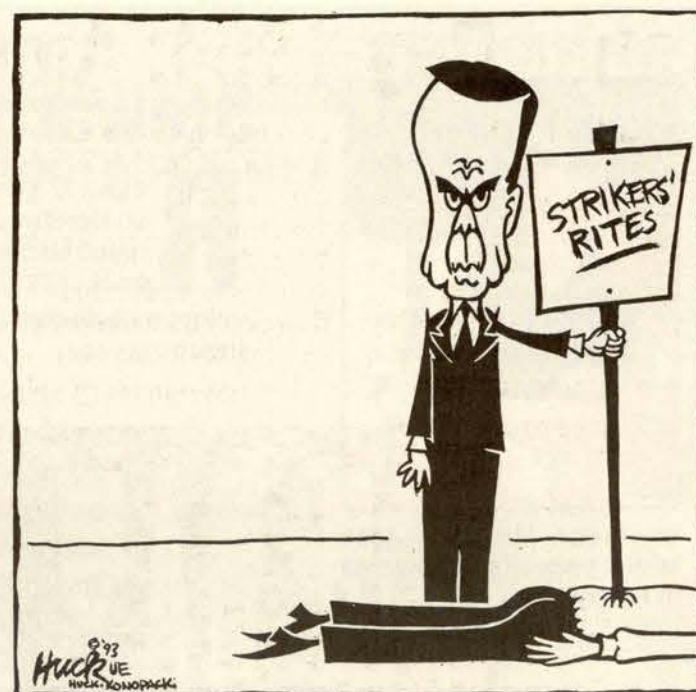
"We no longer have collective bargaining," said AFL-CIO Legislative Director Robert M. McGlotten. "What we

have is a situation where employers really have taken the law and turned it around to their own advantage."

Elmer Chatak, president of the AFL-CIO Industrial Union Department, compared the use of "permanent replacements" with the use of the filibuster. "Without the right to strike, democracy is diminished in the workplace. Without majority rule in Congress, democracy is diminished in the federal legislative branch," he said.

Corporate interests who believe the issue of workplace fairness will go away are mistaken, Chatak said. "I've negotiated hundreds of contracts over the years and can fully appreciate the destructiveness permanently replacing workers has on the collective bargaining process. We will continue our efforts to eliminate their use." IUD has spearheaded the drive to pass the bill over the past four years.

Unlike in 1992, when President Bush threatened to veto the measure, President Clinton mounted a campaign to break the filibuster and to pass the bill.



**Republican Minority Leader Robert Dole (R-Kan.) made the vote a party issue and effectively blocked talks that might have led to a compromise on the bill.**

The vote was 53-47 on July 12 and 53-46 on July 13, with Republican Sen. Paul Coverdell (Ga.) not voting the second time. Fifty Democrats and three Republicans—Alphonse D'Amato (N.Y.), Mark Hatfield (Ore.), and Arlen Specter (Pa.)—supported labor's effort to end the debate and bring the matter to a vote. Forty-one Republicans and six Democrats voted to sustain the filibuster and prevent a vote on the bill.

Those six Democrats who sabotaged labor's efforts to pass the bill were David Boren (Okla.), Dale Bumpers and David Pryor (Ark.), Ernest Hollings (S.C.), Sam Nunn (Ga.) and Harlan Matthews (Tenn.).

Three senators who voted for cloture (to end debate) in 1992 switched votes this year—Nunn, Robert Packwood (R-Ore.) and Ted Stevens (R-Alaska). Supporters in 1992 included two administration officials, Vice President Gore and Treasury Secretary Lloyd Bentsen, as well as former Georgia Sen. Wyche Fowler, who was defeated by Coverdell.

AFL-CIO Secretary-Treasurer Thomas R. Donahue praised the efforts of Clinton administration officials, including Clinton and Gore, who did "everything they could to try to favorably influ-

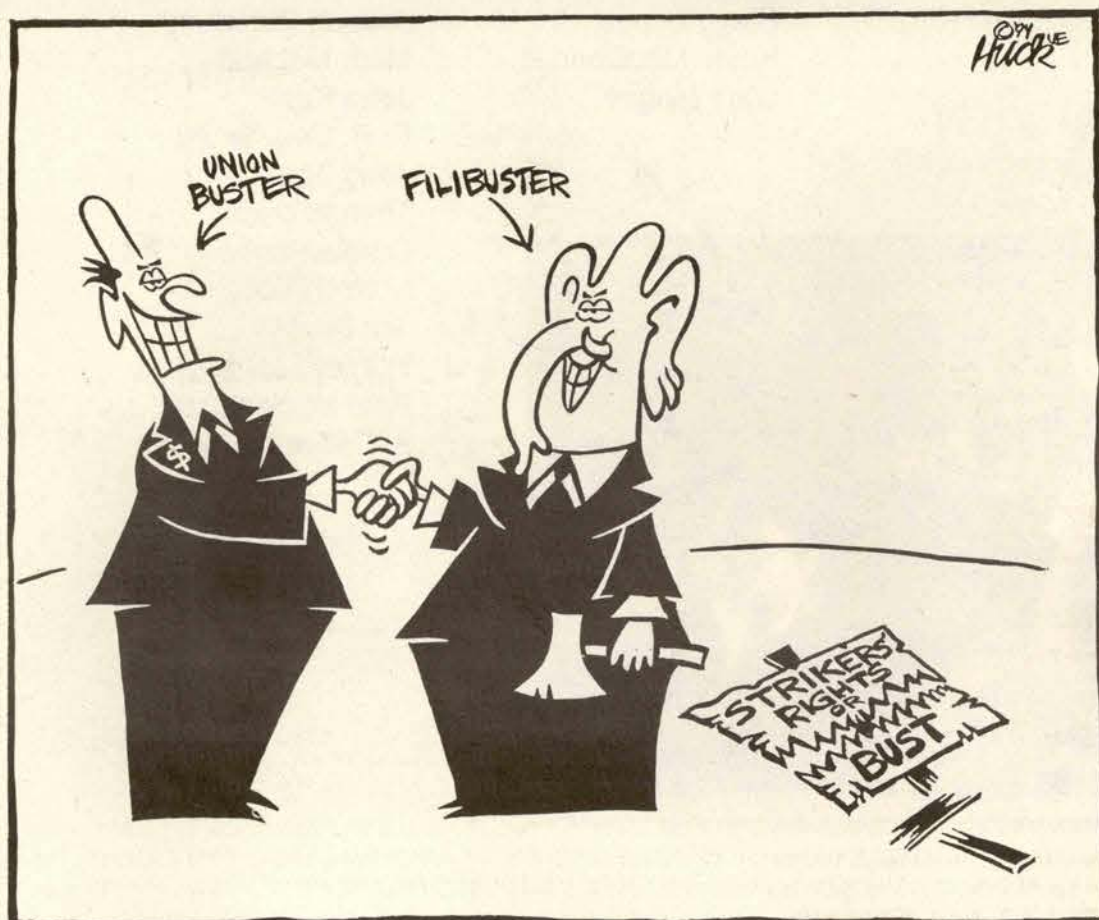
ence senators" to save the bill.

Reich testified before Congress and wrote newspaper columns on behalf of the bill, and he and Clinton sent letters to senators urging them to vote for cloture and to pass the bill.

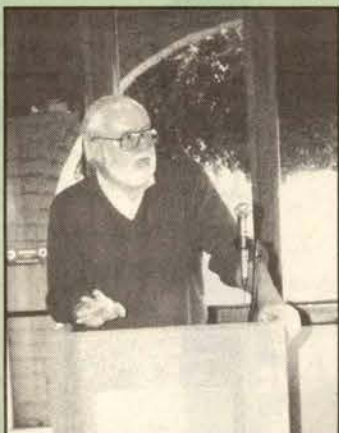
The blame for the bill's defeat, Donahue said, rests squarely on the Republican minority. Minority Leader Robert Dole (R-Kan.) made the vote a "party issue" and effectively discouraged moderate Republicans from initiating talks that might have led to a compromise, he said.

United Auto Workers President Owen Bieber said the GOP minority "has given employers aid, comfort and ammunition that will be used to drive the standard of living of hard-working Americans down a few more floors toward the basement."

Workers who had been deeply involved in the battle to pass S. 55 expressed their determination to continue the fight. "I owe it to myself, my family and my co-workers in Maine, and to the tens of thousands of workers across the country victimized by scabs, to continue to push for this badly needed legislation," said Ronald Samson, who was "permanently replaced" more than seven years ago by International Paper in Jay, Maine.







Business Manager Jack McNally speaks to stewards in Fresno.

## Steward conferences confront key issues

**R**egional stewards training conferences last spring updated Local 1245 shop stewards at PG&E on latest developments in the critical issues facing the union.

The conferences featured presentations by Business Manager Jack McNally, Senior Assistant Business Manager Darrel Mitchell, Assistant Business Managers Roger Stalcup and Dorthy Fortier, Business Rep.

Ken Ball and Local 1245 staff attorney Tom Dalzell. Topics included on-going issues concerning Title 206 activity at PG&E and the possible impact upon employees of utility restructuring.

### Fresno / April 9

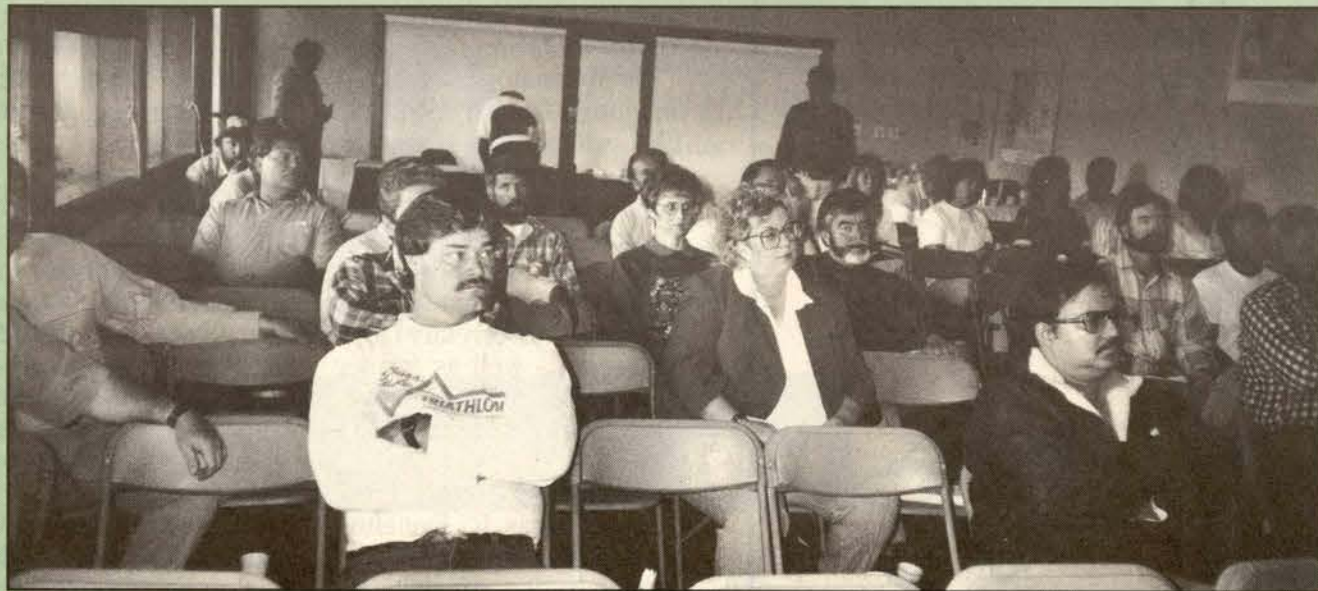
Pete Altamirano  
Angle Alvarado  
Cathy Barber  
John Bell  
Michael Brocchini  
Alfred Caress  
Juan Cerda  
L.T. Cordova  
Charles Davis  
Darlene Divine  
William Eldridge  
Abelardo Flores  
Thomas Garcia  
Arnold Garza  
Chris Habecker  
John Habecker  
Lee Haring  
Diana Herr  
Linda Jurado

Steven Lace  
Ed Mallory  
Dan Mayo  
Terry McElhaney  
Emet Miranda  
Sal Perales  
Daniel Pronold  
Christy Reed  
Sam Samaniego  
John Shertenlieb  
Chris Van Dyke  
Katie Wagner  
Arthur Wert  
Robert Whitley  
Robert Uschmann  
Dennis W. Patrick  
Dennis Panoo  
Rhonda Iriart

### Concord / May 14

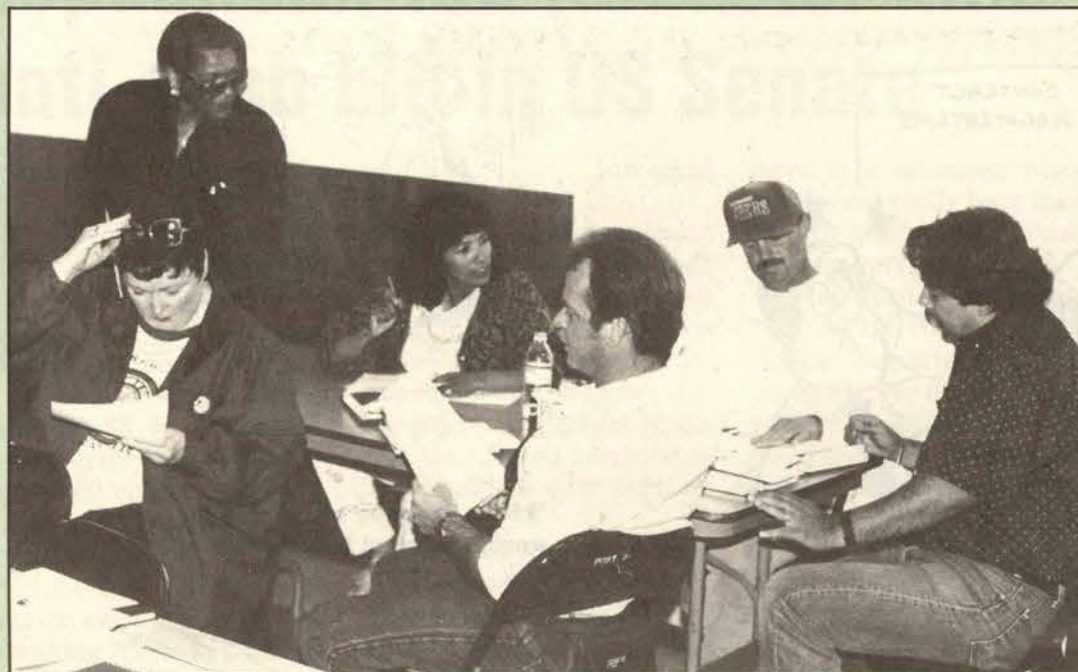
Charles Adams  
Bradford Applin  
Pamela Caballero  
Dan Capwell  
Stephen Collins  
Mary Contaxis  
Leslie Davis  
Jerry DeBaca  
Daniel Delucchi  
James Dorman  
John Frost  
Douglas Hall  
Harry Hom  
Clifton Jackson  
Jim Jackson  
Kirk Jefferson  
Tina Jones  
Craig Joseph  
Jesse Kenney  
Gene LeMasters  
Scott Lombardi  
Steve Lopez  
Kevin MacDonnell  
Gary Magee

Debbie Mazzanti  
Rennie Moniz  
Chris Paris  
John Pirie  
Joseph Pohl  
Theodore Rios  
Jeff Schlocker  
Sherrick Slattery  
John Sot  
Brian Southworth  
Jerry Takeuchi  
Daniel Tucker  
John Vernatter  
Kenneth Walsh  
David Walters  
Sheryl White  
Leonard Wise  
Jennifer Wong  
R. G. Woodford  
Tom D. S. Young  
Frank Robertson  
Joseph Osterlund  
Mark McLeod  
John Kent  
B. R. Smallwood  
Jerry Totes  
Thelma Dixon  
Carole Pacheco  
Norma Ricker  
Jim Findley  
Harvey LaShon  
Paul Mackin  
Al Calleros



Regional stewards conference in Fresno.





Assistant Business Manager Dorothy Fortier (standing, left) discusses union issues with stewards at the regional training in Salinas. (Photo: Gary Hughes)

## Salinas / April 30

Pedro Arroyo	Ismael Hernandez
Fidela Barrios	Paul Hills
Richard Bidinost	Tom Hutchinson
Bill Butkovich	Joseph Johnson
Alex Castillo	Jeffrey Knisley
Ralph Chavez	Sal Lozano
Lonnie Crawford	Ernie Magana
Michael Cummings	Richard Manley
Michael Davis	Robert Martin
Louisa Donat	James Mauzey
Debbie Encallado	Steve Moore
Joe Fradin	Robin Charles Morrison
Richelle Gallegos	Mark Newman
Art Garza	Rufino Rangel
James Grady III	Ken Richards
John Grube	Gerald Roza
Sheryl Guerriero	Barbara Saunders
Phyllis Hayes	Pat Stoffey
George Hernandez	Frank Teague



## Sacramento / June 4

Steve Amaral	James Jurkiewicz
James Basgall	Terry Marymee
Doug Bell	Darryl Norris
Ken Brown	Gary Outlaw
Keith Christianson	Daniel Parmenter
Jim Clemons	John Rasmussen
Allen Collier	Terry Rist
Thomas C. Conwell Jr.	Daniel Robertson
Ben Cox	Russell Rylee
Grover Day	Nick Salvatorelli
Allan Detrick	Roddy Sammon
Rodney Dyer	Judie Szostak
Arlene Edwards	Rod Trunnell
Patti Eide	Mike Vrooman
Frank Elliott	Billy Wallace
Arturo Escobedo	Steven Chapman
Wayne Fippin	Joel R. Dolloff
Paul Flecklin	Bill Hosford
LeRoy Franklin	Annette Spencer
Randy Greer	John Kepus
Harvey Iness	Ed Hood
Danny Jackson	Marie Graham
Mike Joy	



Senior Assistant Business Manager Darrel Mitchell updates stewards at the regional training in Salinas. (Photo: Gary Hughes)





"I don't have any job skills. I've always been a corporate officer."



"And if we don't get a better offer than that, I'm prepared to strike again!"



"Listen, if you're not coming in, would you mind hanging this up?"



"Good news! The cement mixer still works."



"A disgruntled employee is here to see you."



R. FLORES  
LABOR CARTOONIST



"In order to give management a 10% raise, we only have to lay off 30% of the workers."



## Activities for retirees

# It's time to do the things you talked about!

By Orv Owen

**A**fter reviewing the reports of IBEW retiree chapters around the country, I find our retirees still very much involved in maintaining their contacts and supporting their local unions.

Retiree chapters are reporting that retirees are actively involved in doing their part with letters and phone calls to their legislative represen-

tatives on issues affecting working people and their workplace, matters affecting their neighbors and especially those matters affecting our senior citizens. Retirees participated in the debate over the striker replacement bill (Senate Bill 55), are now participating in the health care debate, and are working for passage of the California Health Security Act of 1994, the single-payer initiative. (See Pages 10-11.)

Retiree chapters report that highlights of monthly meetings include retirees sharing their traveling and cruising experiences (around the country and world), fishing and hunting trips, and pictures of their grandchildren.

Some chapters hold dances, picnics, luncheons and annual dinners, which are well-attended by retirees and their guests. Socializing among retirees is another highlight of monthly meet-

ings.

Remember, retirement can be fun if you do the things you talked about before your retirement. Go ahead and do it now. In between your traveling and retirement fun, please consider participating and becoming a part of the IBEW Local 1245 Retirees Club.

For information, call the union's Walnut Creek office at 510-933-6060.

Keep the faith!

IBEW  
Local  
1245



Retirees Corner

## Time to consider canned pumpkin

One tasty product to consider on your path to good nutrition is canned pumpkin.

The canned variety is as nutritious as the fresh, and that's very nutritious indeed. One-half cup has more beta carotene than a standard supplement (15,000 IU), plus a good amount of fiber, iron, and other minerals—but just 41 calories.

Besides pies, you can use canned pumpkin in soups, pancakes, bread, muffins, and cookies.

Or try mixing it into applesauce or plain low-fat yogurt, with some sugar.

When you start seeing jack-o-lanterns appearing in windows next month, let it remind you that a nutritious food awaits you in the canned food section of your grocery store.

## Exercise can ease symptoms of osteoarthritis

**T**here is a four-letter word that people with arthritis must avoid using. That word is "quit."

Because arthritis makes joints stiff and painful, the natural tendency is to minimize movement. This can simply lead to stiffer joints—and more pain—since inactivity weakens the muscles that stabilize joints, according to Dr. Neil Gordon of the Cooper Institute for Aerobic Research in Dallas.

Arthritis is not one disease but many, notably osteoarthritis and rheumatoid arthritis. It is also associated with such disorders as gout and systemic lupus erythematosus.

Osteoarthritis, the most common kind, involves loss of the soft, smooth cartilage at joint surfaces. It usually affects people over 45.

There are two types. Pri-

mary osteoarthritis, resulting from normal wear and tear, most commonly affects thumb joints and the end joints of other fingers, the hips, knees, neck, and lower spine.

Secondary osteoarthritis can occur after injury to a joint, from disease (such as diabetes), or from chronic trauma (due to obesity, poor posture, or occupational overuse). Unlike rheumatoid arthritis, which is a totally different disease, osteoarthritis causes minimal inflammation.

Studies have shown that many people with osteoarthritis can maintain flexibility, or even restore it to some degree, through a well-designed exercise program that is implemented gradually and followed regularly. It may cause you some pain at first, but the discomfort should diminish. (If it keeps hurting, cut back—don't push against pain.)

Here are some general guidelines:

Unless you know you are healthy and have only mild osteoarthritis, you should see a physician for a medical checkup before beginning an exercise program, and should have professional advice from a physical therapist or other specialist in body mechanics about designing your workout program. For most people, an exercise program will consist of three basic types of activities—all essential.

Stretching limbers up muscles and tendons and helps increase joint mobility.

Strengthening exercises tone muscles that support vulnerable joints, making them more stable. Endurance activities enhance aerobic capacity (the ability of the cardiovascular system to carry oxygen to the muscles) and thereby improve overall fitness. Swimming is excellent exercise for these purposes, but avoid high-impact activities such as tennis, aerobic dance, or running, which can overload sore joints.

Remember to start gradually and not overdo it. Always warm up first. And vary your exercises so that you work different muscle groups.

## Remedies for unemployment

What should be done to boost the US economy?

A recent policy statement by the AFL-CIO urged Congress to take the following steps, among others, to combat unemployment in the US:

- Eliminate current tax, trade and other policies and programs that contribute to the destruction or export of US jobs, including the foreign tax credit, which deprives the federal treasury of \$16 billion per year while rewarding multinational corporations for exporting jobs.

- Support a monetary policy that is as geared to reaching full employment as it is to curbing inflation.

- Create a large-scale public works program. An infrastructure program could be financed separately from the federal budget by means of special bonds secured by a modest increase in gasoline or other energy taxes.

- Curb excessive overtime by increasing the premium to triple time on all hours in excess of 40 hours in any week.





*Reduces waste, guarantees benefits to all*

## Proposition 186: a real solution to the health care crisis

**P**roposition 186—the California Health Security Act—was placed on the California ballot by an historic grassroots effort.

The “single payer” initiative, as Proposition 186 is sometimes called, guarantees every legal California resident complete health coverage that can never be taken away, while providing free choice of physicians, hospitals, or HMOs. And it does so for less money than most California businesses and individuals are now paying.

Proposition 186 achieves this breakthrough by taking the huge bite of the health care dollar that currently goes to insurance companies, and redirecting it toward actual health care services. Proposition 186 reduces administrative costs from more than one-third of the health care dollar to only 4%. The savings are adequate to extend health coverage to all who need it.

Proposition 186 does away with the insurance premiums, deductibles and co-payments that exist now. The result is enormous savings to taxpayers and consumers through the elimination of insurance company waste, overhead and profits that contribute nothing to the quality of health care.

Here are some of the common questions asked about Proposition 186, and some factual answers:

### 1. What medical benefits are covered?

All medically-appropriate care as determined by the patient's own physician. Proposition 186 does not permit any agency or bureaucrat to second-guess these doctor-patient decisions. Benefits include: full inpatient care and outpatient medical care, full mental health care, long-term care, prescription drugs, vision care, and some dental care.

**Administrative costs under Proposition 186 are capped at 4% per year. Compare that with the 25-30% spent *right now* by the private insurance industry on paperwork, overhead, advertising, million dollar executive salaries and profit.**

### 2. How much will it cost?

Individuals would no longer pay any insurance premiums or deductibles and there would be virtually no co-payments or out-of-pocket costs. The vast majority of Californians would pay the same or less than they do now for health care; and receive better benefits, better choice and better security than they have now.

### 3. How is the system funded?

Half of the funds come from existing state and fed-

eral sources (e.g. Medicare, MediCal). The rest comes from three sources: 1) a business payroll tax ranging from 4.4% for the smallest businesses to 8.9% for large businesses; 2) a personal income tax of 2.5% (up to 5% for the very wealthy); 3) a \$1 per pack cigarette tax. These taxes are significantly less than most businesses and individuals pay *right now* for health insurance premiums, deductibles and co-payments.

### 4. Is this “socialized medicine?”

No. That is one of the insurance industry's Big Lies about Proposition 186. All medical services remain private—doctors, nurses, specialists, hospitals, and drug companies. The initiative changes who pays the bills, not who provides the care. For the first time, Californians will have full freedom to choose their own doctors, HMOs, and hospitals.

### 5. How does Proposition 186 compare to the Clinton plan?

Proposition 186 provides better benefits for less money than the Clinton plan, which maintains the bureaucracy and waste of the private health insurance industry. Proposition 186's single payer approach eliminates this bureaucracy and passes the savings on to consumers. Recognizing this, the Clinton plan authorizes states to adopt a single payer plan such as Proposi-

tion 186. But Proposition 186 has been written in a way that allows it to go forward even without a national health plan.

### 6. How can greater service be provided for less money?

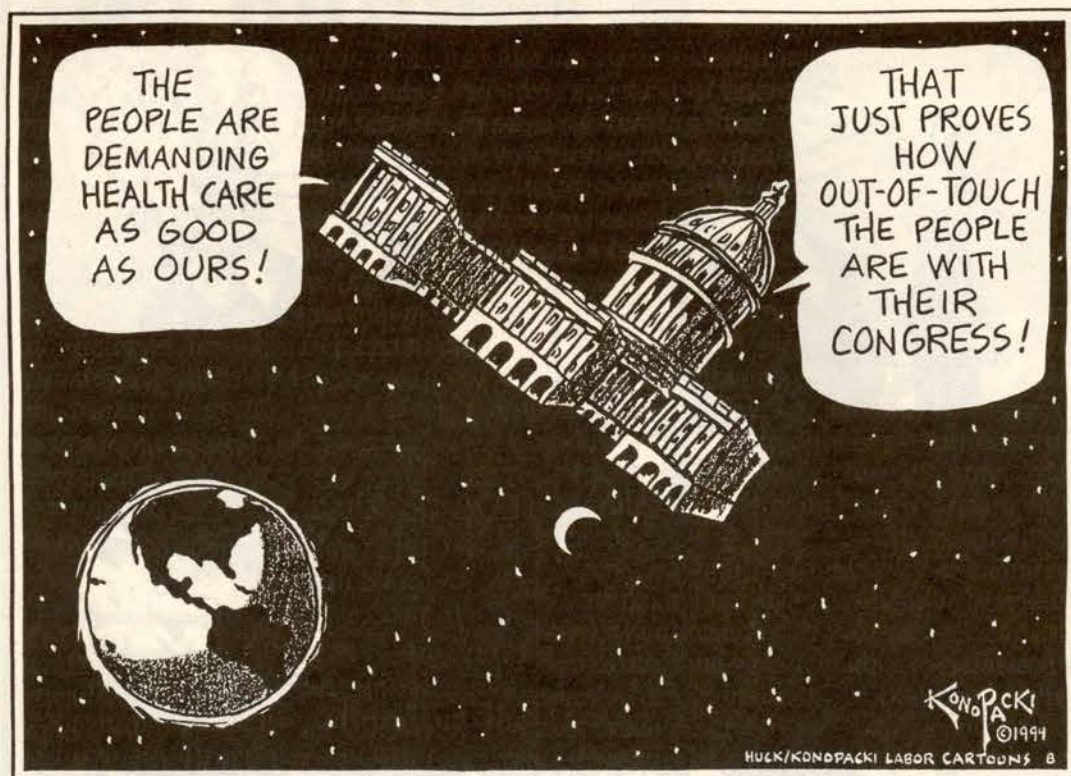
Simple, by eliminating the insurance bureaucracy and administrative waste (which now costs the state approximately \$20 billion per year—\$600 for every Californian). Administrative costs under Proposition 186 are capped at 4% per year. Administrative costs under the Canadian single payer system, by the way, are only 2.5%, so this is a realistic target.

Compare that with the 25-30% spent *right now* by the private insurance industry on paperwork, overhead, advertising, million dollar executive salaries and profit. A single payer system is also a single buyer system. This buying power can be used to negotiate lower prices for expensive drugs, services, and equipment.

Also, since all medical services are covered, Californians will have an incentive to seek early medical intervention in the case of illness or injury, rather than waiting until more expensive emergency care is needed. This will save California taxpayers millions of dollars each year.

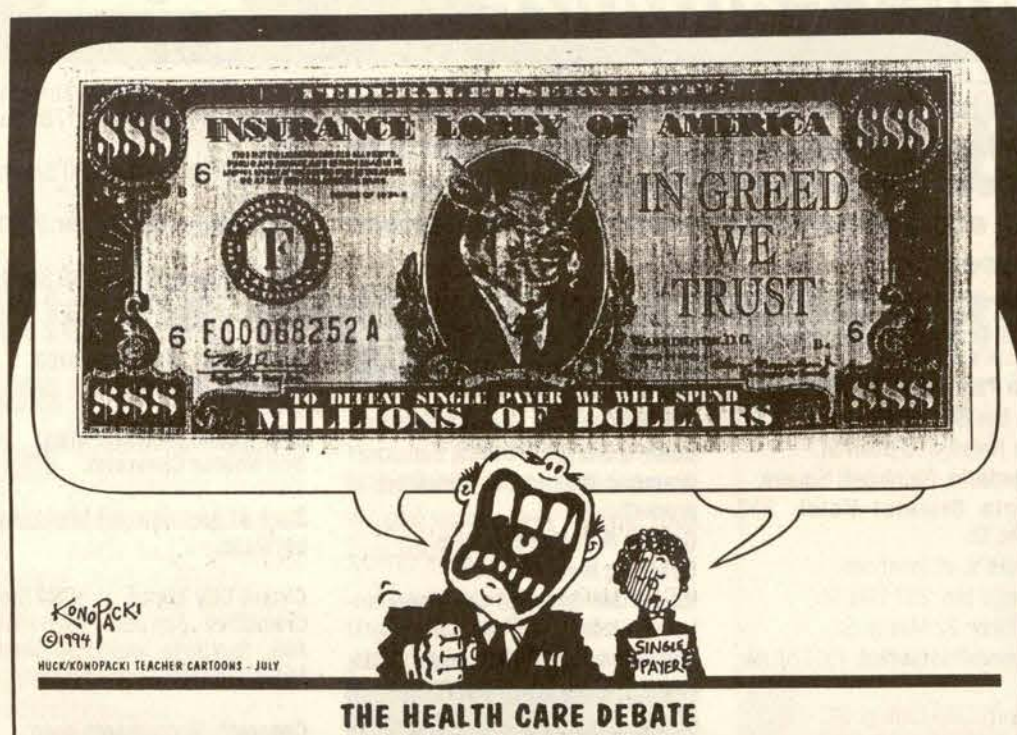
### 7. How does Proposition 186 control costs?

By removing insurance



Members of Congress get their health insurance paid for by the government. But many of them object to average Americans getting the same benefit.





The debate over a national health care plan has been dominated by an advertising blitz paid for largely by the insurance industry. These same forces will spend millions this fall trying to deceive the public about Proposition 186, the single-payer health reform initiative in California.

companies from most of health care. By capping administrative costs at 4%. By consolidating federal, state, and local funding into a "single payer," thus eliminating bureaucratic duplication. By promoting public health, prevention and primary care. By negotiating fees, salaries, and prices with providers and drug companies.

#### 8. How will this affect California business?

Most companies will pay less in payroll taxes, under Proposition 186, than they do today in rapidly-rising private health insurance premiums. Not only will business costs go down and stabilize, employees will receive the highest quality care (thus reducing health-related absenteeism). Other business costs with a medical component, such as workers compensation and general liability insurance will also see dramatic savings.

All of this adds up to create an attractive business climate in California.

#### 9. Will there be long waits or rationing of services?

No. Proposition 186 does not permit rationing, i.e. arbitrary restriction of benefits. Moreover, the stories of long waiting lines for medical benefits in Canada are largely a lie perpetrated by the insurance industry. In any event, since California's system will be better funded than Canada's, waiting periods should be reduced from what they are now.

#### 10. What if an employee changes or loses his/her job?

Under Proposition 186, Californians are covered even if they change jobs or are laid off.

#### 11. What happens to people on Medicare?

After obtaining a waiver from the federal government, the single payer system will pay for all health care. Persons on Medicare can continue seeing the same doctor (or change if

they wish). Medicare part B premiums would be eliminated along with the need for supplemental insurance, co-payments, and deductibles. Proposition 186 will provide greater benefits than Medicare, including long-term care and prescription drugs.

#### 12. How will California's health security system work?

An elected Health Commissioner will be responsible for running the system. He or she will be responsible to the electorate, not insurance company stockholders. The initiative

requires the Commissioner to consult an expert Health Advisory Board on questions dealing with medical care and prescription drugs. The initiative will be administered regionally. A state-wide Consumer Council and a Consumer Advocate for each region ensures consumer participation. Public hearings in each region of the state will foster accountability. (Try getting an insurance company board of directors to hold public hearings in front of TV cameras!) Finally, since this system will provide the same health coverage for the politicians and the rich as it does for the rest of us, you can be sure it will continue to provide the highest quality care at the least cost.

#### 13. Why is the California Health Security Act the right thing to do?

Medical costs are out of hand. They are over \$100 billion per year in California and nearing \$1 trillion per year nation-wide. America spends 50% more on health care than any other industrialized nation in the world, with a smaller percentage of its population covered.

While we have the best doctors and health care in the world, we have the worst way of paying for it. According to the non-partisan Congressional Budget Office, single payer is the only system that can reduce costs and provide universal coverage. There will never be any money to solve our state's many other problems if we do not get health care

costs under control.

#### 14. Why should employees who already get good coverage through their employer support Proposition 186?

If you are lucky enough to have a union that has negotiated good health benefits for you, you should remember that you didn't really get that coverage for free. Your employer is currently having to put a lot of money into those health premiums, which means there is less money available for wage increases or other benefit improvements. Chances are, your employer is currently paying an unfair share of society's total health care costs. A more equitable system, like Proposition 186, would spread those costs out more equitably.

Also remember this: under the current system if you lose your job, you also lose your health insurance. Under Proposition 186, no one can take your health insurance away.

#### 15. Who supports Proposition 186?

The California Council of Churches, Catholic Charities, Congress of California Seniors, the California Labor Federation, the Health Access Coalition, California Nurses Association, California Professional Firefighters, California Teachers Association, California Physicians Alliance, and hundreds of other community, religious, labor and medical groups.

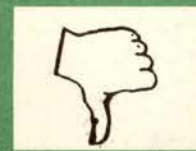
The single payer system created by Proposition 186 will provide the same health coverage for the politicians and the rich as it does for the rest of us, so you can be sure it will continue to provide the highest quality care at the least cost.





# Unfair to Labor!

## Please Don't Patronize



### Hotels, Restaurants & Theme Parks

**All Marriott Hotels** in California with the specific exception of the Marriott Hotel at Fisherman's Wharf in San Francisco, which is a union house.  
**Round Table Pizza:** All Round Table Pizza parlors in California.  
**Taco Bell:** All Taco Bell fast food outlets in California except those located in Santa Clara and San Benito counties.

### Contra Costa County

**Days' Inn,** Richmond.  
**Holiday Inn,** Walnut Creek.  
**Humphrey's Restaurant,** Antioch.  
**Scott's Bar & Grill,** Walnut Creek.

### Los Angeles Area

**The Sheraton Los Angeles Airport,** 6101 West Century Blvd.  
**University Hilton Hotel,** 3540 South Figueroa St.

### Monterey Area

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

### Napa

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

### Oakland

**Scott's Restaurant,** 73 Jack London Square.

### Ontario

**Ontario Red Lion Inn.**

### Oxnard

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

### Sacramento Area

**Andiamo!** 3145 Folsom Blvd.  
**Auburn Joe's,** 13480 Lincoln Way, Auburn.  
**All Black Angus.**  
**California Fats,** 1015 Front St., Old Sacramento  
**All Chevy's.**  
**Continental Inn.** 3343 Bradshaw, Rancho Cordova.  
**Courtyard,** 10683 White Rock Rd., Rancho Cordova.  
**All Days Inns.**  
**Delta King,** 1000 Front St., Old Sacramento.  
**All Denny's.**  
**Discovery Inn,** 350 Bercut Drive.  
**Distillery,** 2107 "L" St.  
**Elk Grove General Store,** 9805 Elk Grove Blvd., Elk Grove.  
**All Eppie's Restaurants.**  
**Fox and Goose,** 1001 "R" St.  
**Frank Fat's,** 806 "L" St.

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

**Frasinetti Winery & Restaurant,** 7395 Frasinetti Rd., Florin.

**Fat City Bar & Cafe,** 1001 Front St., Old Sacramento

**Fulton's Prime Rib Inn,** 906 Second St., Old Sacramento.

**Harbor Inn,** 1250 Halyard Dr., West Sacramento.

**Hoffman's,** formerly the Club, 808 "O" St.

**Hyatt Regency Hotel,** L Street between 12th and 13th Streets opposite Capitol Park.

**Jeremiah's,** 4241 Florin Rd.

**Limelighter Bar, Restaurant & Card Room,** 1014 Alhambra Blvd.

**Los Padres,** Jay Street and Embarcadero, Old Sacramento.

**All Lyons.**

**Max's Opera Cafe,** Arden Fair Shopping Center.

**Melarky's,** 1517 Broadway.

**Palomino Room,** 3405 El Camino Ave.

**Pennisi's Restaurant,** 1030 "J" St.

**Red Lion Inn,** 2001 West Point Way, Sacramento.

**Residence Inn,** 1530 Howe Ave., Sacramento.

**Rodeway Inn,** I-80 & Wyatt Avenue, North Highlands.

**Sacramento Inn,** Arden Way at Interstate 80, Sacramento.

**Sacramento Joe's,** 2052 Sacramento Blvd.

**Sheraton Sunrise Hotel,** Sunrise Blvd. at Highway 50.

**Shot of Class,** 1020 11th St.

**All Sixpence Inns.**

**The Nut Tree and Coffee Tree,** Vacaville between Sacramento and San Francisco on Interstate 80.

**Vagabond Inn,** 909 3rd St.

**Vince's Restaurant & Bar,** 840 Harbor Blvd., West Sacramento

### San Diego Area

**Anthony's Restaurants,** 166 Solana Hills Dr., Solana Beach; 215 Bay Blvd., Chula Vista; 9530 Murray Dr., La Mesa; 1360 Harbor Dr., San Diego; 1355 Harbor Dr., San Diego; 11666 Avena Place, San Diego.  
**Bali Hai Restaurant,** 2232 Shelter Island Dr., San Diego.  
**Hob Nob Restaurant,** 2271 First Ave., San Diego.

**San Diego Princess** (formerly Vacation Village), 1404 W. Vacation Rd., San Diego.

**Tom Ham's Light House,** 2150 Harbor Island Dr., San Diego.

**San Francisco**

**Alfred's,** 886 Broadway.

**Alioto's No. 8,** Fisherman's Wharf.

**Behihana of Tokyo,** 1737 Post St.

**Campton Place Hotel,** 340 Sutter St.

**Ernie's,** 847 Montgomery St.

**San Francisco**

**Alfred's,** 886 Broadway.

**Alioto's No. 8,** Fisherman's Wharf.

**Behihana of Tokyo,** 1737 Post St.

**Campton Place Hotel,** 340 Sutter St.

**Ernie's,** 847 Montgomery St.

**Fisherman's Grotto No. 9,** Fisherman's Wharf.

**Galleria Park Hotel,** 191 Sutter St.

**Jack in the Box,** all locations.

**Juliana Hotel,** 590 Bush St.

**The Mandarin,** Ghirardelli Square.

**Mandarin Oriental Hotel,** 333 Sansome St.

**McDonald's,** all locations.

**Monticello Inn,** 227 Ellis St.

**Nikko Hotel,** 22 Mason St.

**North Beach Restaurant,** 1512 Stockton St.

**Park Hyatt,** 333 Battery St.

**Perry's,** 1944 Union St.

**Pompei's Grotto,** Fisherman's Wharf.

**Prescott Hotel,** 545 Post St.

**Richelieu Hotel,** Van Ness Ave.

**A. Sabella's Fisherman's Wharf.**

**H. Salt Fish and Chips,** all locations.

**Col. Saunders Kentucky Fried Chicken,** all locations.

**Schroeder's,** 240 Front St.

**Tia Margarita,** 19th Ave. and Clement St.

**Trinity Suites,** Eighth and Market Streets.

**Vanessi's,** 1177 California St.

**Victorian Hotel,** 54 Fourth St.

**Villa Florence Hotel,** 225 Powell St.

**Vintage Court Hotel,** 650 Bush St.

**Santa Clara County**

**DeAnza Hotel,** 233 W. Santa Clara St., San Jose

**House of Genji/Cathay Restaurant,** 1335 N. First St., San Jose.

**Holiday Inn-Palo Alto,** 625 El Camino Real, Palo Alto.

**Mariani's Inn and Restaurant,** 2500 El Camino Real, Santa Clara.

**Red Lion Inn at Gateway Place.**

**Santa Barbara Area**

**El Encanto Hotel and Garden Villas.**

**Santa Cruz Area**

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

**Sonoma and Marin**

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

**Stockton Area**

**Carmen's Mexican Restaurant,** Lincoln Center.

**Hilton Hotel,** 2323 Grand Canal Blvd.

**Stockton Inn Motel and Restaurants,** 4219 Waterloo Rd. at Hwy. 99.

**Las Vegas, Nev.**

**Frontier Hotel and Casino**

**Landmark Hotel and Casino.**

**Sparks, Nevada**

**John Ascuaga's Nugget.**

**Sparks, Nevada**

**John Ascuaga's Nugget.**

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**Sparks, Nevada**

**John Ascuaga's Nugget.**

### Manufacturing

**Chir-Hit Displays,** Santa Clara County.  
**Color & Design Exhibits,** San Jose  
**Diamond Walnut Co.,** Stockton: all products  
**Gaffers & Sattler products.**  
**Goehring Meat Co.,** Lodi.  
**Ito-Cariani Sausage Co.,** San Francisco: Cariani and Pocino brands.  
**Louisiana-Pacific Corp.,** all products.

### Printing

**Petaluma Argus Courier.**  
**San Francisco Bay Guardian.**  
**Vallejo Times-Herald.**  
**New York Times** (Northwestern Edition).

### Theaters

#### Santa Cruz Area

**Twin I & II Theaters,** Aptos.

#### San Francisco

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

#### Sacramento Area

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

#### Orange County

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

### Others

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

#### Automotive, Sacramento area:

**Mel Raption Honda.**  
**All Paul Snider dealerships.**  
**Swift Auto World.**

#### Automotive, San Francisco area:

**British Motor Car Distributors, Ltd.,** 901 Van Ness Ave.

**European Motors,** 950 Van Ness Ave.  
**German Motors Corp.,** 1765 California St.  
**Royal Motor Sales,** 280 South Van Ness Ave.  
**San Francisco Auto Center,** 2300 16th St.  
**San Francisco Honda,** 10 South Van Ness.

#### Automotive, San Jose area:

**Stevens Creek Acura.**

#### Automotive, Sonoma area:

**Bob Nobles Chevrolet.**

#### Bank of America: all branches and services.

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

#### Concrete, Sacramento area:

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

**Costco Wholesale Warehouse** grocery outlets at 1600 Coleman Ave., Santa Clara, and 1900 South 10th St. San Jose.

**Dick's Rancho,** Rancho Cordova.

#### Glass, Sacramento area:

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

**Grand Auto** stores and service centers along with **PACCAR, Inc.,** the parent company, throughout Northern California.

**Hertzka and Knowles,** San Francisco, architects.

**K-Mart,** statewide.

**Keystone Company** restaurant supply, San Jose.

**Montgomery Ward** in Redding.

**Mervyn's** in Ventura.

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

**Non-union Iceberg Lettuce.**

**Raley's Food Market,** Oakhurst, Madera County.

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

**Sears Roebuck,** all California outlets.

**Shoreline South Convalescent Hospital,** Alameda.

#### Signs, Sacramento area:

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

**SuperCuts:** all SuperCuts salons in California.

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

**Whole Food Market,** 200 Telegraph Ave., Berkeley.