

1245

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
February 1995
Vol. XLIV No. 2

UTILITY REPORTER

Union Election Notice
See Page 7

'Service will decline,' public is warned

Union widens campaign against PG&E layoffs

Local 1245 escalated its battle against PG&E layoffs last month amidst growing signs that workforce reductions are already harming the quality of gas and electric service.

Rank and file members picketed and leafleted throughout PG&E territory. The actions attracted widespread media coverage and fueled public concern about the safety and reliability of utility service.

That concern grew exponentially during last month's storms and flooding, which left 1.4 million PG&E customers without power, some for over a week.

At a Jan. 19 news conference in front of PG&E's call



FEWER WORKERS = LESS SERVICE

Local 1245 Business Manager Jack McNally (left) warns that downsizing will harm service at news conference last month in front of PG&E's San Francisco call center. (Photo: Eric Wolfe)

center in San Francisco, Local 1245 Business Manager Jack McNally charged that workforce reductions and deferred maintenance had worsened the power outages. "When a storm comes, par-

ticularly one with high winds like we've just experienced, a poorly maintained electric system will not stand up," said McNally.

He provided data showing that PG&E has far fewer em-

ployees available now to perform emergency repairs than it did during previous natural disasters.

On September 30, 1992, the electric construction

See PAGE FOUR

Union needs documentation

The union believes PG&E has made the decision to defer GO 95 and 128 electrical inspections. The company is also downgrading its internal classification of gas leaks. In both instances the public and our members will be placed at greater risk of injury due to the company's action.

The union needs documented information regarding instances where the company is refusing to proceed with appropriate electrical inspections. The union also needs information regarding natural gas leaks that are not being repaired in a timely manner.

Please relay this information with examples as soon as possible to your local business rep.

PG&E rejects proposal for no layoffs

Company officials flatly rejected a union offer to forego a general wage increase in 1996 in exchange for a prohibition on layoffs at PG&E through the end of 1997.

The union's proposal, presented by Business Manager Jack McNally on Feb. 2 to company officials at PG&E's industrial relations office in Walnut Creek, also offered the company the possibility of greater flexibility in structuring the workforce.

But company officials made it clear that PG&E intended to issue Title 206 and 306 notices this month, which would set into motion the displacement, demotion, and layoff procedures spelled out in the labor agreement.

Approximately 1400 employees represented by Local 1245 in physical classifications could be targeted, according to unofficial data sup-

plied by the company. No clerical employees are currently targeted.

"We went the extra mile trying to give the company a way to save money without layoffs," said McNally. "They made it clear they just weren't interested."

As the Utility Reporter went to press it appeared that notices could begin going out as early as Feb. 6. McNally said the union would seek to have the company's actions reversed if PG&E goes through with layoffs.

A union grievance currently in arbitration maintains that PG&E agreed in 1993 to offer at least one job option to a large class of employees targeted in the downsizing. The union further contends that the 1993 agreement prohibits the layoff of any Title 200 employee at apprentice level or higher in the Customer Energy Services Busi-

ness Unit.

A decision in that case, Arbitration 208, is expected in early March.

In addition, the union is seeking intervention by the California Public Utilities Commission and the state legislature on the grounds that workforce reductions are threatening the reliability and safety of PG&E service.

Expanded Opportunities

Despite the continuing confrontation over impending layoffs, Local 1245 and PG&E did reach an agreement to give qualified physical employees facing layoff an opportunity to fill vacancies in the Clerical bargaining unit.

Under Letter Agreement 95-05, signed on Jan. 30, Clerical employees will first have a chance to bid to currently-existing vacancies.

Then Physical bargaining

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CALENDAR

February 11
PG&E Steward
Regional Conferences
Bakersfield
Fresno
Red Bluff
Sacramento
San Francisco
San Jose
San Luis Obispo
Santa Rosa
Stockton
Walnut Creek

Month of March
Nominations for Local
Union Elections



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Workers here and abroad

Rolling the union on...

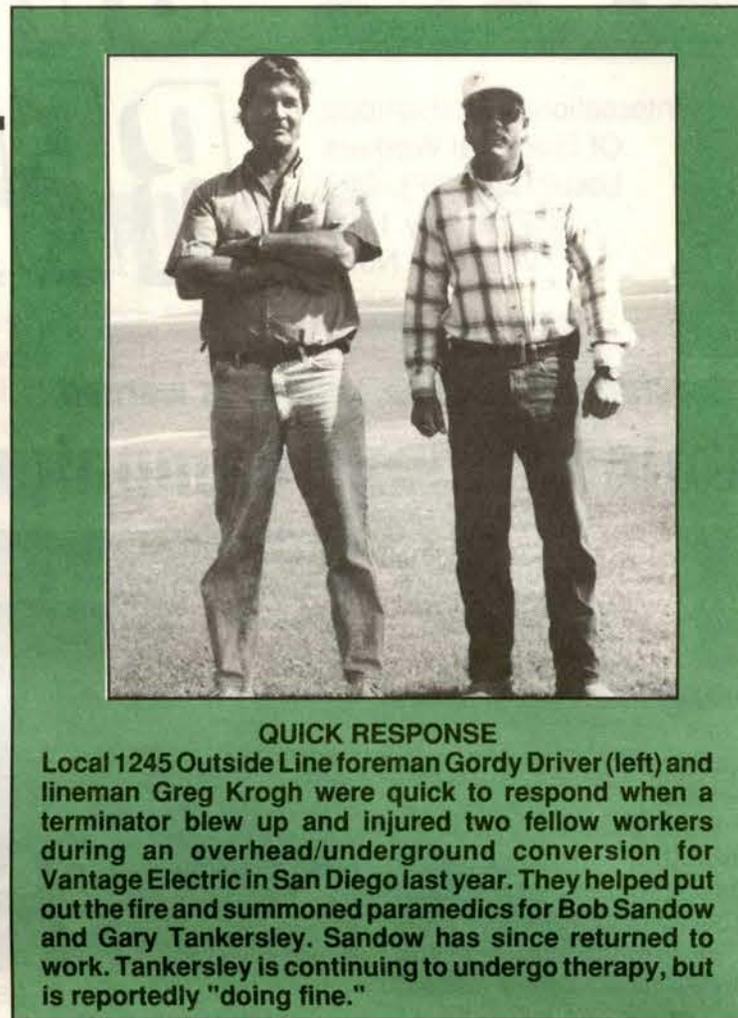
New Routine: "As layoffs became part of the national business routine, the sense of guilt they once inspired in senior management has diminished. Lean and mean employers no longer

spend as much to help their dismissed staff members." (From a story in the Wall Street Journal, explaining how the "outplacement consulting" industry is facing hard times.)

Gain for Parents: A provision in the newly negotiated Newspaper Guild contract in San Francisco allows employees (mothers and fathers) to work part time until their child is in kindergarten, according to Labor News for Working Families.

IMF Blocks Accord: Last July 1, the Chadian central labor body (UST) obtained the signing of a social accord following a strike that lasted many months. The accord provided for payment of wage arrears and a 10% pay raise. Ten days later, the International Monetary Fund (IMF) warned the government that it must not honor its commitment to the workers because the agreement constituted "a serious violation of the program concluded with the IMF and could result in the cancellation of outside financial assistance."

No Wasted Time: At least one manager of Nicaragua's free trade zones is promising manufacturers deaf workers in an effort to convince firms to relocate in that country, Label Letter reported. Deaf workers are



QUICK RESPONSE
Local 1245 Outside Line foreman Gordy Driver (left) and lineman Greg Krogh were quick to respond when a terminator blew up and injured two fellow workers during an overhead/underground conversion for Vantage Electric in San Diego last year. They helped put out the fire and summoned paramedics for Bob Sandow and Gary Tankersley. Sandow has since returned to work. Tankersley is continuing to undergo therapy, but is reportedly "doing fine."

"highly productive since they don't waste time talking while they work," according to the manager's pitch.

Eco-Jobs: The Economic Policy Institute released a report last month which concludes that environmental regulations do not cost people jobs, San Mateo County Labor reported. To the contrary, the report says that if jobs created by the pollution control industry are counted, environmental laws

actually create more job than they do away with.

Labor Party: Almost 400 unionists and other Californians convened last month to call for creation of a Labor Party to represent the issues of workers in national politics. The group, which believes both major parties have abandoned working people, was addressed by California AFL-CIO head Jack Henning, and former California Gov. Jerry Brown, among others.

Pacific Gas & Electric

1995 Shift Premiums

See Section 110.2 and 110.7 of the Physical Contract and Sections 11.2 and 11.7 of the Clerical Contract. Premiums are based on a 1995 weighted average straight-time hourly rate of \$22.15.

Second Shift Premium
\$1.00

Third Shift and Sunday Premium
\$1.99

Sunday Second Shift Premium
\$2.99

Sunday Third Shift Premium
\$3.98

Relief Premium
\$20.92

1995 Nuclear Premiums

Certified Fuel Handler Premium
\$1.59

Reactor Operator License Premium
\$3.18

Senior Reactor Operator License Premium
\$3.98

Senior Reactor Operator License Premium for Senior Control Operator at DCPD
\$5.17

1995 Remote Reporting Expense Allowance

See Section 202.21(c) of the Physical Contract.

Less than 15 miles
\$13.00

15 miles or more
\$18.50

Northern California Airtimes for We Do the Work

Discounted Lives

Sacramento
KVIE/ Cable 7

Sat., March 11 at 4 p.m.; Sun., March 12 at 6 a.m., 4 p.m.

San Francisco
KQED/9

Wednesday, Feb. 1 at 7:30 p.m.

San Mateo
KCSM/60,
Cable 33

Fri., Feb. 10 at 10 p.m.; Sat., Feb. 11 at 6:30 p.m.

Not In Our Town

Sat., April 1 at 4 p.m.; Sun., April 2 at 6 a.m., 4 p.m.

Wed., Feb. 22 at 7:30 p.m.

Fri., March 3 at 10 p.m.; Sat., March 4 at 6:30 p.m.

Prison Labor/Prison Blues

Sat., April 15 at 4 p.m.; Sun., April 16 at 6 a.m., 4 p.m.

Wed., March 1 at 7:30 p.m.

Fri., March 17 at 10 p.m.; Sat., March 18 at 6:30 p.m.



Local 1245 dispatcher Sheryl Dillon (standing left) and Business Rep. Art Murray (standing right) give orientation to applicants for AT&T Information Highway jobs.

Union recruits workers for AT&T jobs

Alameda agency honors Local 1245

The Economic Development Agency of Alameda County presented a Certificate of Appreciation to Local 1245 Business Manager Jack McNally last month to honor the union's efforts in promoting jobs on the "Information Superhighway."

Since concluding a labor agreement with AT&T last fall to represent workers on

the construction of an electronic highway in California, Local 1245 has recruited and referred hundreds of prospective employees. The union's involvement has helped forge a community coalition for jobs that includes Alameda County Supervisor Keith Carson and former Supervisor Don Perata, AT&T, and various church and community groups.

Although Local 1245's agreement with AT&T was the foundation for the coalition, other job opportunities are now being channeled through the coalition, including employment with the FBI and the Federal Census Office.

"This project shows what can be done through the

working together of labor organizations, corporations, community elected officials and the communities in general," said Local 1245 Business Rep. Art Murray, who has played a leading role in referring workers to the AT&T jobs.

"The goal is to employ people at a living wage with real benefits such as pension and medical insurance and a chance to improve their qualifications for jobs in the future," Murray said.

Business Manager McNally, who bargained the labor agreement with AT&T last year, accepted the award from the Economic Development Agency of Alameda County on Jan. 25.

Unsettling times

Jack McNally, IBEW 1245 Business Manager

1994 was a very unsettling year for the members of Local 1245. The utility industry, which is the industry which the vast majority of our membership is connected to in one way or another, is evolving and will be changed forever.

PG&E, as well as the California portion of the Sierra Pacific Power Co., will be directly affected by whatever the California Public Utilities Commission's deregulation activity produces. The threat of competition has caused P&GE to savagely restructure the company and downsize its workforce.

Sierra Pacific Power Co. is in the process of a merger with Washington Water and Power, which is located principally in Spokane, Wash. While Sierra Pacific's downsizing has been minimal, there now is some restructuring activity as a result of the merger plans. This has caused unrest with some of our members as some functions of the company will be transferred to the Spokane area.

SMUD, City of Santa Clara, City of Redding, Modesto Irrigation District, City of Gridley, and other power distribution public agencies we represent are all in some state of unrest, as clearly whatever comes out of the CPUC's deregulation activity will impact them as well. They will be facing the competition threat and are beginning to look at how they can best position themselves.

Our line clearance tree trimming members are under the never-ending threat of changing contractors and random layoffs as PG&E's tree budget is moved around the system. The more frequent bidding of areas places additional undue threat of job loss on our members. And of course



PG&E wants the line clearance tree contractor to do more for less.

Citizens Utilities Company, our telephone members who work the Sacramento and North Valley, were the first in our jurisdiction to suffer the pains of deregulation. The telecommunications industry is still scrambling, which keeps our members in constant worry about their security.

In the cable TV industry, the common word is "buy-out." With the introduction of the information super highway, many entities are looking at local cable companies to buy, to promote, and to enter the emerging super highway business. Every time our members turn around, there is some rumor or proposal about a buyout or a merger.

Outside line work in California is the worst it has ever been. Utilities in the state are not doing the work that they used to. I think their nervousness over what deregulation is going to be has caused them to forego work they normally would have done. With the work picture as it is, many of our outside members have had to go to other states to get work.

On the bright side, the information super highway construction, as well as our telecommunications construction work, is growing.

See PAGE SEVENTEEN

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

Bilingual Task Force Committee

Carmen Chambers
Christine Nguyen
Estella Perez
Susan Tso
Dorothy Fortier

BELLA VISTA WATER DISTRICT

Negotiating Committee

Philip Alleman
Bonny-Lee Doyle
Richard Welch
Jack Osburn

CONTRA COSTA COUNTY CENTRAL LABOR COUNCIL

Hunter Stern



**Statement by Johan Klehs,
Chair, State Board of Equalization**

PG&E should 'think twice' about further job cuts

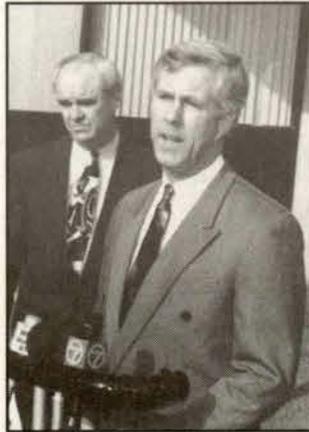
I'm Johan Klehs, chair of the Board of Equalization. The Board has the responsibility of assessing the property taxes of all the major utilities in California.

We're very concerned at this point ... because as PG&E lays off more and more workers—their maintenance and construction workers—the quality of their resources and assets will go down and as a result of that assessments are going down for local governments who ... need the basic revenues to survive, especially during these types of emergencies.

I wrote a letter to the chair of the Public Utilities Commission this morning, asking the PUC to look at the service levels that PG&E has been providing and how there has been a decline in those service levels. If you look at the North Coast Division, which is the area that is hardest hit by the storms and these most

recent floods, several years ago there were 120 people employed in that division. Today there are 75 people employed in that division. And by next month there will be around 26 people employed in that division.

We can't predict if California is going to have another fire, or flood or earthquake in this area, but we know what has happened in the past. And we also know that PG&E has had 25% higher employee force levels to deal with those emergencies when we had the earthquake here in '89 and the fires in Oakland after that.



This is something which is of major concern to the Board of Equalization and the residents of this district and we hope PG&E will take another look at it and think twice, and that the Public Utilities Commission gets involved and reviews the service abilities of PG&E to meet its customers' needs.

"I wrote a letter to the chair of the Public Utilities Commission this morning, asking the PUC to look at the service levels that PG&E has been providing and how there has been a decline in those service levels."

**Statement by Mel Varrelman
Napa County Board of Supervisors**

My constituents expect highest standards

My brother worked for PG&E for 26 years. My father worked for PG&E for 47 years. My family has been associated with this company and its history of high quality service.

So it is deeply troubling to me to learn that recent "downsizing" at PG&E may be impairing the quality of this company's service and

harming its good name.

As a member of the Board of Supervisors for Napa County, I know that my constituents expect the highest standards of service from their utility.

This area was hit hard by the recent storms and it troubles me to learn that recent workforce reductions may have hampered PG&E's

response.

I call upon the California Public Utilities Commission to formally investigate the effects of downsizing on PG&E's overall performance, and to take all necessary steps to insure that the safety, reliability and responsiveness of our electric service is not compromised.

"My father worked for PG&E for 47 years. My family has been associated with this company and its history of high quality service. So it is deeply troubling to me to learn that recent 'downsizing' at PG&E may be impairing the quality of this company's service and harming its good name."

Union battles PG&E layoffs

From PAGE ONE

workforce at PG&E totalled 2,980, said McNally, citing data supplied by PG&E.

By January of this year, that number had fallen to right around 2,000, a 34% reduction—with more cuts slated for 1995.

"It's not hard to understand why the CPUC received far more complaints during this storm than in previous storms," McNally told reporters.

The CPUC received 253 complaints about PG&E service between Jan. 9 and 12. As of Jan. 26, the CPUC had received 2,478 postcards urging the CPUC to protect current levels of utility service.

Several public officials joined McNally at the news conference in calling for the CPUC to investigate PG&E's performance during the storm. (See statements, pages 4 and 5.) In addition, union members Jeff Howard, Leslie Davis and Joe Audelo were on hand to take reporters' questions about employees' perceptions of service quality.

Legislature Should Act

McNally also called upon the state legislature to intervene on behalf of ratepayers and "make sure that the CPUC fulfills its obligation to assure safe and reliable service for the citizens of this state, particularly in this era of so-called deregulation." McNally noted that residential and small business ratepayers "have the least to gain and the most to lose" from utility deregulation.

"Meanwhile," he added, "we call upon PG&E to suspend any further downsizing of its workforce until these

problems are completely investigated and resolved."

Members Mobilize

Local actions by Local 1245 business representatives and rank and file members have helped to keep the media focused on the downsizing issue.

In the weeks following the Dec. 14 rally in San Francisco, members have leafleted and picketed malls, PG&E customer service centers and other public places throughout the state.

On several occasions these actions have attracted media attention. In some cases, members and business representatives took additional steps to keep downsizing in the news.

Ron Garcia, Irwin Thomas, Gregg Burk and other Local 1245 members broadcast the union's message by carrying picket signs through the streets of Paso Robles and San Luis Obispo—on horseback. Business Rep. Mike Haentjens said the horseback protests generated widespread television and newspaper coverage.

In the Santa Cruz area, Business Rep. Gary Hughes took a reporter on a tour of rotten power poles and other examples of declining maintenance. This excursion resulted in a major feature story in the Santa Cruz Sentinel.

Members in the East Bay, along with Business Rep. Jane Brunner, brought the issue of service reliability and public safety to two meetings of the Oakland City Council in January. The unionists will make a presentation to the city's public safety committee on Feb. 7.

Steve Amarel, Advisory Council member Keith

Oakland City Council member Sheila Jordan joined Local 1245 at the Jan. 19 news conference calling for an investigation of PG&E's performance.



There When You Need Us.



At your service.

Yes, it's our job to respond to crises. But never before have our employees done it with more dedication or professionalism. I'm extremely proud of all of them. I salute them every one.

Stan Skinner

Stanley T. Skinner
President and CEO

This cartoon from the Santa Clara Valley Metro exposed the hypocrisy in PG&E's advertising slogan "There When You Need Us." Because of downsizing and impending layoffs, PG&E has demonstrated it is most definitely not "there" for its customers--nor for its employees.

Burkhardt, and other union members raised enough money in voluntary donations to place a full-page ad in the Placerville Mountain Democrat.

"The safety and reliability of everyone's gas and electric service is in jeopardy, and so are our jobs," the ad proclaimed.

(See Page 13 for a look at recent newspaper headlines concerning downsizing.)

PG&E on Defensive

In contrast, PG&E management has spent much of its time on the defensive in terms of media coverage. After a raft of negative stories about PG&E's performance during the storms, the company took out full-page ads in newspapers throughout northern California attempting to persuade the public that nothing was wrong.

Local 1245, in turn, placed full-page ads in the San Francisco Chronicle and San Francisco Examiner questioning PG&E's claim that downsizing was not affecting service reliability, safety and responsiveness.

The Local 1245 ad featured photos of union members working to restore power during the storms, and informed the public that PG&E employees would continue

trying to provide the best service possible.

But the ad warned that downsizing had drastically reduced the number of employees available to respond to emergencies. It also graphically illustrated the connection between downsizing and public safety by reprinting a photograph of a Pleasanton home that burned to the ground last November in a natural gas explosion linked to downsizing.

The ad warned consumers that utility restructuring proposals under consideration by the CPUC might benefit large energy consumers, but most likely at the expense of residential and small business ratepayers.

Despite the public uproar over service problems dur-

ing the storm, PG&E continued to insist that further job cuts were necessary.

"They're going to pat them on the back and give them an 'Atta boy' with one hand, and then give them a pink slip with the other," Business Rep. Gary Hughes told one Santa Cruz-area reporter.

As PG&E continues its preparations for layoffs, efforts to make the utility accountable for its actions continued. On Jan. 20, the CPUC acceded to Local 1245's call for an investigation of PG&E's performance.

On Jan. 30, Business Manager McNally and the heads of other California utility unions brought their concerns about service reliability to State Senator Steve Peace, chairman of the Senate Energy Committee.



"Let me give you a big hug before I fire you."

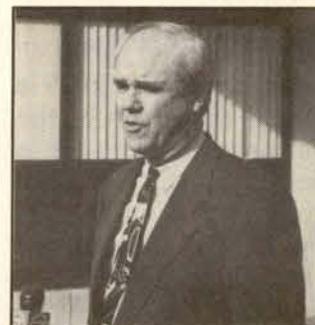
Statement by Mike Nevin San Mateo County Board of Supervisors

We don't need downsizing of our workforce at PG&E

(Nevin began by explaining that he lost a home in the Russian River flood and expressing thanks to PG&E workers and other emergency workers.)

What we're not grateful for and what we're worried about is the report you just heard from Jack (McNally). For four and five days--in some cases for a total of a week--people were without power on the Russian River. This isn't acceptable because power is a right. Power is an absolute human need. Power isn't a luxury. To leave those victims, those people who are already stranded in those homes, to leave them without power is not acceptable.

We keep hearing about downsizing. Here we're asking the nation, from the President on down, to help us in a horrible tragedy and a difficult situation, and the utility company is



downsizing.

I urge the California Public Utilities Commission to investigate the downsizing of PG&E and its workers, especially during these most difficult times. I thank all of those at PG&E, the workers who worked so hard to make our lives easier on the Russian River. There's nothing that can be done about my home...but at the same time we can do something about future disasters, and don't need to be downsizing our power workers or our workforce at Pacific Gas & Electric.

"Power is an absolute human need. Power isn't a luxury. To leave those victims, those people who are already stranded in those homes, to leave them without power is not acceptable."

Statement by Fred Keeley Santa Cruz County Board of Supervisors

PG&E cuts are 'alarming'

As a member of the Board of Supervisors of Santa Cruz County, I am committed to maintaining high quality electric service for my constituents. It troubles me to learn of recent and planned reductions in the PG&E workforce.

We, in Santa Cruz County, are especially sensitive to the devastation that natural disasters can bring, because we suffered greatly during

the Loma Prieta earthquake and the recently presidentially-declared disaster in our area.

While we appreciate PG&E's quick response to each disaster which has struck our community, it is alarming to think that this vital public service and the needs of the PG&E workforce may be compromised due to staff reductions.

PG&E rejects proposal...

From PAGE ONE

unit employees who are subject to being displaced will be encouraged to submit bids and transfers to available clerical vacancies. (See full text, below).

On-Going Campaign

Letter Agreement 95-05 is the latest milestone in the union's on-going campaign to prevent involuntary layoffs, a campaign run at full throttle since PG&E announced downsizing in early 1993.

• Twice—in 1993 and again in 1994—the union negotiated Voluntary Retirement and Voluntary Severance pro-

grams, which provided financial incentives for employees to choose retirement or severance. During those two years, the company reduced its workforce by over 4,000 without forced layoffs in the bargaining unit.

• The union negotiated improved re-hire provisions that eliminated the opportunity to hire individuals off the street while bargaining unit employees are being laid off.

• As mentioned above, the union bargained a "No Layoffs" agreement for CES, now the subject of Arbitration 208.

• The union filed an Unfair Labor Practice charge with the National Labor Relations Board, resulting in subsequent negotiations with PG&E.

• The union challenged PG&E's application of Title 206 before a neutral arbitrator.

• The union defended the

The union has worked to build public support for its no layoffs campaign by drawing the connection between deregulation, downsizing, and deteriorating service.

labor agreements by filing numerous grievances since December 1993 regarding the various announcements of worker reductions and applications of various sections of the labor agreements.

• On Jan. 30 of this year the union challenged PG&E's decision to demote and lay off bargaining unit employees in 1995 at a hearing before a neutral arbitrator.

In addition, Business Manager McNally presented the case for "no layoffs" in a personal meeting with PG&E Chief Executive Officer Stan Skinner in December, and arranged for rank and file members to meet personally

with Skinner to discuss the relationship between downsizing and quality of service.

Deregulation, Downsizing, Deteriorating Service

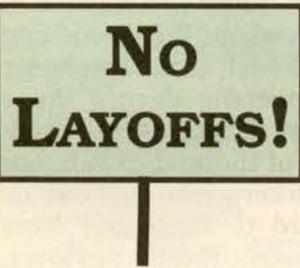
The union has also worked to build public support for its no layoffs campaign by drawing the connection between deregulation, downsizing, and deteriorating service.

Local 1245, through its participation in the Coalition of California Utility Employees, has presented expert testimony to the California Public Utilities Commission that deregulation and downsizing will harm the California

economy by downgrading the reliability of electric service.

The union's December rally at the CPUC mobilized support from environmental, ratepayer, and senior citizen constituencies, and attracted widespread media coverage.

Rank and file demonstrations throughout December and January have succeeded in making PG&E downsizing a frequent subject of radio, television, and newspaper reports. And a January news conference served notice of the union's intention to make deregulation and downsizing a major issue this year in the state legislature.





**LETTER AGREEMENT
NO. 95-05**



IBEW

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RONALD L. BAILEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

January 27, 1995

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

This letter confirms the discussion and agreement between the parties regarding the Company's administration of the upcoming wave of system-wide employee displacements and the concurrent filling of a substantial number of clerical vacancies, pursuant to Sections 18.17 and 19.12 of the Clerical Agreement.

1. The Company will not proceed with any Title 19 clerical employee displacements during this wave of displacements. The normal administration of Title 18 is expected to significantly rebalance the clerical workforce and substantially reduce the need for any Title 19 activity. The provisions of Subsection 18.5(b) are waived. The provisions of 18.5(c), which requires the Company to request a second transfer list to identify new timely bidders, are also waived.
2. Vallejo office employees who have been temporarily headquartered to another headquarters due to the closure of the Vallejo office in December will be given their Section 19.9 rights.
3. The Company may utilize the provisions of Section 19.16 to relocate clerical bargaining unit employees within a demotion area when the number and the classification of jobs is unchanged.
4. The Company will fill authorized positions in the Call Centers as quickly as possible. The Company may continue to let part-time employees voluntarily work full-time schedules through July 1, 1995, while the Company fills positions and provides training to the successful bidders. In order to expedite the filling of Call Center positions, the Company will offer vacant shifts / schedules to current Call Center employees in the same classification, status, and headquarters prior to filling jobs through the normal job bidding and transfer system. Once the authorized positions are filled, the Company will return to the regular practice of filling vacant shifts / schedules through established bid numbers associated with each shift / schedule.

Local Union No. 1245, IBEW

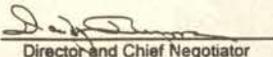
-2-

January 27, 1995
95-05-PGE

5. The Company will fill all clerical vacancies as quickly as possible. A control date of no earlier than February 15, 1995, will be established for authorized vacancies. The provisions of Subsections 18.4(d) and 18.5(c) will be modified by requiring bids and transfers to be submitted within five days instead of the contractually agreed to eight days before the established control date for all clerical vacancies through July 1, 1995. Physical bargaining unit employees who are subject to being displaced will be encouraged to submit bids and transfers to available clerical vacancies. Employees must be qualified or have submitted a request to take a qualification test by the established control date. The Company will be prepared to administer clerical position qualifications tests to physical employees in a timely manner.
6. Physical bargaining unit employees who are assigned layoff under Sections 206.7 or 306.7 will be offered clerical vacancies that are not filled by the Title 18 job bidding and transfer process. Employees who are assigned layoff will be given a list of clerical positions that are vacant 5 days prior to the issuance of Title 206/306 job assignments. Employees will be given 5 workdays to prioritize positions that they would accept. Available clerical positions will be awarded based on the seniority of qualified employees who return option lists. Physical bargaining unit employees who accept placement into a clerical position will retain preferential ("a") bidding rights to their previous classification and headquarters.
7. The Company will continue to offer unfilled clerical vacancies to physical bargaining unit employees who are assigned layoff in any subsequent wave of Title 206/306 through July 1, 1995.
8. Physical bargaining unit employees in the rehire pool will be considered for clerical vacancies after clerical employees through July 1, 1995, under the normal Reemployment Provisions.

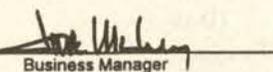
If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,
PACIFIC GAS & ELECTRIC COMPANY

By: 
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

Jan 30, 1995

By: 
Business Manager

Local 1245 Election Notice

Nominations Open in March

The election process will begin in March of this year for officers and Advisory Council, with balloting in June for new three-year terms.

Complete information on nominations, elections, duties, and qualifications of officers are found in the Local Union Bylaws and the International Union Constitution. If you do not have copies of these documents, they may be obtained by writing to *IBEW Local Union No. 1245, P.O. Box 4790, Walnut Creek, CA 94596.*

Offices

The following officers shall be elected in accordance with Article XVIII of the IBEW Constitution and Article III of the Local 1245 Bylaws: President; Vice President; Recording Secretary; Treasurer; Business Manager-Financial Secretary; Southern Area Executive Board Member, Central Area Executive Board Member, Northern Area Executive Board Member, and At-Large Executive Board Member. The composition of the areas and at-large group represented on the Board are specified in Article III, Section 4 of the Local Union Bylaws.

The designated Advisory Council seats are listed in Article V of the Local Union Bylaws.

Qualifications

Business Manager-Financial Secretary: The offices are combined per Article III of the Local Union Bylaws and must be filled by a member holding an "A" membership (EWBA) as required by Article XVIII of the IBEW Constitution.

Members elected to office in the Local Union must be able and available to attend all regular and special meetings and to conduct the affairs of their office without compensation or other expenses other than provided for in Article X of the Local Union Bylaws (L.U. Bylaws Article III, Section 5).

Assistant Business Manager(s) and/or Business Representatives shall not be eligible to hold any elective Unit or Local Union office (L.U. Bylaws Article III, Section 5).

To qualify as a candidate for

Local Union office or Advisory Council Member, a member must have at least two years' continuous good standing in the Local Union immediately prior to March 1, 1995, and must have tendered his or her dues for January 1995 (L.U. Bylaws Article III, Section 11).

Nominations

Nomination of officers and Advisory Council members shall be made under "New Business" at the first meeting of the Units in March 1995 (L.U. Bylaws Article III, Sections 6a and 6b).

In order to be a candidate for any Local Union office, including Advisory Council Member, a member must be present at the Unit meeting where he or she is nominated, or notify the Local Union Recording Secretary, Ed Mallory, in writing on or before March 1, 1995, that he or she will run for a specific Local Union office if nominated (L.U. Bylaws Article III, Section 12).

A member shall not accept nomination for more than one office of the Local Union (unless combined under the Bylaws). If a member is nominated for more than one office, he or she must notify the Judge of the Election promptly in writing, no later than April 15, 1995, for which office he or she will be a candidate and decline all other nominations for Local Union office (L.U. Bylaws Article III, Section 13).

Campaign Financing

Article XVIII, Section 21 of the IBEW Constitution provides in part that "No candidate (including a prospective candidate) for Local Union office and no supporter of a candidate for Local Union office may solicit or accept financial support or any other direct or indirect support of any kind (except an individual's own volunteered personal time) from any nonmember of the Local Union or any foundation, corporation, or other entity whose funds are derived in whole or in part from any person not a member of the Local Union..."

The International Executive Council of IBEW has adopted regulations to enforce the above section. You may obtain a complete copy of these regulations from Local 1245 or by writing to the *IBEW Ninth District office, 150 N.*

Election Process Calendar

- March:** Nominations of officers at Unit meetings.
- May:** Election Issue of Utility Reporter published; ballots mailed to all eligible voters before June 1.
- June 1-22:** Mail ballot election held.
- June 22:** Ballots retrieved from Post Office box by election committee, then verified and counted. Results reported to all Unit Recorders immediately after certification.
- July 5:** Installation of officers.

Wiget Ln., Suite 100, Walnut Creek, CA 94598.

The regulations define a "candidate" in part as a member who takes action directed toward seeking elections to the following positions in the Local Union: President, Vice President, Financial Secretary, Recording Secretary, Treasurer, Business Manager, or Member of the Executive Board. The IEC regulations also provide for an independent Campaign Contribution Administrator who investigates possible violations, and in turn requires candidates as defined above to file, on designated dates, campaign finance reports.

Voting

As provided in Local Union Bylaws Article III, Section 15, the May issue of the Utility Reporter will contain "a list of all candidates for Local Union office, together with a factual record of their activities within the Local Union, committee assignments performed, offices held, and experience gained for and in behalf of the Local Union..." Ballots will be mailed before June 1, 1995 and must be returned by June 22. To be eligible to vote,

you must have paid your dues for March 1995 on or before May 31, 1995, per Bylaws Article III, Section 14.

Further Information

In addition to the Local 1245 Bylaws and the IBEW Constitution, the conduct of labor union elections is also covered by Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA).

The U.S. Department of Labor publishes two relevant booklets: Rights and Responsibilities Under the LMRDA and CSRA and Electing Union Officers.

These booklets are available by writing the *U.S. Department of Labor, Office of Elections, 200 Constitution Avenue NW, Room No. North 5619, Washington, DC 20210.*



Local action

Following the Dec. 14 rally in San Francisco, Local 1245 members took their protest of PG&E cutbacks to shopping malls, PG&E customer service offices, and other public locations throughout PG&E's service area, including those featured here.

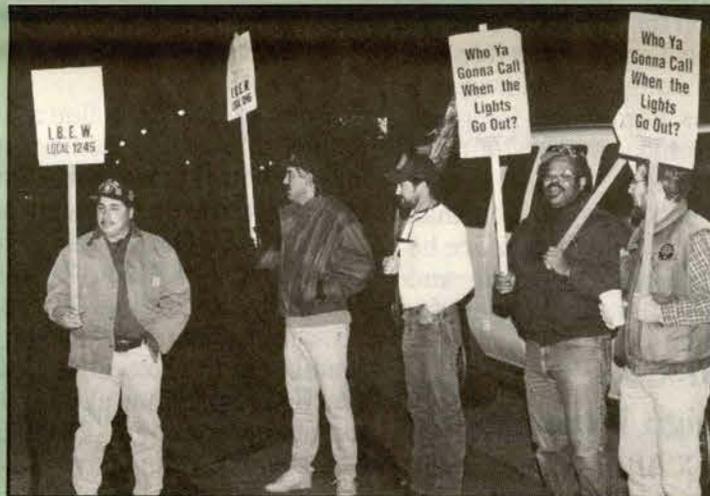


Morning protest at Oakport Service center in Oakland. (Photo: Landis Marttila)



Members picket PG&E Customer Service Office in Vacaville. (Photo: Wayne Greer)

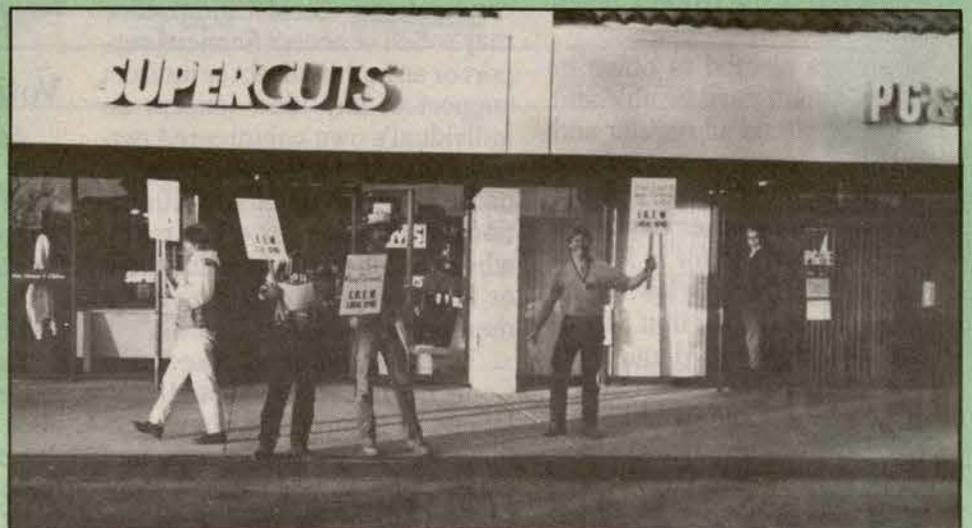
**No
LAYOFFS!**



Morning protest at Oakport Service center in Oakland. (Photo: Landis Marttila)



Horseback protest at Diablo Canyon Power Plant. (Photo: Mike Haentjens)



Members picket PG&E Customer Service Office in Sacramento. (Photo: Wayne Greer)

PG&E's disaster

Two disasters struck California last month. Mother Nature was responsible for one. PG&E was responsible for the other.

When January storms cut off electric service to 1.4 million customers, PG&E employees represented by Local 1245 responded as they always have. They gave their all.

After a full day of battling power outages on Friday, Jan. 6, electric crew foreman Steve Manfre took two hours off, then returned to work two more shifts of 30 and "20-something" hours.

When the rampaging Russian River crested on Jan. 11—sweeping away cars, homes, and power poles—troubleman Grant Woodruff was putting in his third straight 20-hour day with no end in sight.

And so it went throughout northern California: utility workers battling wind, rain and flood to keep the power on. Just as they have safeguarded the public's power supply against the ravages of earthquakes, mudslides and fires.

Only this time it was different. During last month's storms and floods, PG&E employees were up against not just the furies of Mother Nature. They were up against the shortsightedness of PG&E management.

The storm laid bare the facts that PG&E still tries to keep from public view: A downsized workforce cannot respond to natural disasters as effectively as a fully-staffed workforce. And a downsized program of routine maintenance virtually guarantees that outages will be longer and more severe when the inevitable natural disasters strike.

Counting the Days

While PG&E was counting the dollars it has saved from downsizing, hundreds of thousands of customers last month were counting the days it took to get their service restored.

"We have to go to motels to [shower] and these guys tell us everything is fine! Baloney!" said John Roddy of Scotts Valley, who told the San Jose Mercury News that he was without power from Jan. 8 to Jan. 13.

PG&E blamed the severity of the storm for the length of the outages, at one point referring to the January rains as a "500-year storm"—meaning a storm of that size could be expected only once every five centuries.

But customers were skeptical of such claims.

See NEXT PAGE



Lineman Don Meyer (above, left) grounds wire before starting work on a fallen line in Sonoma County during the January storm. At left, a Local 1245 crew for Davey Tree removes fallen trees, also in Sonoma County. (Photos: Eric Wolfe)

STORM AND FLOOD: PG&E'S DISASTER

From PAGE NINE

"I've been through the storm of '82 and I've been through the storm of '86 and I've not seen [outages] quite like this. And personally, I don't think the force of the [current] storm is anywhere near what we experienced in those two storms," Brent Zerull of San Rafael told the Marin Independent Journal after four days without power. "I don't have power and I'm pissed."

Between Jan. 9 and Jan. 12, the California Public Utilities Commission logged 253 complaints about PG&E service, or lack of it. In contrast, the February 1986 storms, which caused \$319 million in damage and killed 20 people, brought only 61 complaints to the CPUC about PG&E response time.

Failure to Trim Trees

For the most part, the public directed their anger at company management rather than the tired, overworked employees who showed up to repair their powerlines.

Residents on Mill Station School Road in rural Sonoma County reported a powerline down in the middle of the road, then waited over 24 hours for PG&E to respond. Nonetheless, when Steve Manfre's line crew arrived on the afternoon of Jan. 10 in the pouring rain, the grateful residents greeted them with a thermos of hot coffee.

It didn't take Manfre's crew long to spot the problem. Eucalyptus trees had grown up through the powerline.

Local 1245 Business Rep. Larry Pierce, who was on the scene with Manfre's crew, said this particular outage was a direct result of PG&E's failure to perform the necessary line clearance tree trimming.

"In a case like this, clearly no trees blew over onto the wires," said Pierce. Instead, branches from trees growing up through the wires had broken off. When they fell, they brought the wire down, too.

"If PG&E had trimmed these trees as required by law and provided the proper line clearance, that wire wouldn't have come down," said Pierce. "And most likely these people would never have lost power."

PG&E has saved hundreds of thousands of dollars in recent years by reducing its budget for tree trimming. Tree trimmers say the budget cuts have left them shorthanded.

"You figure we cover Santa Rosa, Sebastopol, half of Guerneville, Rohnert Park and Pataluma and we've only got eight crews. That's not enough for this whole area. This is a huge area," said a Local 1245 tree trimmer employed by Davey Tree, the contractor used by PG&E to keep

See NEXT PAGE



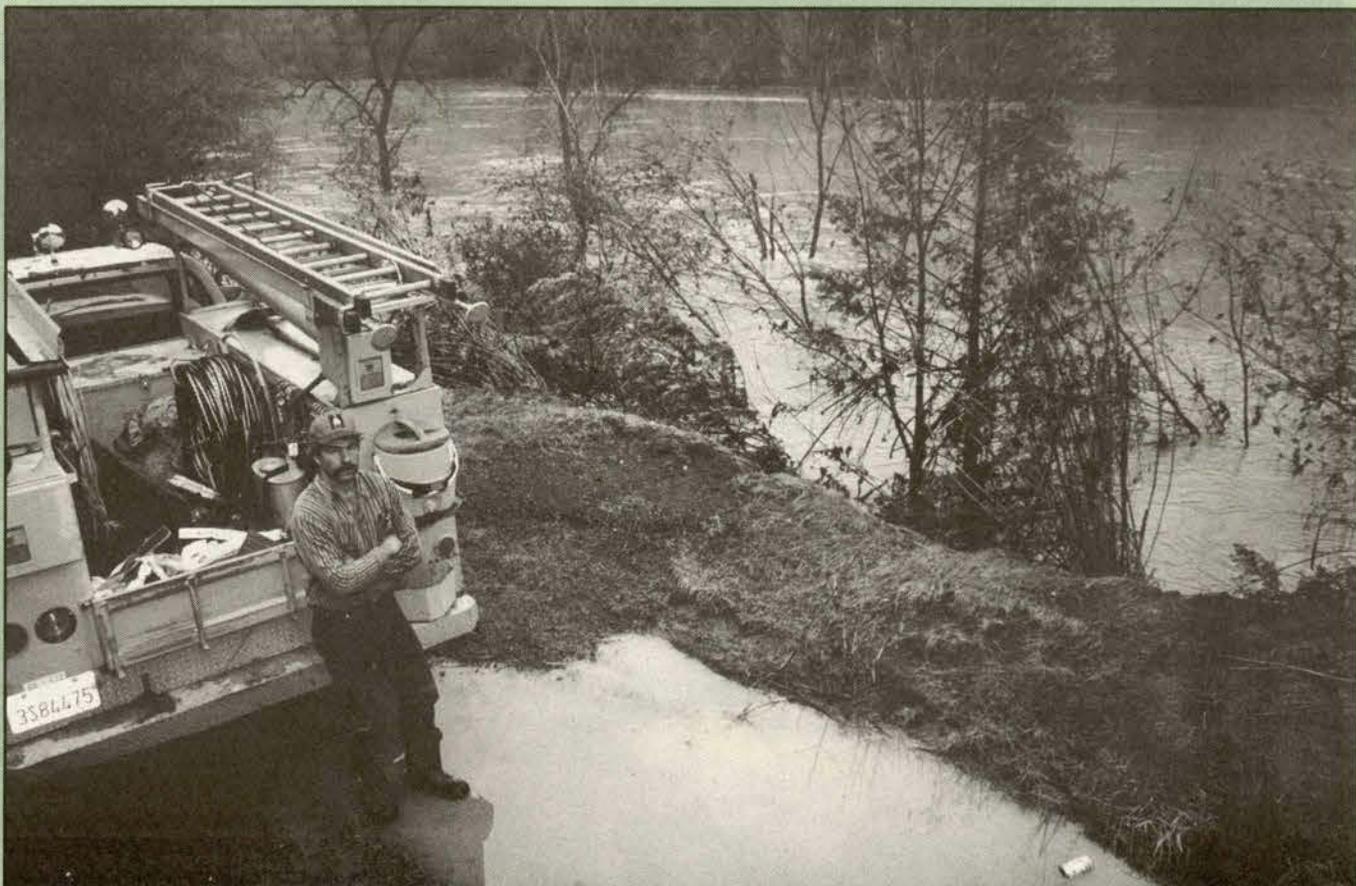
PG&E General Construction crew repairing downed lines in Sonoma County.



PG&E lineman Steve Kenney prepares for work.



Retired PG&E troubleman Grant Woodruff stays away from fallen powerlines to respond to Hadley.



PG&E Troubleman Grant Woodruff, on way to Guerneville, takes a quick break along the flooded Russian River.

STORM AND FLOOD: PG&E'S DISASTER



Workers repairing downed lines in Sonoma



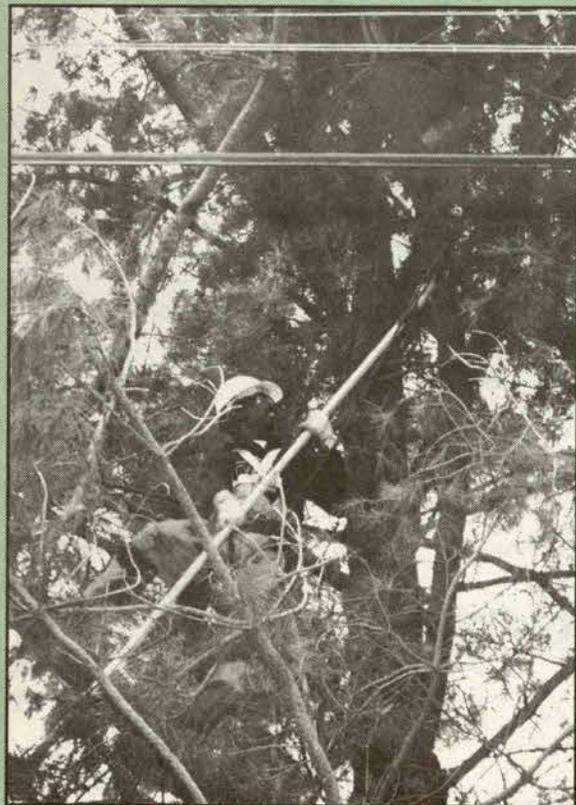
PG&E lineman Steve Kenney prepares to work on downed lines in Sonoma County.



Retired PG&E troubleman Hollis Hadley warns kids to stay away from fallen line. It took PG&E over 24 hours to respond to Hadley's call that a line was in the road.



Lineman, on way to Guerneville, takes a quick break along the flooded Russian River.



Davey Tree Apprentice Climber Turan Jones trims branches that have fallen into powerlines.



Flood victim keeps his head above water. Wash and Dry.



Foreman Steve Manfre (on truck) and Lineman Bob Thompson (on ground) repair power lines brought down by trees.

Lineman Bob Thompson accepts cup of coffee from grateful residents.



es to work on downed lines in Sonoma County.



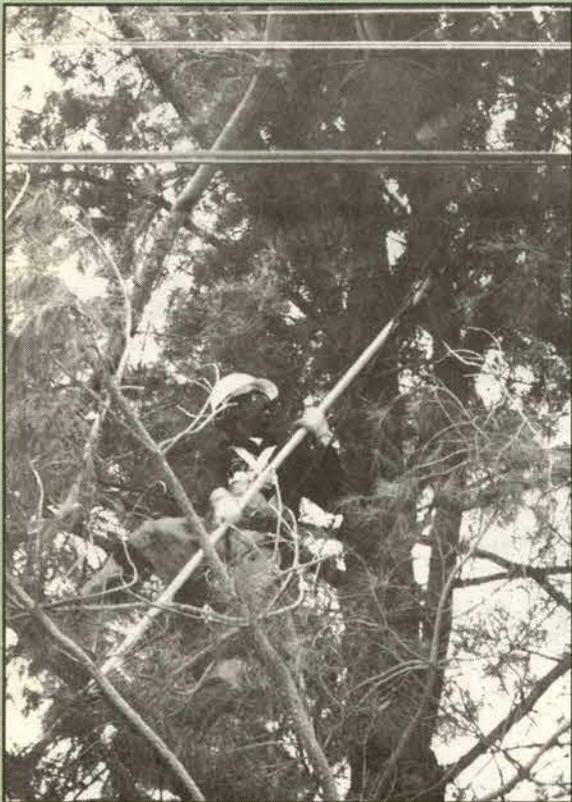
Lineman Hollis Hadley warns kids to stay off downed line. It took PG&E over 24 hours to clear the line. It was a neighbor's call that a line was in the road.



Flood victim keeps his head above water at the Guerneville Wash and Dry.



Foreman Steve Manfre (in bucket), lineman Bob Thompson (on ground) and lineman Don Meyer (on truck) repair powerline that was apparently brought down by trees PG&E failed to trim.



Davey Tree Apprentice Climber Turan Jones trims branches that have fallen into powerlines.

Lineman Bob Thompson accepts cup of coffee from grateful residents.



From PAGE TEN

lines clear in large parts of the North Bay.

Faulty Connectors

Maintenance problems are not limited to overgrown trees.

Local 1245 members at PG&E have documented numerous cases where the company has deferred maintenance on the basic infrastructure of electric service.

"The wires fall down from having faulty connectors that we know are not the right connectors," reported a PG&E lineman from the East Bay last month.

"We have defective underground elbows that every year fail. We had an elbow replacement program that ran out of money about two years ago. That is directly affecting service reliability to businesses as well as residential customers," the lineman said.

He also noted that regular patrols of overhead and underground systems are no longer being performed as before "because we don't have the numbers of people we need to do the work."

"Duty to the Public"

In a letter to PG&E President Stan Skinner, former Larkspur Mayor Ronald Arlas praised the efforts of the PG&E line crew who restored power to his home during the storm. But he blasted the performance of management and strongly protested the company's plan to further downsize.

After describing his numerous attempts to report the outage in his neighborhood to PG&E, Arlas told Skinner:

"I have been reading about other people's complaints as to how your company reacted during this recent crisis. I have also been told that your company is planning to downsize in order to become more efficient and lower utility rates. Though I am sure all of us would like to pay lower utility rates, I do not think that anyone would rather have lower utility rates traded off against poorer and less responsive service.

"Mr. Skinner, when you next go to the PUC, please remember that you are a public utility and not just a privately owned corporation. You owe a duty to the public to provide the best possible service in exchange for the monopoly you have on providing the service. I would ask that you strongly consider not downsizing your rank and file people because they are the ones who can clearly get the job done. If you have to cut, cut at your managerial level where their competence is greatly in question."

PG&E workers protest layoffs

PG&E responses leave customers in the cold

Service in storm brings criticism

By Marisa Cigarroa
Independent Journal reporter

Deregulation sparks protest

ASSOCIATED PRESS

PG&E workers, consumer groups share concerns

By Bobbi Nodell
STAFF WRITER

PG&E Layoffs Rankle

By Jonathan Marshall
Chronicle Economics Editor

S.F. rally claims layoffs at PG&E will harm service

PG&E hard to reach in storm; local emergency office urged

BY CALVIN DEMMON
Herald Staff Writer

PUC deregulation plan galls unions, environmentalists

John Finn
CAMBER STAFF

PG&E employees leery of cutbacks

By Bobbi Nodell
STAFF WRITER

Powerless residents take it out on PG&E

BY GARY RICHARDS
Mercury News Staff Writer

Utility workers picket

Protest layoffs planned in Y-S workfor

Darrell Smith
Appeal-Democrat

PG&E workers protest expected layoffs

By Scott Andrews
STAFF WRITER

By STEVE PEREZ
staff writer

PG&E employees say cuts hurt response during floods

By IMRAN GHORI
Staff writer

PG&E denies complaints of going slow to save money

By TOM CHORNEAU
Staff Writer

Union chief says PG&E cutbacks leave it ill-prepared

PG&E linemen picket

Group hands out fliers, say cutbacks hurt safety

By John Trumbo
Journal Staff

PG&E swamped by outages

Employees worry planned staff cuts will cause burnout and hurt service in future disasters

By Lisa Alcalay Klug
SPECIAL TO THE EXAMINER

PG&E employees warn public that layoffs will affect safety and service

Electricians protest next 3,000 layoffs with march down Spring Street

By Greg Haas

Union fires broadside at PG&E

David Weidner
Annual Democrat

PGE's response to storm havoc called disaster

Power Shortage

Workers say downsizing at PG&E will affect readiness in an emergency

By David Bacon

Repair workers' union rips PG&E over flood

SAN FRANCISCO (AP) —

Workers say cuts slowing PG&E

By JAY GAMEL
Argus-Courier Staff

PG&E workers say service is at stake

By STEVE PEREZ
Sentinel staff writer

PG&E Staff Cuts Under Fire

Critics say utility slow to respond to storm damage

By Jonathan Marshall
Chronicle Economics Editor

While thousands of California residents continue to go without power, some Pacific Gas and Electric workers and union representatives are charging that the utility has put profits ahead of emergency

New PG&E cutbacks protested

Informational pickets hit street in Modesto

By CAROL

PG&E denies staffing cuts cause delays

By TOM CHORNEAU and TOBIAS YOUNG
Staff Writers

Outages darken County

PG&E union blames layoffs for repair delays

By DEBRA RANKLIN
Writer

PG&E layoffs protested

Marin residents enraged by long power outages

By Janet Kornblum

Independent Journal

PG&E layoffs may lengthen blackouts in West Marin

By David Rolland

Union wants PUC probe of slow PG&E response

SAN FRANCISCO (AP) — Elec-

PUC Probing PG&E's Response to Storm Outages

By Jonathan Marshall
Chronicle Economics Editor

IBEW LOCAL 1245 UNION SHOPPER



Jacket
Black with IBEW Logo
S/M/L/XL/2X
\$26.00
+\$3.00 shipping

Stadium Jacket
Silver, Red
(Specify front or back logo)
S/M/L/XL/2XL: \$35.00
3X, 4X: \$45.00
+\$3.00 shipping

Sweat Shirt/Hooded
Blue, Gray, Black
M/L/XL/2X
\$17.00
+\$3.00 shipping
(Allow 2-4 weeks for delivery)



Coffee Mug
IBEW (Ceramic)
Black or Blue
"Proud To Be Union" (Plastic)
White
\$5.00
+\$3.00 shipping

Club Shirt
(No pocket)
Black, Mint, Blue, Peach,
Jade
Logo on chest
M/L/XL/2X
~~\$19.50~~ Now only \$15!
+\$2.50 shipping



T-Shirt
Ringer with IBEW Logo
S/M/L/XL/2X/3X, 4X
\$8.00
+\$1.50 shipping

Golf Shirt
(With Pocket)
Navy, Red, Royal, White,
Maize
Logo on sleeve
M/L/XL/2X
~~\$22.50~~ Now only \$15!
+\$2.50 shipping

IBEW Women Charm
14K Goldplated
~~\$8.00~~ Now only \$5!
+\$0.55 shipping

Bucket Bags
Lineman Logo in Center
\$5.00
+\$1.50 shipping

Sweat Shirt/Crew
Blue, Gray, Black
M/L/XL/2X
\$15.00
+\$3.00 shipping
(Allow 2-4 weeks for delivery)

Suspenders
Red, Yellow
Regular, Long, XL
\$10.00
+\$1.50 shipping



Hats
Proud To Be Union Logo
\$5.00
+\$0.75 shipping
Lineman Logo
\$5.00
+\$0.75 shipping

Lineman Pin
Goldtone
\$5.00
+\$0.55 shipping

(Note: One size fits all)

✂ Please cut here ✂

Order Form

Quantity	Item	Color	Size	Price	Shipping	Total
1.						\$
2.						\$
3.						\$
4.						\$
5.						\$

Ship To:

GRAND TOTAL

\$

Name

Address

City/State

Zip

Phone #

Mail completed form with check or money order payable to:
IBEW Local 1245
c/o Office Manager
PO Box 4790
Walnut Creek, CA 94596

Union's rally at CPUC seemed just like old times

It was like old times at the local union's rally in San Francisco at the CPUC headquarters in December. Many Local 1245 retirees joined with active members, other members of the labor movement, and other citizens to protest utility deregulation and the dismantling of utility union

workers' service to utility customers.

Although it was cold and raining, the warmth and energy and unity of those protesting certainly brought tears of pride to my eyes, as well as many retirees participating.

Although as a result of the large crowd I was not able to

see all the retirees participating, I did see retirees: Jack Hill, Watie Anthney, Bob Watts, Bob Martin, Dick Bidnost, Leland Thomas, Al Knudson, Ed Fortier and Dan Gibbs. We were all extremely impressed with the program and turnout organized by Business Manager Jack McNally and his staff. Out-

standing job!

Local 1245 retirees stand together with our brothers and sisters in their protest of the rape of utility service. It is service many of us devoted our working lives to providing, and now it is threatened by corporate greed and CPUC ignorance.

Keep the faith and vigil!

Key lawmakers on senior issues in new Congress

Seniors need to familiarize themselves with those lawmakers in the new Congress who will play key roles in deciding major issues affecting older Americans, advises the National Council of Senior Citizens.

Following is the likely lineup of committee chairmen and chairwomen:

Robert Packwood (R-Ore.) will chair the Finance Committee, which has jurisdiction over Social Security, Medicare, Supplemental Security Income, and pension and health care legislation. Under Packwood, the most that seniors can expect in the way of health reform is a stripped-

down health care bill that emphasizes insurance reforms.

Sen. Nancy Kassebaum (R-Kan.), who takes over as chair of the Labor and Human Resources Committee, is expected to push for program oversight and consolidation, rather than new programs. Her support is vital to senior employment programs.

Mark O. Hatfield (R-Ore.), the new chair of the Appropriations Committee, will most likely concentrate on finding more money for defense and less for social programs.

The Budget Committee, under Pete V. Domenici (R-N.M.), is expected to make

passage of a Balanced Budget Amendment to the Constitution its first act of business. Domenici admits that deep cuts will be necessary in Medicare, Medicaid and other domestic programs in order to balance the budget under the proposed amendment.

Alfonse D'Amato (R-N.Y.) will chair the Banking, Housing and Urban Affairs Committee, with jurisdiction over

senior housing programs.

Rumors are rampant that the Senate Special Committee on Aging has been targeted for elimination. If the committee survives, its new chair, William S. Cohen (R-Maine)—a moderate on social issues—is expected to continue to emphasize Medicare and Medicaid reforms, pensions, other benefits and crime's impact on older Americans.

Ron Weakley on 'Then' and 'Now'

Former Business Manager Ron Weakley, one of Local 1245's founders, offers his perspective on the state of political and union affairs in America today in a special letter to the Utility Reporter. See back page.

IBEW
Local
1245



Retirees Corner

Travel time

The IBEW Local 595 Retired Members Travel Club welcomes Local 1245 retirees to join in any of the following excursions. Please call Jeanne Morris at 510-357-1038 for details and to make reservations.

March 31: Daffodil Hill, Volcano, Sutter Creek and Indian Reservation Gambling Casino in Jackson.

April 20/21: Reno! The Pioneer, El Dorado and Boomtown.

May 18: Golden Gate Fields at the Turf Club: Our Day at the Races.

June 23: Woin Train of Napa Valley-Yountville.

July 27: The Kitchen Kut-Ups present their July "Razzle Dazzle Review"—a variety show presented at the Spreckels Performing Arts Center in Rohnert Park.

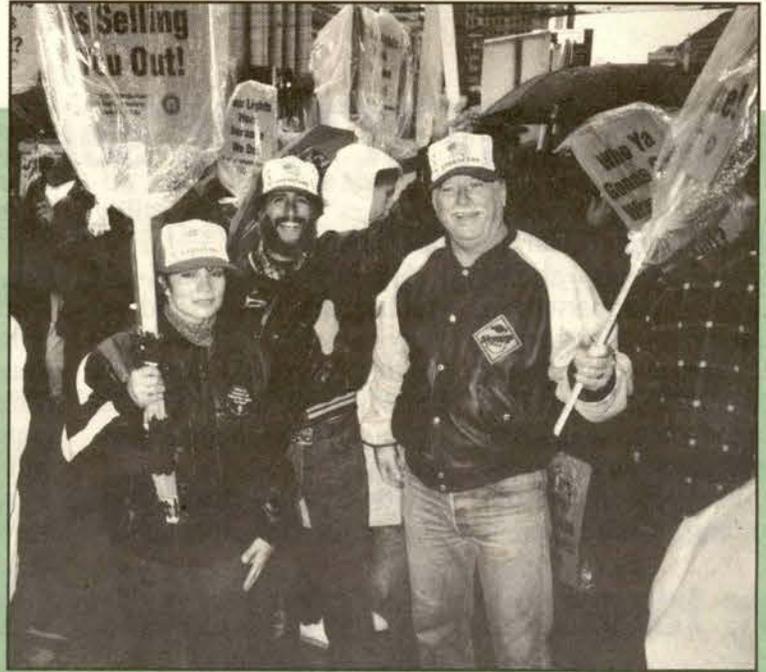
Remember When . . .

TROLLEY BARN
An early 20th-century trolley barn offers a rare glimpse into the past of Regional Transit, Sacramento's public transportation system. This photo, taken around 1915, shows the system when it was still operated by Pacific Gas and Electric. Today the system is publicly operated by Regional Transit, whose maintenance employees are represented by IBEW Local 1245. (Photo courtesy of Regional Transit).



Scenes from Rally at the CPUC

December 14, 1994





POINT OF VIEW

Unsettling times

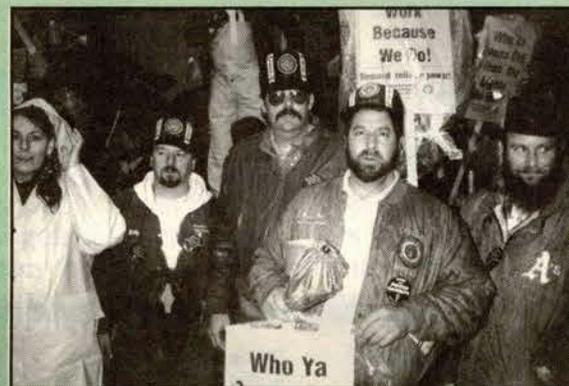
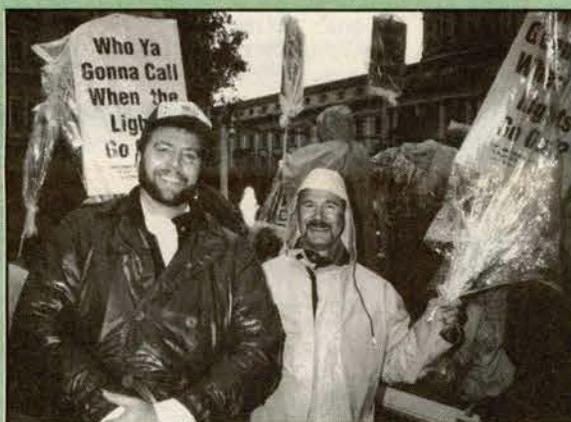
From PAGE THREE

AT&T NetCon is the contractor who is installing super highway facilities for Pac Bell, and Local 1245 is supplying the workforce to do this work. In this last month, we have put many members to work.

As we move through 1995, our challenges will be great. Large energy users and the regulators are doing their best to carve up the utility industry. Where Local 1245 can control or influence, we will do the best that can be done to protect our membership's best interest.

This upheaval we are experiencing is distressing and painful for our members. It is frustrating and stressful for the business representatives and shop stewards in dealing with rumors, misinformation, or in some cases, no information, by the company. This makes it difficult for everyone involved.

With understanding, patience, and unity, I am confident that we can work our way through this crisis and do the best possible for our membership.



UNIT MEETING SCHEDULE JANUARY - JUNE 1995

SAN JOAQUIN				Jan	Feb	Mar	Apr	May	Jun	SAN JOSE				Jan	Feb	Mar	Apr	May	Jun				
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.	17	7	7	11	9	6	1501	SAN JOSE CLERICAL San Jose Hyatt 1740 N. 1st St.	Chairman: S. Weeks	Tuesday 6:30 p.m.	3	7	7	4	9	6				
1112	BAKERSFIELD Labor Hall 300 W. Jeffery St.	Chairman: C. Davis	Wednesday 7:00 p.m.	18	15	8	12	17	14	1511	SAN JOSE PHYSICAL San Jose Hyatt 1740 N. 1st St.	Chairman: M. Jensen	Tuesday 6:30 p.m.	3	7	7	4	9	6				
1113	MADERA Madera Valley Inn 317 N. "G" St.	Chairman: M. Micheli	Thursday 5:15 p.m.	12	9	2	6	11	8	1512	BELMONT T.W.U. Local 505 1521 Rollins Rd.	Chairman: B. Quinn	Wednesday 5:30 p.m.	11	8	8	12	10	14				
1114	RIDGECREST El Charo's 1337 N. China Lake Blvd.	Chairman: R. Franklin	Thursday 6:30 p.m.	12		2		11		1513	SANTA CRUZ VFW Post #7263 2259 7th Ave.	Chairman: A. Garza, Jr.	Monday 7:00 p.m.	9	13	13	10	15	12				
1117	WASCO El Barrilito 7th & "D" St.	Chairman: B. Graddy	Thursday 4:00 p.m.	19	16	9	13	18	15	CITY OF OAKLAND				2211	OAKLAND GENERAL The Flanker 45 Hegenberger	Chairman: L. Rodriguez	Thursday 5:00 p.m.	19	16	16	20	18	15
1118	CRANE VALLEY The Kettle 40251 Hwy 41	Chairman: R. Newton	Wednesday 7:30 p.m.	11	8	1	5	10	7	EAST BAY				2301	EAST BAY CLERICAL White Knight 3150 Pierce St.	Chairman: P. Kelleher	Thursday 6:30 p.m.	12	9	9	13	11	8
1120	SELMA Ramonas Front St.	Chairman: P. Sandoval	Wednesday 4:00 p.m.	25	22	15	19	24	21	2311	OAKLAND Francescos Hegenberger & Pardee	Chairman: R. Chan	Tuesday 5:30 p.m.	3	7	7	4	2	6				
1122	MERCED IRR. DIST. Moose Lodge Hiway 140	Chairman: V. Bergman	Tuesday 7:30 p.m.	3	7	7	4	2	6	2314	HAYWARD/FREMONT 28827 Mission Fremont	Chairman: B. Couts	Thursday 6:00 p.m.	12	9	9	13	11	8				
1123	MERCED Branding Iron 640 W. 16th	Chairman: M. Massey	Wednesday 5:30 p.m.	18	15	8	12	17	14	2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: B. Bolen	Thursday 7:00 p.m.	12	9	9	13	11	8				
1124	LOS BANOS Wool Growers Inn 609 H. Street	Chairman: B. Howard	Thursday 5:00 p.m.	19	16	9	13	18	15	2317	ANTIOCH Humphreys One Marine Plaza	Chairman: J. Dorman	Tuesday 7:00 p.m.	10	14	14	11	9	13				
1127	TAFT Bartola's 1510 4th St.	Chairman: D. Harp	Tuesday 5:15 p.m.	17	14	7	11	16	13	2318	RICHMOND White Knight 3150 Pierce St.	Chairman: C. Jackson	Wednesday 4:45 p.m.	4	1	1	5	3	7				
1128	LEMOORE Fleet Reserve 788 D. St.	Chairman: M. Ormande	Monday 5:30 p.m.	*10	13	6	10	15	12	SAN FRANCISCO				2401	SAN FRANCISCO CLERICAL Sheraton Palace 2 New Montgomery	Chairman: F. Marshall	Wednesday 5:30 p.m.	11	8	8	12	10	14
1129	AUBERRY Tony's Auberry Rd.	Chairman: T. Moore	Tuesday 5:45 p.m.	24	14	14	18	16	13	2412	SAN FRANCISCO 4 Berry St. Embarcadero	Chairman: M. Phillips	Wednesday 5:30 p.m.	4	1	1	5	3	7				
COAST VALLEYS				STOCKTON				2511	STOCKTON Ed Stewart Post 3110 N. West Lane	Chairman: R. Ruse	Thursday 7:00 p.m.	12	9	9	13	11	8						
1211	SALINAS Amer. Legion Hall 14 W. Laurel Dr.	Chairman: G. Hernandez	Tuesday 5:00 p.m.	3	7	7	4	9	6	2512	ANGELS CAMP Mikes Pizza Hwy. 49	Chairman: W. Fippen	Wednesday 5:00 p.m.	4	1	1	5	3	7				
1212	MONTEREY La Fontana 2030 N. Fremont	Chairman: M. Oleata	Wednesay 5:00 p.m.	11	15	15	12	17	14	2513	JACKSON Gold Country Pizza 525 S. Hwy 49	Chairman: D. Schulze	Tuesday 4:00 p.m.	3	7	7	4	2	6				
1213	KING CITY Veterans Bldg. 599 Bitterwater Rd.	Chairman: J. Sportsman	Thursday 4:30 p.m.	5	9	9	6	11	8	2515	MODESTO Sundial Lodge 808 McHenry	Chairman: T. Fortune	Wednesday 5:00 p.m.	11	8	8	12	10	14				
1215	SAN LUIS OBISPO Margies Diner 1575 Calle Joaquin	Chairman: N. Molnar	Thursday 4:00 p.m.	12	9	9	6	11	8	2516	LODI Angelina's 1420 W. Kettleman	Chairman: B. Fisher	Thursday 4:00 p.m.	5	2	2	6	4	1				
1216	SANTA MARIA Concourse Bowling Orcutt	Chairman: B. Bell	Tuesday 4:00 p.m.	10	7	7	4	9	6	2517	SONORA Stuff Pizza Hiway 108 E.	Chairman: A. Detrick	Tuesday 4:30 p.m.	10	14	14	11	9	13				
1217	TEMPLETON Amer. Legion Hall Templeton	Chairman: F. Teague	Tuesday 4:00 p.m.	17	14	14	11	16	13	2518	MODESTO IRR. DIST. Sundial Lodge 808 McHenry	Chairman: D. Pittman	Wednesday 4:00 p.m.	4	1	1	5	3	7				
1218	MPTV CABLE La Fontana 2030 N. Fremont	Chairman: R. Shorter	Tuesday 7:00 p.m.	10	14	14	11	16	13	PACIFIC GAS TRANSMISSION				3022	KLAMATH FALLS PTT Station Klamath Falls	Chairman: D. Poole	Monday 7:00 p.m.	9	6	6	3	1	5
1219	HOLLISTER Paine's Restuarant 421 East St.	Chairman: J. Vermilyer	Wednesday 5:00 p.m.	4	8	8	5	10	7	3023	WALLA WALLA Jack's Fountain Book Nook/Main St.	Chairman: F. Locati	Wednesday 7:00 p.m.	11	8	8	5	3	7				
1220	DIABLO CANYON Margies Diner San Luis Obispo	Chairman: D. Lockwood	Wednesday 5:00 p.m.	11	8	8	5	10	7	3024	REDMOND Pietro's Pizza 413 W. Glacier	Chairman: M. Latta	Tuesday 7:00 p.m.	10	7	7	4	2	6				
1221	BUELLTON Antonios Pizza	Chairman: J. Lovercheck	Monday 5:00 p.m.	23	13	13	10	15	12	3025	SPOKANE Chapter 11 Rest. W. 7720 Sprague Ave.	Chairman: J. Fifield	Thursday 7:00 p.m.	12	9	9	6	4	8				
1223	DIABLO CANYON Community Center Avila Beach	Chairman: W. Oakley	Wednesday 2:00 p.m.	11	8	8	5	10	7	HUMBOLDT				3111	EUREKA Labor Temple 9th and E St.	Chairman: J. Russell	Tuesday 7:30 p.m.	10	14	14	11	9	13
PIPELINE				SHASTA				3212	REDDING Uppercrust Pizza 3655 Meadowview	Chairman: A. Streetman	Wednesday 5:15 p.m.	11	15	15	12	10	14						
1121	KETTLEMAN PSEA Club Kettleman Station	Chairman: P. Altamirano	Tuesday 5:30 p.m.	24	21	14	18	23	20	3213	BURNEY Sam's Pizza Johnson Park	Chairman: T. Merrymee	Tuesday 6:00 p.m.	10	14	14	11	9	13				
1311	HINKLEY PSEA Rec Rm. Hinckley Station	Chairman: S. Valdez	Wednesday 5:30 p.m.	11	8	1	5	10	7	SANTA CLARA				1411	CITY OF SANTA CLARA Vesuvius 3044 El Camino	Chairman: J. Hersman	Thursday 5:30 p.m.	12	9	9	13	11	8
1313	TOPOCK Rec Rm. Park Moabi	Chairman: K. Feil	Thursday 4:30 p.m.		9		6		8														

UNIT MEETING SCHEDULE JANUARY - JUNE 1995

			Jan	Feb	Mar	Apr	May	Jun	
3214	RED BLUFF The Green Barn #5 Chestnut	Chairman: H. Iness	Thursday 5:30 p.m.	12	16	16	13	11	15
CITY OF REDDING									
3217	CITY OF REDDING Best Western 2300 Hilltop	Chairman: J. Kropholler	Thursday 5:30 p.m.	5	2	2	6	4	8
NEVADA									
3311	RENO IBEW Hall 2713 E. 4th St.	Chairman: D. Moler	Wednesday 7:00 p.m.	4	1	1	5	3	7
3312	CARSON CITY Cheers	Chairman: P. Lantis	Monday 5:30 p.m.	9	13	13	10	8	12
3314	SOUTH LAKE TAHOE Moose Lodge	Chairman: B. McMillen	Thursday 5:30 p.m.	5	2	2	6	4	1
3315	MT. WHEELER/ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: R. Miller	Wednesday 4:30 p.m.	18	15	15	19	17	21
3318	ELKO Stockmen's Hotel Elko	Chairman: D. Carone	Tuesday 6:00 p.m.	10	14	14	11	9	13
3319	WELLS R.E.C. B and C Saloon Wells, NV	Chairman: C. Swett	Thursday 5:30 p.m.	19	16	16	20	18	22
3320	N. LAKE TAHOE Carpenters Hall Kings Beach	Chairman: H. Barthlem	Wednesday 5:30 p.m.	18	15	15	19	17	14
DESABLA									
3411	CHICO Mtn. Mikes Pizza 1722 N. Mangrove	Chairman: T. Rist	Thursday 7:30 p.m.	19	23	23	20	18	22
3412	QUINCY Moons Pizza Lawrence Street	Chairman: J. Dolloff	Wednesday 7:00 p.m.	4	8	8	5	3	7
3417	PARADISE Red Lion Pizza 6011 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	5	9	9	6	4	8
DRUM									
3511	AUBURN Moose Lodge Sacramento & High	Chairman: T. Andreucci	Tuesday 6:00 p.m.	10	14	14	11	9	13
3512	ROSEVILLE Zorros Pizza 1125 Orlando Plaza	Chairman: R. Wilkins	Monday 5:30 p.m.	9	13	13	10	8	12
3513	GRASS VALLEY The Office 102 Richardson St.	Chairman: B. Cox	Wednesday 6:00 p.m.	11	8	8	12	10	14
3813	PLACERVILLE The Hoosgow 2864 Ray Lawyer	Chairman: P. Flecklin	Thursday 4:30 p.m.	12	9	9	13	11	15
COLGATE									
3611	MARYSVILLE Marcellas 1245 Bridge St.	Chairman: J. Edwards	Wednesday 6:00 p.m.	4	1	1	5	3	7
3613	OROVILLE Eagles Hall 2010 Montgomery	Chairman: P. Gates	Tuesday 5:15 p.m.	17	21	21	18	16	20
NORTH BAY									
3711	MARIN COUNTY Zim's Rest. Northgate Shop. Ctr.	Chairman: J. Findley	Thursday 5:30 p.m.	12	9	9	13	11	8
3712	SANTA ROSA Mary's Pizza Marlow & Piner	Chairman: L. Stubblefield	Tuesday 7:00 p.m.	3	7	7	4	2	6
3713	E. GEYSERS LII Red Schoolhouse Bottle Rock Rd.	Chairman: R. Runnings	Wednesday 6:00 p.m.	18	22	22	19	17	21
3714	UKIAH Discovery Inn 1340 N. State St.	Chairman: K. Wilson	Wednesday 7:30 p.m.	4	8	8	5	3	7
3715	LAKEPORT Senior Center 527 Konocti Ave.	Chairman: B. Dawson	Tuesday 7:00 p.m.	3	7	7	4	2	6
3716	NAPA/VALLEJO Marys Pizza Jefferson St., Napa	Chairman: J. Kent	Thursday 7:00 p.m.	5	2	2	6	4	1
3717	FORT BRAGG/PT ARENA Masonic Temple 428 N. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	19	23	23	20	18	22
3718	W. GEYSERS Giorgio's Pizza N. Healdsburg Ave.	Chairman: A. Maclean	Tuesday 6:30 p.m.	17	21	21	18	16	20
SACRAMENTO									
3011	SACRAMENTO REGIONAL TRANSIT 65th Club 65th & Broadway	Chairman: L. Gill	Thursday 4:45 p.m.	12	9	9	13	11	8

			Jan	Feb	Mar	Apr	May	Jun	
3811	SACRAMENTO Florin Odd Fellow 8360 Florin Rd.	Chairman: D. Norris	Wednesday 5:00 p.m.	4	1	1	5	3	7
3812	VACAVILLE 541 Peabody Rd. Vacaville	Chairman: B. Semas	Monday 5:30 p.m.	*23	20	20	17	15	19
3814	WOODLAND American Legion 523 Brush St.	Chairman: K. Stice	Thursday 5:30 p.m.	5	2	2	6	4	1
3911	SMUD Ctr.Labor Council W. El Camino & 180	Chairman: G. Ritchie	Wednesday 5:00 p.m.	11	8	8	12	10	14
3912	FRESH POND (SMUD) Moose Lodge Hwy 50-Frontage Rd.	Chairman: G. Stoffer	Tuesday 6:00 p.m.	3	7	7	4	2	6
3914	GEYSERS (SMUD/CCPA) LII. Red Schoolhouse Bottle Rock Road	Chairman: J. Montrose	Wednesday 6:15 p.m.	18	22	22	19	17	21
CITIZENS UTILITIES COMPANY									
4012	SUSANVILLE Grande Cafe 730 Main St.	Chairman: J. Deal	Thursday 5:15 p.m.	12	9	9	13	11	15
4013	ALTURAS The Brass Rail Hwy. 395	Chairman: T. Nelson	Wednesday 5:30 p.m.	11	8	8	12	10	14
4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: D. Vipond	Thursday 5:30 p.m.	26	23	23	27	25	29
4015	BURNEY-CUCC Sam's Pizza Hwy 299 E.	Chairman: K. Fitzgerald	Wednesday 5:30 p.m.	4	1	1	5	3	7
TREE TRIMMERS									
4404	DAVEY TREE/OAKLAND Francescos Hegenberger & Pardee	Chairman: M. Gonzalez	Tuesday 4:30 p.m.	3	7	7	4	2	6
4406	DAVEY TREE/PARADISE Red Lion Pizza 6011 Skyway	Chairman: P. Ely	Thursday 5:00 p.m.	5	9	9	6	4	8
4412	CENTRAL COAST TREE TRIMMERS Am. Legion 8300 Prunedale N. Rd	Chairman: F. Serrano	Friday 6:00 p.m.	13	17	17	14	19	16
4416	DAVEY TREE/SELMA China Garden 2719 Whitson	Chairman: A. Sanchez	Thursday 6:30 p.m.	26	23	16	20	25	22
4418	DAVEY TREE/EUREKA Eagles Hall 11st., Arcata	Chairman: F. Gratz	Monday 5:00 p.m.	9	13	13	10	8	12
4419	DAVEY TREE/REDDING Angelo's Pizza 1774 California St.	Chairman: B. Irwin	Wednesday 5:00 p.m.	18	22	22	19	17	21
4420	DAVEY TREE/NAPA Pietro's 999 Trancas St.	Chairman: M. Linley	Tuesday 5:00 p.m.	17	21	21	18	16	20
4422	ARBOR TREE Am. Legion Hall Templeton	Chairman: S. Clough	Thursday 4:30 p.m.	19	16	16	13	18	15
4711	ASPLUNDH TREE 120 El Camino Real Redwood City	Chairman: D. Sanchez	Wednesday 5:30 p.m.	18	15	15	19	17	21
OUTSIDE LINE									
4911	OUTSIDE LINE/SACRAMENTO 2840 El Centro Sacramento	Chairman: W. Branson	Saturday 10:00 a.m.	14	11	11	8	13	10
4912	OUTSIDE LINE/RIVERSIDE 1074 La Cadena Dr. Riverside	Chairman: J. Johnstone	Wednesday 8:00 p.m.	11	8	8	12	10	14



Attendance at unit meetings is especially important at this time due to on-going restructuring at PG&E. We are reprinting this unit meeting schedule to keep members informed of the dates, times, and places of all unit meetings.

*Letter from Ron Weakley***Union founder reflects on 'then' and 'now'**

At almost 80, I look back over the years and think about how things were many years ago and how they are now. So I decided to offer some comments in our union newspaper about THEN and NOW.

Over 50 years ago, people THEN were emerging from the Great Depression, as well as from World War II. Life was beginning to change for the better, aided by the efforts of union organizers, some favorable labor laws, and workers who responded to this opportunity.

Millions joined unions and for some 30 years life became better at the workplace and in the household. That was THEN.

NOW began some 20 years ago, as the political and the economic scenes began to change. Also, working people, who enjoyed good wages, benefits, pensions, etc., began to change their views, culminating in the presidential election and the decade of the 1980s.

Working people had become more self-centered and began to see themselves as somehow "better" than those who had been left behind and who now represented an economic and social liability as the "underclass," which spelled "taxes."

At the same time, the US industrial base was eroding rapidly through job exports and new technologies, etc.

Recognizing the situation, many in top US leadership positions began a program designed to divide people and turn them against themselves, as it were.

The leaders of organized labor, who had not been attuned to the notion that they should emulate the "captains of industry," became alarmed and sought to revitalize the US labor movement.

However, they now found that working people were generally not inclined

toward mass action, having been turned toward individual interest and personal goals—attitudes which were put forth by Reagan and his coterie of media propagandists.

Wages were reduced, unions lost members, benefits were reduced, layoffs became massive and those who had become sort of "upper middle class" NOW found themselves dropping down to the "lower class," which of course infuriated many of them.

The rise of the "right wing" elements saw this reaction among many working people as an opportunity and they have taken full advantage of it. November 8, 1994 is a good illustration of this.

References to "moral degeneration," "anti-religious elements," "loss of family values," "sexual promiscuity," "welfare cheats," and "greedy geezers" became the buzz words of those who sought to feed the bias, bigotry and fears of those who find their own welfare being threatened or wrecked.

Yet, those who actually caused our massive economic mess have done so over a period of some 15 years of looting the treasury, blowing hundreds of billions on phony "defense" boondoggles, banking and finance thievery, export of millions of US jobs, engaging in massive political corruption and worse.

Yet the NOW finds many of our citizens taking out their fears and frustrations on the wrong "enemies"—their fellow average citizens—rather than on many "leaders" who should be in the prisons they love to build.

Tough talk? Yes! That's all I ever learned to use when those for whom I have fought for decades are being conned into hurting each other and being economically crucified by a relatively few liars, destroyers, dividers and worse, who are NOW in command of the "body politic."

Those who actually caused our massive economic mess have done so over a period of some 15 years of looting the treasury, blowing hundreds of billions on phony "defense" boondoggles, banking and finance thievery, export of millions of US jobs, engaging in massive political corruption and worse.



Ron Weakley at the union hall in 1990.

My years are being reduced to a few if I continue to survive but they won't be mis-spent in agreement with what has happened and is happening to my country and its citizens.

Those with years ahead of them are well-advised to start attacking the real enemies in our midst—not each other.

Not voting or voting to hurt others in economic trouble simply helps divide our people. It plays into the hands of those who understand and use the theory of "divide and conquer," while those being "conquered" fall into the propaganda trap set by those who use our taxes and our purchase of their goods, as a means to subjugate us.

(Former Business Manager Ron Weakley became involved in the effort to organize employees at PG&E in 1941, back in the hey-day of the CIO industrial union organizing drives. In the late 1940s Weakley led union supporters at PG&E into an affiliation with IBEW, which in the early 1950s went on to successfully complete the job of organizing virtually all PG&E employees into a single, powerful union under the IBEW banner: Local 1245. Weakley spent the next two decades serving as Local 1245's first business manager. Weakley now resides in Hawaii, where he maintains an active interest in issues of social justice and the rights of workers.)