

UTILITY REPORTER

Candidate Resumes
Pages 10-16

Two-day peace parley

PG&E, union seek to heal workforce rifts

A two-day seminar in Santa Nella this month brought together 20 union members and 20 first-line supervisors in a wide-ranging discussion of tensions between the Division and General Construction workforces at PG&E.

The meeting, co-chaired by Local 1245's Jack McNally and PG&E's Bob Haywood, offered an unprecedented forum for blunt talk. And there was plenty of it, running along these lines:

Division workers are lazy. General Construction workers are sloppy. New supervisors don't understand the technical side of the work. The union is using the labor agreement to impede production. The company is destroying morale.

But amidst venting, there was also listening. And with the heat came some light-



Bob Haywood, general manager of PG&E Customer Energy Services (left) and Business Manager Jack McNally (right) co-chair Santa Nella seminar.

and the hope that the recent period of strife need not be repeated.

Haywood, general manager of PG&E's Customer Energy Services, told seminar participants that the company needs highly productive employees to be success-

ful in competitive markets. And productivity is hurt, he observed, when a company is polarized.

"I don't think we can go through another [polarization] or we'll have civil war," Haywood said.

McNally, the union's busi-

ness manager, said employees agree that productivity is important to the company's future, and thus to their own job security. But "whenever we sit down to discuss efficiency, it's a potential threat to jobs... We need the assur-

See PAGE SEVEN

Members will choose union leaders in June vote

Local 1245 members in June will elect leaders to chart the union's course over the next three years.

Members will receive ballots in the mail the first week in June. Ballots must be returned to the Post Office box no later than 10:00 a.m. on June 22 in order to be counted.

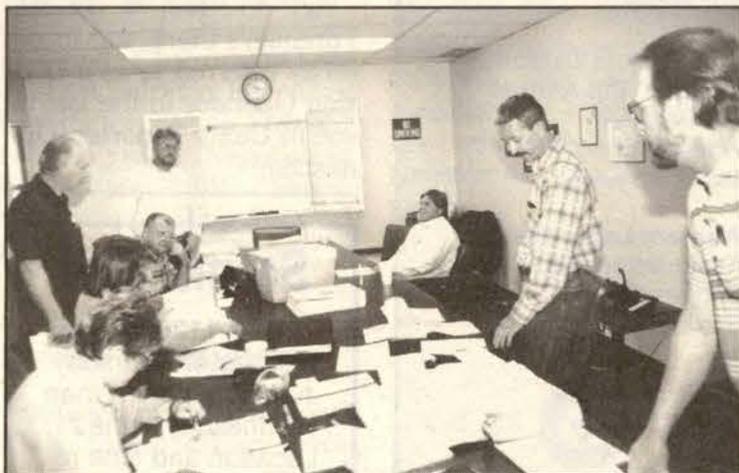
The election committee, appointed by Local 1245 President Howard Stiefer, consists of Stephanie Baber, Larry Darby, Leslie Davis, Jeff Howard, Robert Olsen, Norma Ricker, Manuel Saldana, and Ike Williams, with Pat Gates serving as judge.

The IBEW Constitution and Local 1245 Bylaws pro-

vide for elections every three years for the Local Union offices of Business Manager/Financial Secretary, President, Vice-President, Recording Secretary, Treasurer,

Executive Board Members and Advisory Council Representatives.

Nominations for these offices were taken during March unit meetings. Ballots



The Local 1245 Election Committee at work in the Walnut Creek office last month.

will be verified and counted on June 22, and the results will be reported to all Unit Recorders immediately.

The next issue of the Utility Reporter will provide a toll-free hotline which members can call to get election results following the election. Any member who does not receive a ballot by June 8 should contact his or her Shop Steward or call Local 1245 headquarters at (510) 933-6060.

The Election Committee is responsible for insuring that the election is conducted according to the Constitution and Bylaws and to oversee the smooth operation of the balloting process.

During a lengthy orienta-
See PAGE THREE



INSIDE

First Steps Toward Trust
Page 3

Voting Instructions
Page 3

Sierra Pacific Power Co.
Page 4

Asplundh Tree
Page 4

Retirees Corner
Page 5

Union Shopper
Page 6

Priority Rating System
for Electric Maintenance
Page 9

Candidate Resumes
Pages 10-16

CALENDAR

May 20
Stewards Conference
Elko, Nev.

June 2
Outside Line
Pin Dinner
Palm Springs, Ca.

June 10
Local 1245
Softball Tournament
Concord, Ca.

June 16
Pin Dinner
Oakland, Ca.

June 22, 10 a.m.
Deadline for Union to
Receive Your Ballot in
Local Union Election



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Have you moved lately? If so, please send your complete new address and your social security number to the Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.



Workers here and abroad

Rolling the union on...

Cautionary Tale: "What do you expect from a system that's old and poorly cared for?"—Russian gas pipeline worker, quoted on National Public Radio, commenting on last month's pipeline explosion that sent flames two miles high over Russia.

Rose Workers' Victory: Over 1,000 rose workers at Bear Production Co. in Wasco, Ca. will have a union after voting 648-433 in favor

of the United Farm Workers. The Bear Creek election is the UFW's eighth successful election in the last 12 months.

Mexican May Day: About 100,000 Mexican workers gathered in the heart of Mexico City in a May Day protest organized by independent labor unions to protest economic and political conditions. Unemployment has been rampant since the 1980s and workers' purchasing power fell about 70% even



"Packard, did you punch out?"

before the peso collapsed last December. About 1.5 million Mexican workers will lose their jobs this year. "Many people have realized that politics affects them," Sergio Aguayo, president of the Mexican Human Rights Academy, told the San Francisco Chronicle.

Victory at Safeway: An eight-day strike last month at California Safeway, Lucky and Save Mart stores preserved health benefits for 32,000 members of United Food and Commercial Workers. Widespread public support made Safeway parking lots look nearly deserted during the strike.

Mideast (Labor) Peace: Israel's general federation of labor, Histadrut, and the General Federation of Palestinian Trade Unions, the GFPTU, signed an historic agreement in March that sets up a joint liaison committee to tackle problems being faced by Palestinian workers in Israel. An estimated 50,000 Palestinians are legally employed in Israel. Half the trade union dues currently paid to Histadrut by these workers will be handed over to the Palestin-

ian trade unions, Free Labour World reported.

Suds & Solidarity: An eight-month Miller-beer boycott by scores of St. Louis neighborhood bars and much of the area labor movement ended when the targeted non-union beer distributor signed an agreement with a beer-truck drivers' union, Label Letter reported. Under the agreement with Teamsters Local 133, St. Louis Beer Sales was to hire 18 of the union-member drivers who lost their jobs last spring when the company took over Miller beer from a unionized distributor.

Bolivian Crackdown: The government of Bolivia last month arrested nearly 400 union leaders and declared a state of siege to halt worker protests and a general strike. The 90-day state of siege prohibits all public or political meetings of three or more people, imposes a curfew and restricts travel. The Bolivian Labor Confederation called the strike in support of the teachers' union, which opposes an overhaul of the educational system that eliminates job security.

Wage Ordinance: The city of Baltimore has passed a "living wage" ordinance requiring all city contractors to pay their employees at "a rate which exceeds the poverty level." The required rate as of July 1 will be \$6.10; it will increase to \$7.70 over several years. The campaign to enact the law was led by AFSCME and a church-based group called Baltimoreans United in Leadership Development.

APPOINTMENTS

IBEW LOCAL 1245 ELECTION COMMITTEE

Stephanie Baber
Larry Darby
Leslie Davis
Pat Gates
Jeff Howard
Robert Olsen
Norma Ricker
Manuel Saldana
Ike Williams

IBEW NINTH DISTRICT PROGRESS MEETING

Ron Blakemore
Richard Dunkin
James McCauley
Jack McNally
Howard Stiefer
Kathy Tindall
Perry Zimmerman

PACIFIC GAS & ELECTRIC COMPANY

Electric T&D Maintenance Committee

Joe Audelo
Doug Bell
Willie Bouzek
Rich Cowart
Bill Dawson
Robert Hardy
Rene Moniz
Steve Moore
Ken Richards
Steve Semenero
Don Silva
Steve Ward
Keith Burkhardt
Dan Mayo
Landis Marttila

CITY OF OAKLAND

City of Oakland Negotiating Committee

John Hendry
James W. Mahoney
Dorothy Fortier
Tom Dalzell

RESORT IMPROVEMENT DISTRICT NO. 1

Resort Improvement District No. 1 Negotiating Committee

Sylvia Christianson
Mike Luce
D. J. Miclette
Robert Choate

SACRAMENTO REGIONAL TRANSIT DISTRICT

Sacramento Regional Transit District Negotiating Committee

Constance Bibbs
Larnell Gill
Wendell Krell
John Mendonca
Jim Watt
Dennis Seyfer

CONFERENCES AND CONVENTIONS

California Labor Federation, AFL-CIO Legislative Conference

Ron Blakemore
Michael Davis
Ed Mallory
Jack McNally
Howard Stiefer
Eric Wolfe

Congress of California Seniors 18th Annual Convention

Waite Anthony
Jack Hill

Western Labor Press Association 1995 Annual Convention

Eric Wolfe



Correction

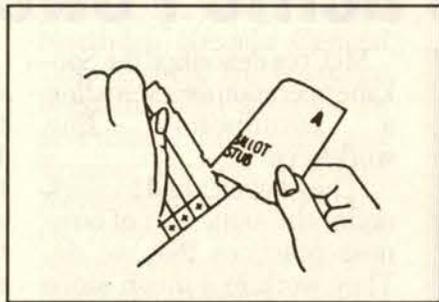
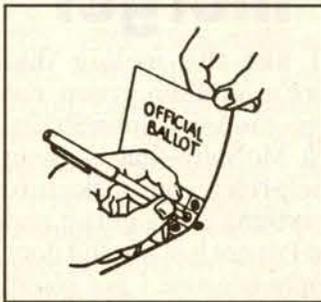
Art Freitas, a PG&E Foreman's Clerk, was incorrectly referred to as a Division Operator in the last issue of Utility Reporter. Our mistake!

Selma unit

Unit 1120, Selma, will meet on Thursday, June 15 rather than Wednesday, June 21. Location and time remain the same.

Remember to Vote!

How to Vote



GENERAL VOTING INSTRUCTIONS

1. To Vote: Vote **BOTH SIDES** of the ballot card.
2. Remove **COMPLETELY** the circled cross (+) to the right of your choice. Use the following method:
 - a. Put card on table top.
 - b. With tip of ballpoint pen or pencil press down on the circled cross (+) opposite the candidate of your choice.
 - c. While still pressing down on the circled cross (+), **slowly** raise the card with the other hand until the circled cross is completely detached from the card. Turn the card over and inspect for loose chips.
3. Punch out the circled cross (+) to cast your vote. Vote for only one (1) candidate for each office and advisory council member.
4. Mark your ballot only as instructed.
5. Write-ins or stick-ons are not permitted and will not be counted.
6. **REMOVE** and retain the stub end from the ballot card. This stub is your ballot receipt and must be removed to insure secrecy of your ballot.
7. Place the ballot card in the plain secrecy envelope and seal, insert it in the Postage Paid Business Reply envelope. **DO NOT REMOVE THE ADDRESS LABEL.**
8. You must deposit your ballot in the mail so that it will be received no later than 10:00 a.m., June 22, 1995, at the P.O. Box. Ballots arriving in the Post Office Box after this time and date will not be counted.

SPOILED BALLOTS

If you spoil your ballot by punching it in error, return the entire kit in a separate envelope at once to: Sequoia Pacific Systems Corporation, Election Services Department, 490 Second St., San Francisco, CA 94107. Mail your spoiled ballot immediately or there will not be sufficient time for you to receive and return the new ballot, which must be received no later than 10:00 o'clock a.m., June 22, 1995.

Election will determine union's leaders

From PAGE ONE

tion session the committee familiarized itself with the applicable laws and internal union rules governing the election, as well as the computerized balloting process.

During April the Committee reviewed and qualified nominated members. In a time-consuming procedure, each nomination was scrutinized to verify that candidates met the requirements of the office sought. Letters were sent to nominees outlining

the relevant requirements and seeking candidate statements for the official election material.

The responses from the candidates were reviewed by the Committee for factual accuracy and proper grammar. Material on the candidates, after being typeset, was carefully proofread by the committee.

The Election Committee has worked long and hard to make certain that this elec-

tion is honest, fair and accurate, and that every Local 1245 member has the opportunity to exercise his or her democratic rights. This election will determine the leadership and direction of the local union for the next three years, and all members are urged to participate by voting for the candidates of their choice.

The Election Committee expressed its appreciation for the help and cooperation given by the I.B.E.W. staff.

A first step toward establishing trust

Jack McNally, IBEW 1245 Business Manager

On May 4 and 5 in Santa Nella, Ca. 44 bargaining unit and management employees, representing their Title 200 and Title 300 co-workers, met to begin the process of healing the animosities that developed among the groups during downsizing.

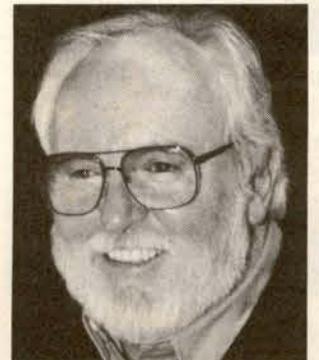
Customer Energy Services (CES) General Manager Bob Haywood and I asked for straight talk, and got plenty of it. We also asked that employees truly listen to one another. Which is not so easy when you have to sit and listen to others take their shots at you.

After much candid discussion in small groups and in general sessions, we all agreed on several issues that need to be addressed:

1. **Work in a labor management partnership** with dialog—not top down decision making—being the goal.
2. **Work on consistency** between Divisions and between Divisions and General Construction on issues such as the use of overtime.
3. **Work on who does what work.** What is the role of the Divisions, what is the role of GC when it comes to maintenance work, small jobs, large jobs, base work, peak work, specialized work?
4. **Work on balancing/rightsizing the workforce.** Once we know what the workload looks like and who is best suited to do what work, taking into account unique local situations, we need to determine how many people are needed and where they need to be located. This includes size of GC and Division, balance in Headquarters, and use of contractors.

5. **Co-mingling.** We need to take another look at sharing equipment, tools, people and service centers.

6. **Supervision.** We need to address the stability



(movement) and quality of supervision so we can attract and keep good people.

7. **New business.** What is going to be our attitude toward trying to compete for work? What is going to be our position about going after new business?

We also agreed on the following points:

- The issues identified above should be addressed through the Title 8 process as soon as possible.
- There is enough gas and electric T&D work to keep everyone on the job through 1996.
- The name of Distribution Construction should be changed back to General Construction.
- We all need to think in terms of labor management partners, one team, cooperating and collaborating with each other to serve the customer and fend off competitors.

No one can say for sure what the end result will be of the process begun in Santa Nella. The company needs dedicated and productive employees to succeed in competitive markets. Employees need solid assurances that increased productivity will not be used to undermine their job security.

In short, the whole process depends on trust. And trust doesn't spring up overnight: it requires consistent acts of good faith by all parties.

In Santa Nella, we took an important first step.

Members face uncertain future

Jobs move to Spokane in Sierra Pacific Power merger

By Eric Wolfe

The Accounts Payable department is headed north when Reno-based Sierra Pacific Power Co. merges with Washington Water and Power of Spokane, Wash.

And that's a big problem for Accounts Payable representative Lynn McCrea. She could probably follow the job to Spokane if she wanted to. But Reno is where her husband lives, where her children go to school. Reno is home.

Ditto Arthur Chesterfield. Like McCrea, he's a Reno-based Accounts Payable representative and a member of Local 1245. He has two young children. His wife works in the area as a psychotherapist. He's originally from Washington and says he doesn't plan to go back now.

Watching your job leave town has become part of the American experience. Huge numbers of American workers, particularly in manufacturing, were displaced in the 1980s during the heyday of corporate buyouts, mergers, and sell-downs. Now, with deregulation in progress, utilities are confronting the same rough-and-tumble world of competition—with all of its uncertainties.

And no one feels those uncertainties as keenly as the utility employees who stare unemployment in the face. What do employees like McCrea and Chesterfield do when their jobs leave town?

"Do the words S.O.L. mean anything to you?" jokes Chesterfield, who has been a regular employee at Sierra Pacific Power for just three years. He says his seniority status makes him "low man on the totem pole" in terms of job security.

McCrea, an eight-year employee, isn't happy at the prospect of giving up the work she's trained to do. But she wants to stay in Reno, and stay with Sierra Pacific Power—if the company makes room for her.

"If I have to go out and read a meter, you bet I will," says



Local 1245 members Arthur Chesterfield (left) and Lynn McCrea: their jobs are being eliminated in the upcoming merger between Sierra Pacific Power Co. and Washington Water and Power.

McCrea. "I'll do what I have to do."

According to Local 1245 Business Rep. John Stralla about 20 bargaining unit jobs currently appear to be at risk.

Differing Philosophies

The company believes the merger will benefit customers. Walter Higgins, president and chief executive officer of Sierra Pacific Power, speaks of a "vision of a merged company capable of better meeting customers' and shareholders' expectations in the coming competitive environment."

But McCrea and Chester-

field both have doubts that the merger will prove to be a productive one. In January, when McCrea went to Spokane in a support capacity for the transition team, she had an opportunity to view Washington Water and Power operations first hand.

"I think a lot of their philosophy of management has been running with the pack," she says, where "the supervisor says 'this is the idea' and everybody runs with it."

At Sierra Pacific Power, she says, "we have much more of a progressive open policy of really looking for the best way" to get things done.

McCrea described the Spokane operation as resembling a "production line workforce."

"They haven't had to work under the same sort of business practices that we do. They work in a much more old-fashioned, archaic way. It's almost like having just key punch operators up there."

Sierra Pacific Power, she says, is unusual in having a bargaining unit group dealing with finance and accounting. It's difficult to see what the merged company will gain by moving the work to Spokane.

"Up there," observes Chesterfield, "you'll have to have high-paid accountants do what we do."

Union's Role

Despite the certainty that their jobs will soon be history, McCrea and Chesterfield both retain some hope that the company will make efforts to accommodate the needs of displaced employees and minimize dislocations. And they both know that the union will be an important factor in the process.

Chesterfield says he's had two opportunities for positions at Sierra Pacific outside the bargaining unit "and I'd rather cut off my left leg right now than do that."

"I like the feeling that there's another group out there—the union, John Stralla, Jack McNally—that is going to help referee and make sure everything is straight up, and that I'm not just out the door simply because I got somebody upset sometime."

Chesterfield notes that union membership, which is entirely voluntary due to Nevada's right-to-work law, has been rising since the merger was announced.

"There's more signing up every day. I know two people that signed up just in one week out of a department of five. They signed up because they decided it was better to be safe than sorry."

McCrae says it is important at this time for employees to come forward with suggestions and ideas for dealing with the merger. Chesterfield agrees.

"The union isn't a government program where you do nothing and the checks just keep rolling in. You need commonality of purpose and to help one another," he says. Members should contribute whatever they can—whether it's serving on a committee or simply coming up with information.

"It's like the old saying, 'If I'm not for myself, who will be? If I'm only for myself, what am I?'"

Tree trimmers ratify new agreement with Asplundh

On April 18 Local 1245 line clearance tree trimmers ratified a new agreement with Asplundh Tree Expert Co.

This is the first tree trimmer agreement to successfully address the thorny issue of union seniority in determining vacation allowance. Previously, members lost their seniority with respect to vacation when moving to Asplundh from another union contractor. Under the new agreement, union members who go to work for Asplundh will bring their accumulated union seniority with them.

"This is an important step forward for tree trimmers and we intend to negotiate similar provisions in the other tree trimming contracts," said Local 1245 Business Rep. Landis Marttila.

Portability of seniority is an important issue in the tree trimming industry, where union contractors are frequently displaced by other union contractors in bidding for PG&E tree trimming contracts.

Serving on the union's bargaining committee, along with Marttila, were Jeff Palm, David Ashlock, and David Sanchez.



ASPLUNDH NEGOTIATIONS

Negotiating the Asplundh agreement were (clockwise, from left) company negotiators Austen McNamara and John Macri, and Local 1245 negotiators Jeff Palm, Business Rep. Landis Marttila, David Ashlock and David Sanchez.

Congratulations on cancellation of PG&E layoffs

By Orv Owen

Local 1245 retirees were happy to hear of PG&E's decision to cancel 800 layoffs. It means some sanity has returned to those who are accountable and responsible to the utility customers who deserve and expect safe, reliable electric and gas service performed by skilled and qualified employees.

The cancellation of layoffs and the postponement of the CPUC's deregulation plan would not have occurred had it not been for the activity of Local 1245 members under the leadership of Jack McNally. The effort also benefitted from the support of the labor movement, concerned citizens and customers, and an unusual ally—strong winds and rain storms.



An impromptu reunion of current and former Local 1245 leaders last month brought together (from left) Business Manager Jack McNally, former Business Manager Ron Weakley, former International Rep. Vern Breuillot, former Business Manager L. L. Mitchell, former Assistant Business Manager Orv Owen, and current Senior Assistant Business Manager Darrel Mitchell.

Congratulations!

Retirees congratulate all who participated in this struggle. And I am personally proud of the efforts and

participation of our retirees in support of our working brothers and sisters at the rally in San Francisco and letter-writing to the CPUC.

Please understand that Local 1245 is also our union! We retirees have spent the major part of our lives participating in the building of our union,

as well as the utility industry, and we stand together with our working brothers and sisters to protect both. Keep the faith!

White House Conference on Aging

Clinton defends Medicare against G.O.P. assault

President Clinton told a White House conference on aging this month that attempts to achieve savings in Medicare must come in the context of overhauling the nation's overall health care system.

"The status quo is not an option," the President said to more than 2,000 people attending the conference. But he insisted that he would "not support proposals to slash these programs, to undermine their integrity, to pay for tax cuts for people who are well off."

According to Administration projections, the trust fund will be insolvent by the year 2002. The trust fund pays nearly two-thirds of the cost of Medicare.

Last year Congress picked apart and ultimately destroyed Clinton's proposal for reforming the nation's health care system. This year, Clinton is challenging the

Republican-controlled Congress to come up with their own plan for achieving cost savings in health care.

However, Clinton has been very vocal about what he does *not* want to see in terms of Medicare reform. Any proposed change in Medicare or Medicaid should not elimi-

nate services or charge elderly people on fixed incomes "more than they can possibly be expected to pay," or force them to enter managed-care programs "whether they're good ones or not."

Almost all Americans over the age of 65 are enrolled in Medicare, which cost \$159

billion last year. Republicans in Congress have said they intend to reduce projected spending by up to \$300 billion, and the White House contends that such cuts are the only way the Republicans could finance their promised tax cuts and balance the budget.

Tax cuts called 'bonanza for the rich'

Last month the House of Representatives passed a \$189 billion, five-year tax cut package which includes a \$500-per-child tax credit for families earning up to \$200,000 and a reduction in the capital gains tax on profits from the sale of stocks, real estate and other assets.

House Speaker Newt Gingrich (R-Ga.) called the tax bill the "crown jewel" in the Republican "Contract With America," but Lawrence Smedley of the National

Council of Senior Citizens called it a "bonanza for the rich."

To pay for the tax cuts, Smedley said, "Republicans will probably have to reduce spending for Medicare for older Americans, school lunches and student loans for the young, and home heating assistance for the poor."

According to Smedley, quoted in Senior Citizens News, recent Treasury Department estimates show the tax cuts will actually cost \$630 billion in lost revenues over

10 years—\$441 billion more than in the first five years.

In other Congressional action, Republican Senators are proposing a budget that would cut \$1.2 trillion in spending by the year 2002 in order to balance the budget. The proposed budget, drafted by Senate Budget Committee Chairman Pete Domenici (R-NM), would cut about \$250 billion from Medicare, \$160 billion from Medicaid, and \$250 billion from other entitlement programs over seven years.

IBEW
Local
1245



Retirees Corner

SEIU campaign for nursing home workers

With support from the Service Employees, American Federation of Teachers and other unions, nursing home workers are demanding to be treated as skilled, professional employees.

It is an important issue for older Americans, many of whom will one day need to avail themselves of nursing home services—for themselves or a loved one. Will the nursing home they utilize be a place where employees have dignity on the job and pride in the service they provide to older Americans? Or will that nursing home be a place where workers are exploited and therefore less likely to care about the quality of service they provide?

SEIU, which represents 75,000 workers in nearly 1,000 nursing homes, recently assembled more than 400 workers from 26 states at a conference in Pittsburgh to adopt a program aimed at achieving "dignity, rights and respect" for nursing home employees. The union is demanding fair wages, adequate staffing levels and safety for nursing home workers.

The industry employs about 1.8 million workers. "As long as nursing home workers are silent, nursing home operators can blame poor care on individual workers, instead of the real abuse caused by short-staffing, high turnover, lack of training and nursing home operators' greed," said SEIU President John J. Sweeney.

IBEW LOCAL 1245 UNION SHOPPER



Hey! A New Hat!

Local 1245 IBEW
Black or Teal;
Specify: Calif. map, Nev.
map or no map
\$6.50
+\$.75 shipping
(Note: One size fits all)



More Hats

Proud To Be Union Logo
\$5.00
+\$.75 shipping
Lineman Logo
\$5.00
+\$.75 shipping
(Note: One size fits all)

Suspenders

Red, Yellow
Regular, Long, XL
\$10.00
+\$.15 shipping

Stadium Jacket

Silver, Red
(Specify front or back logo)
S/M/L/XL/2XL: \$35.00
3X, 4X: \$45.00
+\$.30 shipping

Sweat Shirt/Crew

Blue, Gray, Black
M/L/XL/2X
\$15.00
+\$.30 shipping
(Allow 2-4 weeks for delivery)



Jacket

Black with IBEW Logo
S/M/L/XL/2X
\$26.00
+\$.30 shipping

Sweat Shirt/Hooded

Blue, Gray, Black
M/L/XL/2X
\$17.00
+\$.30 shipping
(Allow 2-4 weeks for delivery)

Bucket Bags

Lineman Logo in Center
\$6.00
+\$.15 shipping

Club Shirt

(No pocket)
Black, Mint, Blue, Peach,
Jade
Logo on chest
M/L/XL/2X
~~\$19.50~~ Now only \$15!
+\$.25 shipping

IBEWomen Charm

14K Goldplated
~~\$8.00~~ Now only \$5!
+\$.55 shipping

Lineman Pin

Goldtone
\$5.00
+\$.55 shipping



Coffee Mug

IBEW (Ceramic)
Black or Blue
"Proud To Be Union" (Plastic)
White
\$5.00
+\$.30 shipping

Golf Shirt

(With Pocket)
Navy, Red, Royal, White,
Maize
Logo on sleeve
M/L/XL/2X
~~\$22.50~~ Now only \$15!
+\$.25 shipping



T-Shirt

Ringer with IBEW Logo
S/M/L/XL/2X/3X, 4X
\$8.00
+\$.15 shipping

Order Form

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

Ship To: _____

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

PG&E, union seek to heal workforce rifts

From PAGE ONE

ance that jobs are there in order for us to commit to help PG&E be more efficient."

The company could take steps in this direction, McNally said, by trying to regain some of the work it has given up in recent years, like building gas and electric services for new subdivisions. Pursuing such work would permit the company to maintain a higher workforce level, which in turn would mean that more people are available for emergency work when the next natural disaster strikes.

Much of the recent conflict between Division and General Construction employees, McNally noted, was a direct outgrowth of downsizing and the resulting fear that there were not enough jobs to go around.

As Joe Osterlund, a General Construction field garage mechanic A, noted during the May 4 general session: "This animosity would have

never come up if it wasn't for the layoffs."

Haywood agreed that the company should take another look at pursuing new business. In the meantime, he said, there is enough maintenance work for the current workforce at

More Photos, Pages 8-9

least through 1996. And if there is a need to make future reductions, every effort should be made to utilize voluntary mechanisms, such as voluntary retirement, attrition, and retraining employees for other positions.

As the company addresses concerns over job security, McNally said, employees will be more receptive to changes in work practices. One issue that could be reexamined, he said, is the co-mingling of Division and General Construction crews—and the pos-

sible sharing of equipment, tools, people and service centers.

It was obvious to everyone at the Santa Nella seminar that building a more cooperative relationship will be a painstaking process involving many small steps—and probably some missteps as well. PG&E will continue to be under pressure from competitors (and from the California Public Utilities Commission) to cut costs. And with that pressure will be the continuing temptation to achieve cost reductions by eliminating jobs.

But at Santa Nella managers and employees tried to identify a different approach—an approach where labor and management can work together, where the goals of productivity and job security can co-exist.

The talk's been talked. Soon it will be time to walk the walk.

(See *Business Manager's* column, page 3, for further discussion of the Santa Nella seminar.)



Ray Hamilton, Division gas crew foreman



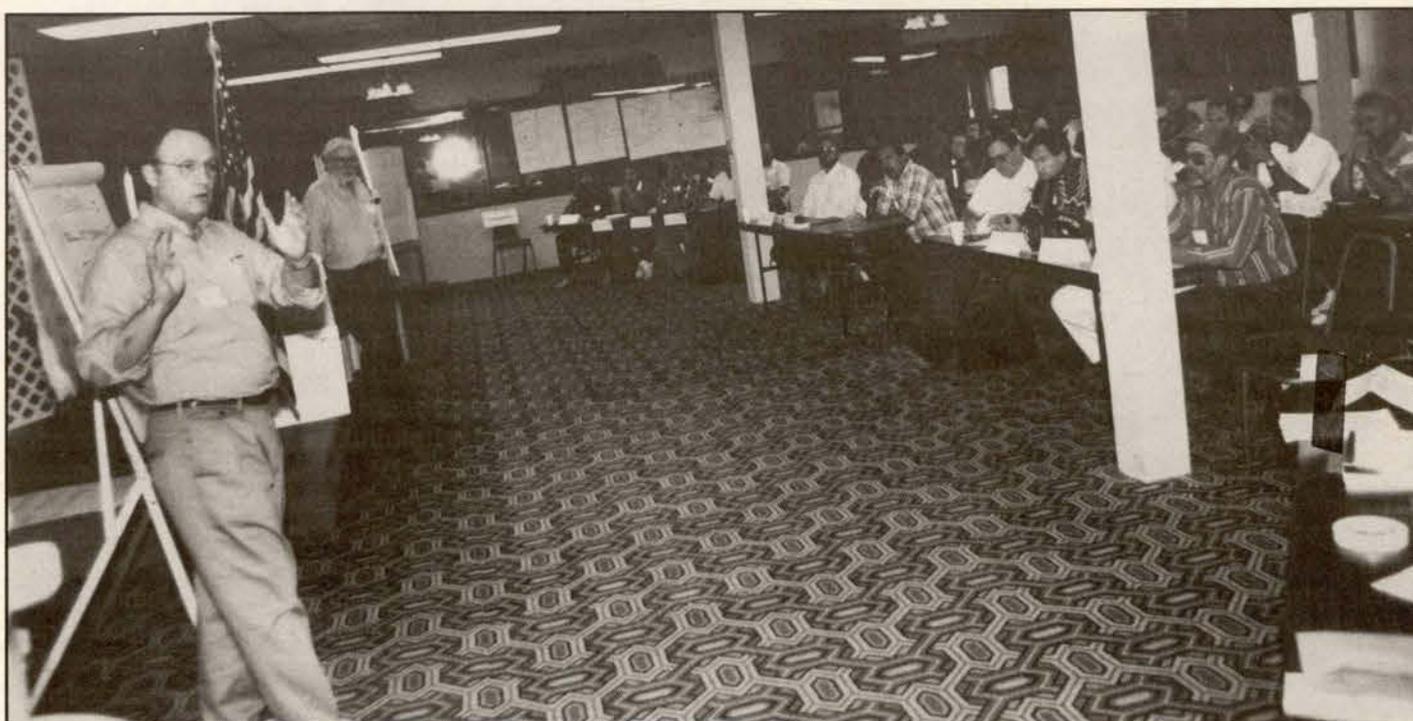
Larry Darby, GC working foreman A (left) and Dave Bergman, director of Industrial Relations



Joe Osterlund, General Construction field garage mechanic A



Tim Arterberry, Division construction foreman



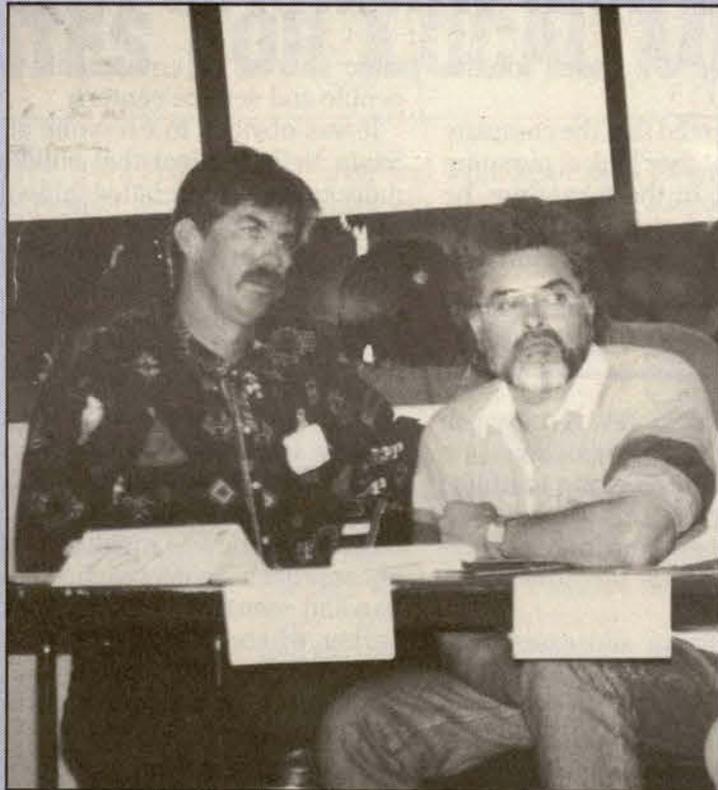
PG&E's Bob Haywood (left) says there is enough maintenance work for the current workforce at least through 1996.



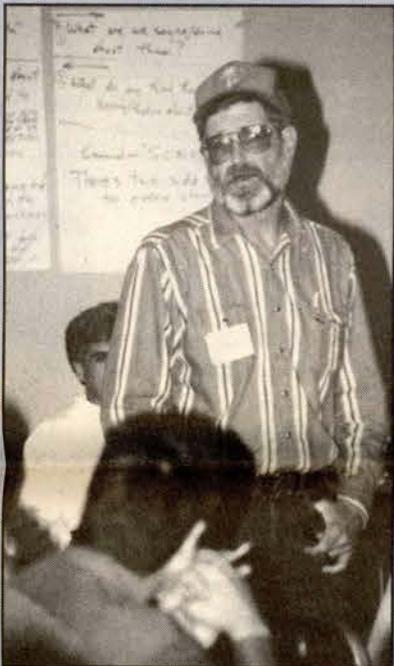
Mike Brocchini, Division lineman



An extra chair was set for "the customer"--which PG&E is pledged to serve.

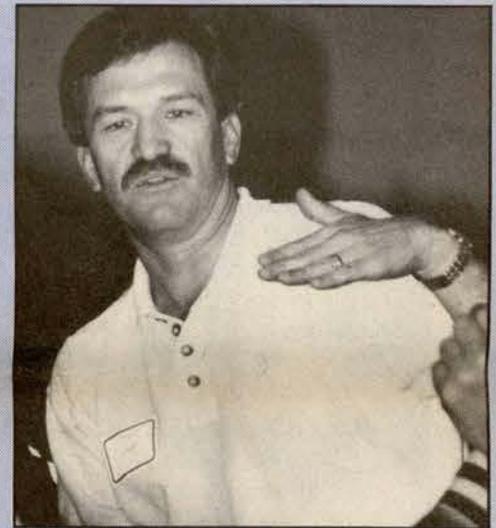


Tony Norman, GC backhoe operator (left), and Al Calleros, GC working foreman B.



Steve Moore, Division electric crew foreman

Healing the rifts



Jeff Butler, Division Manager, Diablo Division

Santa Nella May 4-5



PG&E's Bob Haywood reports on the Santa Nella meeting to the Local 1245 Advisory Council on May 6.

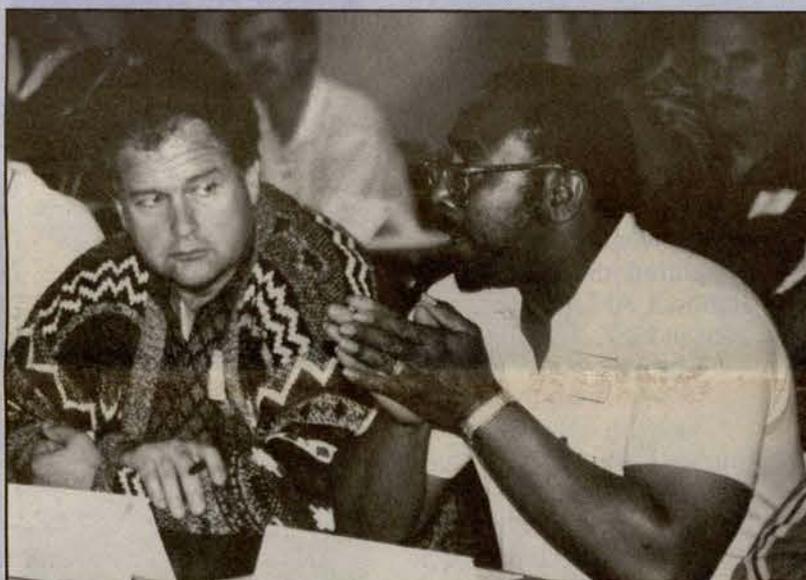
Local 1245 Advisory Council May 6



John Petrovitz, Division gas crew foreman, expresses concerns.



An extra chair was set for a big factor in today's utility industry: competition.



Steve Fotheringham, a director of Construction Maintenance, listens to point made by Division gas crew foreman Danny Jackson.

Rating system for electric maintenance

The joint committee established to rectify maintenance problems in the electric distribution system at PG&E held its initial meeting on April 12.

The committee is an outgrowth of the April 5 agreement between Local 1245 Business Manager Jack McNally and PG&E Chief Executive Officer Stan Skinner. At that time PG&E agreed to cancel 800 layoffs and to work with the union in addressing maintenance problems.

Participating in the April 12 meeting for the union were Joe Audelo, Doug Bell, Willie Bouzek, Keith Burkhardt, Rich Cowart, Dan Mayo, Rennie Moniz, Steve Moore, Ken Richards, Don Silva, and Stephen Ward.

The committee developed a rating system for maintenance problems in Electric T&D analogous to the gas leak rating system. Officially designated as the Electric Distribution Facility Condition Assessment Standard, the new procedure will identify problems and associated time frames for response.

The rating system provides for the following:

Class I would require immediate response and correction.

Class II would require timely corrective action in a specified period. The interval for corrective action is identified by a qualified company representative.

Class III requires no corrective action at initial time of identification but a reinspection of the facility would be designated within a specified time frame.

The company intends to classify all pending electrical maintenance work into the three categories and allocate crews to perform the most urgent work by the end of 1995 and into 1996 if required. Customer Energy Services has earmarked \$45 million for this additional work.

A computerized system to track maintenance is also being developed by the company and was reviewed by union and company line personnel in Livermore on May 2-3.

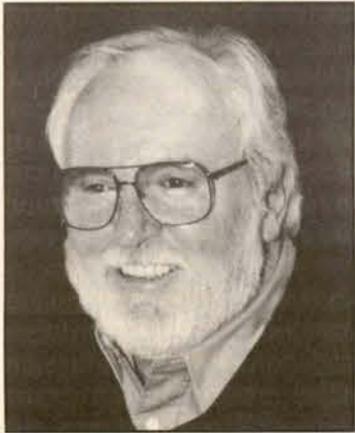


Business Manager Jack McNally reports on the Santa Nella meeting to the Local 1245 Advisory Council on May 6.

CANDIDATES FOR LOCAL UNION OFFICE

Business Manager/ Financial Secretary

JACK McNALLY



Initiated into IBEW Local Union 1245 in October 1960. Was employed as a Lineman and Line Subforeman for PG&E in the San Joaquin Division. Served as a Business Representative and as an Assistant Business Manager from 1968 to 1978. Was elected as Business Manager/Financial Secretary in 1980 and re-elected in each subsequent local union election since. While employed by PG&E, served as a Shop Steward and Unit Vice-chair of Unit #1123 - Merced. In 1965, served as a member of the Local Union Job Protection Committee for San Joaquin Division from 1965 to 1968 and was a delegate to the Merced-Mariposa Counties Central Labor Council. As a Business Representative, was assigned to General Construction and later to East Bay Division. Also served as Director of Research and Education. Served as a delegate to the Alameda County Central Labor Council and am currently a delegate. Also served as a delegate and Executive Board Member of Contra Costa County Central Labor Council and was its representative on the Board of Directors of HEALS, Health Maintenance Organization (HMO) in Berkeley, CA. Was a member of the 1972 and 1976 PG&E General Negotiating Committees and member and spokesper-

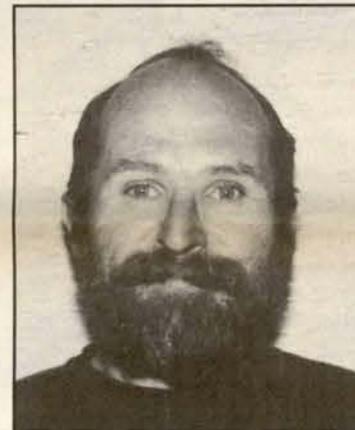
son of the 1973 - 1974 PG&E Pension and Benefit Negotiating Committee. Was a member and spokesperson of the 1974 Health and Dental Negotiating Committee and served as a member and spokesperson on Pension and Benefits in 1977 PG&E General Negotiations. Served on Pacific Gas Transmission (PGT) Negotiating Committee in 1972, 1974, 1976, 1977, and on the PGT Grievance Review Committee. Served as spokesperson for City of Berkeley Negotiating Committee in the 1972 strike settlement. Also served as spokesperson for Central California Communication Corporation Negotiating Committee in the 1974 strike settlement. As Business Manager, has responsibility for and directed PG&E Pension and Benefits negotiations and PG&E General Negotiations since 1980. In addition, as Business Manager, had overall supervision and responsibility for all negotiations with 64 employers under contract with Local Union. Currently serves as Vice President and Executive Council Member of California Labor Federation AFL-CIO. Current Chairperson of the Labor Federation's Standing Committee on Occupational Health and Safety; member of California Labor Federation's committees on: Women in the Work Force, Public Employees and legislation. Served as President of the California State Association of Electrical Workers in 1984 and currently serves on its Executive Board. Organized the Coalition of California Utility Workers (CCUW) and currently serves as Chairperson of the Coalition. Is a member of the Board of Directors for the California Council for Environmental and Economic Balance, member of the Board of Directors of the California Foundation on the Environment and the Economy. Serves as a member of the Advisory Committee for the Center for Labor

Research and Education at the University of California, Berkeley. Since 1981, attended various IBEW Utility Conferences, IBEW Progress meetings, Inter-Union Gas Conferences, Nevada State AFL-CIO Conventions, Labor Management Public Affairs Conferences. Attended and was elected Vice-President at each of the California Labor Federation's Biennial Conventions since 1980. Was elected delegate and attended the IBEW Conventions in 1982, 1986, and 1991. Served on the Resolutions Committee at the 1982 and 1986 IBEW Conventions and served as the Chairperson of the Resolutions Committee at the IBEW Centennial Convention in 1991. Was appointed delegate to the National AFL-CIO Conventions in 1987, 1989, 1991, and 1993 by International President Barry. Attended courses through the AFL-CIO Labor Studies Center at the University of California at Berkeley: Labor Law, Labor Arbitration, Collective Bargaining Techniques, Negotiated Fringe Benefits, and Pension Insurance for Labor Trustees. Attended Labor Management School on Unfair Practices for Unions and Employers, University of San Francisco. Currently a member of the International Foundation of Employee Benefit Plans. Served as a Trustee on the California-Nevada Joint Training Trust and is currently serving as Trustee on the Local Union 1245 Pension Plan. Currently Serving as: standing delegate of the IBEW Government Coordinating Council #1, Chairperson of IBEW Utility Coordinating Council #5, and as IBEW member on the Steering Committee to the Inter-Union Gas Conference. Served on the National IBEW Teledata Industry negotiating committee. Currently serves on the IBEW 7th, 8th, 9th, and 11th Districts Organizing Committee for Outside Construction. Also is a member of the Coalition of Labor

Union Women (CLUW), the Electrical Workers Minority Caucus (EWMC), and the Asian Pacific American Labor Alliance (APALA). Currently serves on the California Senate Commission on Corporate Governance and Shareholder Rights. Has developed arguments and testified before the California Public Utilities Commission defending the right of free collective bargaining.

President

HOWARD STIEFER



Initiated into IBEW Local Union 1245 in November, 1967. Member of Unit #3712 - Santa Rosa. Employed by PG&E as a Troublemaker in Petaluma. Currently serving as IBEW Local Union 1245 President and Chairman of the Executive Board, Chairman of the Local Union Advisory Council, and Member of the Board of Trustees for Local Union 1245 Pension Plan. Served as Local Union Vice President, 1978 - 1979; was Northern Area Executive Board Member, 1977 - 1978. Served as Chairman of Unit #3712, Santa Rosa, and Executive Committee Member of Unit #3712, Santa Rosa, 1977 - 1986. Shop Steward in North Bay Division since 1975. Delegate and Co-Chairman of Local Union's 1245 Delegation to the 1982, 1986, and 1991 IBEW International Conventions; delegate to IBEW Ninth District Progress meetings, 1977, 1979, 1981, 1984, 1989-1992,

1994; delegate to IBEW Annual Regional Utility Conferences, 1979, 1981, 1983, 1985, 1986, 1989-1992, 1994, 1995; delegate to the Inter-Union Gas Conferences, 1978, 1982, 1984, 1986, 1988, and 1991; delegate to the California State Association of Electrical Worker's meetings, 1977, 1979, 1981, 1988, and 1990; delegate to the California State Federation of Labor AFL-CIO Convention, 1978, 1982, 1984, 1986, 1988, 1990, 1992, and 1994; delegate to the Nevada State Federation of Labor, AFL-CIO 23rd Convention, 1979; delegate to the Nevada State Federation of Labor, AFL-CIO Pre-COPE Convention, 1981; delegate to the California State Federation of Labor, AFL-CIO Pre-Primary COPE Convention, 1978, 1982, 1992, and 1994; delegate to the California State Federation of Labor, AFL-CIO Joint Legislative Conference, 1979, 1982, 1984, 1986, 1990, 1992, and 1994; delegate to the AFL-CIO Regional Conference, 1982; member of the western states Labor-Management Public Affairs Committee (LAMPAC), 1981 - 1995; delegate to the Joint Executive Conference of Northern California Electrical Workers, 1976 - 1979, 1981 - 1984, and 1988 - 1990. Attended the International Foundation of Employee Benefit Plans, Communications Institute, 1979; International Foundation of Employee Benefit Plans, Washington, D.C. Legislative Update, 1979, 1981, 1984, 1986 - 1988; International Foundation of Employee Benefit Plans, Pension Trustee Institute, 1979 and 1981; International Foundation of Employee Benefit Plans, 28th, 29th, 30th, and 40th Annual Administrators Educational program; Certificate of Completion for each institute; attended Shop Stewards Training since 1975; University of California Certificate of Completion from the Center for Labor Research and Education; Insti-

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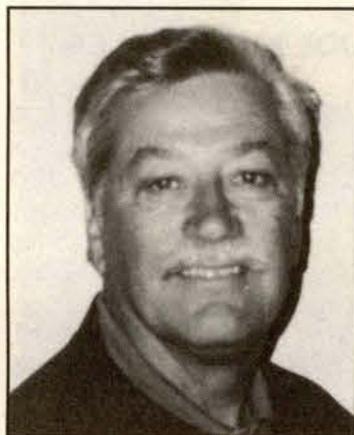
LOCAL 1245 ELECTION: CANDIDATE RESUMES

tute of Industrial Relations for Psychology of Leadership, 1978; Labor Law Certificate from the University of California Labor Research Center, 1978, both sponsored by Local Union 1245; PG&E General Negotiating Committee, 1977; assigned to work on PG&E Pension Plan language, March and April 1978; temporary Union Business Rep, 1977 - 1979, and 1983; member of the Local Union Wage and Benefit Committee, 1977 - 1978; Chairman of the Local Union Wage and Benefit Committee, 1981 - 1995; Chairman of the Local Union Political Education Committee, 1978 - 1979; member of the 1983 PG&E General Negotiation Committee; member of the Geysers Access Negotiation Committee, 1982 and 1983; member of the International Foundation of Employee Benefits Plans, 1978 - 1979, and 1981 - 1995; member of the Board of Directors of IBEW Local Union 1245, Energy Workers Center, Inc., 1977 - 1979 and Chairman of Energy Workers, Inc., 1981 - 1995; member of the Local Union Pension Plan Board of Trustees, 1977 - 1979 and 1981 - 1995; member of the Lineman's Overview Committee. Attended National Lineman's Rodeo, Kansas City, MO, 1993. Ex-officio member of the following committees: Local Union Political Education Committee, 1981 - 1995; Local Union Ways and Means Committee, 1981 - 1995; Local Union Safety Committee, 1981 - 1995; all Negotiating Committees since 1981; serving as President of Local Union 1245, 1981 - 1995; is responsible for and has appointed all Local Union committees since 1981. Has appointed all delegates to Central Labor Councils since 1981; has appointed all delegates to conferences and conventions since 1981; Chairman and Hearing Officer for Local Union 1245 Trial Board; member of the PG&E Joint Labor-Management Committee since 1981; has served on several Ballot Committees since 1979; received IBEW Life Saving Award, 1974; served as host and as an instructor for the 1983 Local Union Clerical Conference; served as host for the 1984

Local Union Leadership Conference and as instructor in the Unit Chairman workshop and as instructor in the Parliamentary Procedure Workshop.

Vice President

JIM "MAC" McCAULEY



Initiated into IBEW Local Union 1245 in March, 1960. Currently Vice President of the Executive Board. Served as Executive Board member representing Central Area, 1986 - 1989. Served as temporary Chairman of the Advisory Council. Member of Unit #2318 - Richmond, East Bay Division. Employed by PG&E, Richmond, as an Underground Construction Foreman. Served as Shop Steward in East Bay Division; Advisory Council member, East Bay Division, 1974 - 1977; Chairperson, Vice Chairperson, and Executive Committee member of East Bay Unit #2311; member of East Bay Division Joint Grievance Committee; and member of the Local Union Political Action Committee, 1986 - 1995. Chairperson of Local Union Political Education Committee, 1989 - present. Served on Local Union Ballot Committee, 1972; Local Union PG&E Wage and Contract Committee, 1973; Local Union PG&E Wage Committees, 1974 - 1975. Attended Unit Officer Training Conferences, 1971, 1974, 1977, and in 1989 served as an instructor of the Chairman's workshop; Long Island Fact Finding Meeting, New York, 1973; Clerical Conferences, 1974; Woman in the Workplace Conference, 1992; Inter-Union Gas Conferences, 1975, 1977 - 1979, 1987 - 1994 served as secretary of both

the Gas Distribution workshop and the IBEW Caucus; California AFL-CIO Legislative Conferences 1978 - 1979, 1986 - 1994; IBEW Utility Conferences, 1978 - 1979, 1988 - 1995; IBEW 9th District Progress Meetings, 1978 - 1979, 1987 - 1991; seminars and conferences dealing with Health and Safety in the Workplace (OSHA, Cal/OSHA, EEOC and FEPC). Delegate to the Administrative Law Judge Conference, 1979; delegate to 1982 IBEW International Convention, Los Angeles, 1986 International Convention, Toronto, Canada; and the 1991 100th IBEW International Convention, St. Louis. As a Business Representative was assigned to East Bay Division, Fremont Gas Meter Shop, Material Control, Emeryville, CATV, and X-Ray Engineering. Served as member and spokesperson of the following: Local Union Tele-Vue Systems Negotiating Committee, 1978; Local Union Bay Cablevision Negotiating Committee, 1978; Local Union Concord TV Cable Negotiating Committee, 1978; X-Ray Engineering, 1978; PG&E Gas Meter Shop Re-rate Committee, 1979; PG&E Gas Department Negotiating Committee, 1980; East Bay Division Joint Grievance Committee; Materials Distribution Joint Grievance Committee; Gas Meter Shop Labor-Management meetings; member and co-spokesperson of Local Union Teleprompter Properties Negotiating Committee, 1980. Served as delegate to the Alameda County Central Labor Council; delegate and Executive Board Member of the Contra Costa County Central Labor Council. Organized and presented the East Bay Shop Stewards program. Completed three day workshop on AFL-CIO one on one program; completed Labor Communications, COLA, Health and Safety, Labor Law, Labor Negotiation and Psychology of Union Labor Leaders, courses from Institute of Industrial Relations, University of California, Berkeley; Organizing and Communications for Labor Leaders course from Merritt College; and Collective Bargaining, Labor Eco-

nomics and Labor History courses from Los Medanos College. Guest speaker on behalf of Local Union 1245 at Chabot College, Diablo Valley College, Merritt College, and High Schools in the Bay Area, also a certified Union Counselor from Alameda County Central Labor Council. Participated on behalf of Local Union 1245 at career night at Bay Area High Schools. Organized the first three IBEW Local 1245 softball tournaments and picnics; Represented Local 1245 on Central Division Substance Abuse program, 1989 - 1992.

Recording Secretary

ED MALLORY

Initiated into IBEW Local Union 1245 in May, 1966. Classification: Electrical Technician. Member of Unit #1112 - Bakersfield. Unit Chairman, July, 1977 - June, 1986. Treasurer, July 1989 - April, 1993. Recording Secretary, April 1993 - present. Shop Steward, 1977 - present. Labor Management Committees, 1985 - 1993. Kern-Inyo-Mono Counties Central Labor Council - Executive Board. Ninth District Progress Meetings, 1989 - 1992, 1994. Utilities Conference, 1990 - 1993.

Treasurer

MICHAEL J. DAVIS



Initiated into IBEW Local Union 1245 in June, 1967. Currently retired. Member of Unit #1501. Southern Area Executive Board Member, 1983 - 1995. Shop Steward, 1969 to 1995. Re-Rate Com-

mittee, 1990, 1992, 1994. Political Education Committee, 1989 - 1995. Delegate to Santa Clara County Central Labor Council.

Southern Area Executive Board

CHUCK DAVIS



Initiated into IBEW Local Union 1245 in October, 1979. Classification: Electrical Technician, PG&E. Member of Unit #1112 - Bakersfield. Treasurer. Advisory Council. Unit Chairman. Shop Steward, 1989 to present. Technical Duties Committee, November 1992 through March 1993. Utility Conference, Boston, MA, April, 1993. Leadership Training, 1992. Various Shop Steward Trainings.

CHRIS HABECKER



Initiated into IBEW Local Union 1245 in January, 1976. Classification: Customer Service Representative. Member of Unit #1111 - Fresno. Advisory Council Member, Clerical-At-Large, 1994 to present. Shop Steward, 1982 to present. Designated Alternate San Joaquin Valley Region Shop Steward for the Clerical Position Evaluation System. Appeals

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LOCAL 1245 ELECTION: CANDIDATE RESUMES

From PAGE ELEVEN CHRIS HABECKER, CONTINUED...

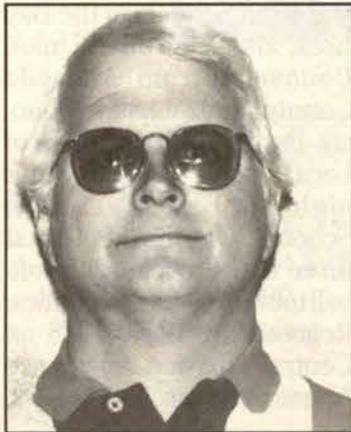
Procedure, 1990 - present (Reference L.A. 90-43). Member of the San Joaquin Division Joint Grievance Committee, 1986 to present. Member of the 1989 Local 1245 Election Committee. Member of the 1990 PG&E General Negotiating Committee. Member of the 1994 PG&E General Negotiating Committee. Member of the 1992 Telephone Service Study Committee (Reference L.A. R2-92-120-PGE). Member of the 1993 Telephone Service Improvement Workstation Evaluation Committee. Member of the 1993 Telephone Center Staffing Advisory Committee. Member of the 1994 IBEW Title 19 Presentations to PG&E's Clerical Consolidation Impacted Members. Member of the 1994 Bi-Lingual Telephone Center Study Committee. Member of the 1994 Video Display Terminal Committee (VDT). Delegate to the Women in the Workforce Conference, 1986. Delegate to the 8th Annual Western Regional Summer Institute for Union Women at San Diego, CA, 1989. Attended 1991 and 1992 Conference for IBEW Local Union 1245 Women in Concord, CA. Appointed as Delegate to the Central Labor Council of Fresno and Madera Counties, 1991 to present. Appointed as Trustee to the Central Labor Council of Fresno and Madera Counties, 1993 to 1994. Elected as Recording Secretary to the Central Labor Council of Fresno and Madera Counties, 1994 to present. Participated as a "rank and file member" at the December 21, 1994, meeting with Stan Skinner. Attended numerous Shop Steward Training Conferences. Chairperson of the Fresno Unit #1111, 1989 to present.

ROBERT W. STORMENT

Initiated into IBEW Local Union 1245 in December, 1979. Classification: System Operator. Member of Unit #1513. Shop Steward from 1985 - present. Advisory Council Member from 1992 - present. Shop Steward Training Conferences, 1988-1994.

Central Area Executive Board

JAMES A. DORMAN



Initiated into IBEW Local Union 1245 in August, 1981. Classification: Machinist. Member of Unit #2317. Unit Chairman, 1989-1995. Advisory Council, 1989 - 1995. Shop Steward, 1986-present. Labor Management, 1988 - present. PG&E Contract Ballot Committee, July, 1993. Delegate to Contra Costa County Central Labor Council, 1993 - present. Business Rep of the Day, March - May, 1994. Co-Chairman of Poker Run, 1990 - 1993.

TOM JONES

Initiated into IBEW Local Union 1245 in March, 1974. Classification: Lineman. Member of Unit #2501 - Stockton. Shop Steward, 1986-present. Labor Management in Stockton. 206 Shop Steward Training and other conferences.

DEBBIE MAZZANTI



Initiated into IBEW Local Union 1245 in July, 1974. Classification: Customer Service Representative. Member of Unit #2311 - East

Bay Clerical. Recording Secretary. Delegate to International Convention, 1991. Shop Steward, 1975-present. Ballot Committee, 1976. Election Committee, 1977. Wage Re-Opener, 1989. General Negotiation Committee, 1990 and 1993. East Bay Labor-Management since 1985. East Bay Central Safety Committee and Safety Walk-Arounds, 1987 - 1990. Delegate to Women's Conference, 1976. Shop Steward Conferences every year since 1976. Several Shop Steward Training sessions. Western Summer Institute for Union Women, 1994. Utility Conference, 1994. Temporary Business Rep. Title 19 Clarification Committee. Gave testimony at CPUC hearings regarding clerical wages. Joint Grievance Committee.

MILLIE PHILLIPS



Initiated into IBEW Local Union 1245 in February, 1984. Classification: Control Operator. Member of Unit #2412 - San Francisco Physical. Unit Chair. Former Unit Recorder. Shop Steward, 1985 - present. Delegate to AFL-CIO Women's Summer School, 1988. Delegate to 9th District Women's Conference, 1989. Workshop Panelist, Local Women's Conference, 1990. Part of group selected to meet with PG&E's Stan Skinner, December, 1994.

Northern Area Executive Board

JACK HALL

Initiated into IBEW Local Union 1245 in May, 1972. Classification: Sr. Service Rep II. Member of Unit #3613

- Oroville. Vice Chairman, 1994 - 1995. Shop Steward, November, 1987 - present. Safety Walk-Around, 1983 - 1985, 1987 - 1988, and 1990-1991. Labor Management Committee, 1990 - present. Have been to many Shop Steward Training Workshops and Advisory Council Meetings.

JOE KROPHOLLER

Initiated into IBEW Local Union 1245 in June, 1975. Classification: Working Foreman Line, City of Redding. Member of Unit #3217. Shop Steward, 1975 - 1995. Local Union Safety Committee, November, 1990 to April, 1995. Negotiating Committee, 1978, 1981, 1984, 1987, 1991, 1993 (City of Redding Negotiations). Chairman, Unit #3212. Chairman, Unit #3217. Delegate Five Counties Central Labor Council.

DARRYL R. NORRIS

Initiated into IBEW Local Union 1245 in August, 1970. Classification: Gas Serviceman. Member of Unit #3811 - Sacramento. Advisory Council, Sacramento. Shop Steward, 1979 - 1995. Sacramento Unit Chairman, 1981 - 1995. AFL Summer School, 1985. Interim Serviceman Committee, 1986. Sacramento Division Labor Management Committee, 1983 - 1995. Sacramento Region Labor Management Committee, 1987 - 1995. Sacramento 4-10 Schedule Committee, 1988, 1992. Shop Steward Conferences, 1981, 1982, 1984, 1986 - 1990, 1994. Local 1245 Ballot Committee, 1989, 1992. Local 1245 Election Committee, 1987. Sacramento Division Safety Committee, 1982, 1985, 1988, 1989, 1990, 1992.

WILL J. RODRIGUEZ

Initiated into IBEW Local Union 1245 in April, 1970. Classification: Electrician. Member of Unit #3213 - Burney. Shop Steward, 1970-1995. Negotiations Committee Member, 1978. Numerous Unit Offices. Shop Steward's Training. Advisory Council Member, 1979-1988.

KATHY F. TINDALL



Initiated into the I.B.E.W. Local 1245 in August, 1973. Is a member of Unit #3311, Reno. Is employed by Sierra Pacific Power Company as a Utility Materials Specialist (Warehouseman) in Reno, Nevada. Currently serves as Northern Area Executive Board member for Local Union 1245. Served as Local Union Recording Secretary: 1977-83. Executive Board Member: 1976-77. Served as alternate Advisory Council Member, Sierra Pacific Power Company: 1976. Was Chairman of Unit #3311 - Reno. Christmas Party Committee: 1979. Was A Shop Steward at Sierra Pacific Power Company. Past member of the Local Union Communications Committee; past Secretary of the Local Union Administrative Committee; past member of the Local Union Political Education Committee of the Executive Board. Current member of Local Union Ways and Means Executive Board Committee; Served on the 1974 Sierra Pacific Power Company Ballot Committee and was a member of the Sierra Pacific Negotiating Committee: 1975-76. Served on Interim Negotiating Committee for Materials Services Department: 1989. Served as Secretary and a member of the Local Union Advisory Council. Delegate to the IBEW Regional Utility Conference: 1980-1982, 1984, 1988-1992, 1994 and 1995. Delegate to California Federation Women in Work Force Conference: 1981. Delegate California State AFL-CIO COPE Endorsement Convention: 1988. Delegate California State Legislative Conference: 1977, 1988, 1991. Delegate to the Ninth District Progress

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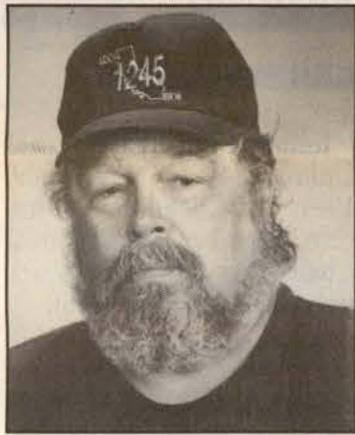
LOCAL 1245 ELECTION: CANDIDATE RESUMES

Meetings: 1977, 1980, 1983-1986, 1988-1993 and 1995. Delegate to Women in the Work Force Conference: 1977, 1978, 1980, 1983 and 1984. Attended the Local Union Leadership Conference: 1977 and 1980. Served on the 1978 Planning Committee for Women in the Economy Conference. Delegate to California Labor Federation Pre-Primary Election Convention: 1988. Delegate to California State AFL-CIO Convention: 1986-1988. Elected delegate to the IBEW International Convention: 1978, 1982, 1986 and 1991. Delegate to Nevada State AFL-CIO Convention: 1977-82, 1984-94. Served as Chairman of the Union Label Committee of Nevada AFL-CIO Convention in 1978 and 1979. Served as Chairman of COPE Committee of Nevada State AFL-CIO Convention: 1980-1982, 1984-1994. Delegate to California Electrical Association: 1981. Delegate to COPE Convention 1979 California AFL-CIO; 1982 COPE Committee Chairman of Nevada AFL-CIO 1981 COPE Candidate Endorsement Convention. IBEW Regional COPE Conference Delegate: 1980. Delegate to the Western Regional Labor Summer Institute for Union Women: 1984. Delegate Coalition of Labor Union Women national Executive Board Meetings: 1985-1994. Attended and received a Certificate of Merit from the Rocky Mountain Labor School: 1985 and 1986. Northern Nevada Central Labor Council Coordinator for the 1985 Fourth Annual Nevada State AFL-CIO Occupational Safety and Health Conference. 1983 appointed to National Executive Board of the Coalition of Labor Union Women representing Nevada as State Vice-President through 1988. Represented the IBEW on the National Executive Board of the Coalition of Labor Union Women: 1988. Elected delegate to the National CLUW Convention: 1986, 1988, 1990 and 1992. Appointed member to represent Labor on the Reno Commission for the Status of Women: 1980-88. Instructor for October, 1985 Labor Workshop at the Truckee Meadows Community College Conference on

Women, Work and Wages-The Issues of the 80's, promoting economic equality for women. Is a delegate to the Northern Nevada Central Labor Council and is a member of that body's committee of Political Education and Trustee for the Northern Nevada Central Labor Council: 1983 and 1985. Elected Secretary-Treasurer of the Northern Nevada Central Labor Council: 1987, 1989, 1991, 1993, re-elected 1995. Delegate Nevada State AFL-CIO Legislative Conference: 1989-1994. Recipient of Special COPE Volunteer in Politics VIP Award: 1988. Has served on the Nevada State Electrical Workers Association Board since 1980.

Executive Board Member-at-Large

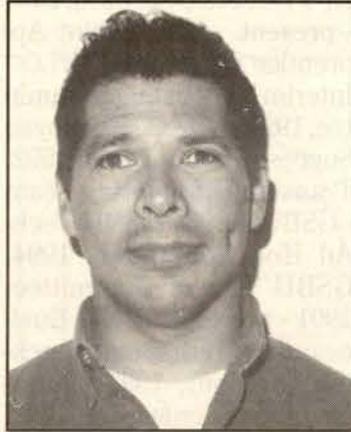
A. G. "TUBE" DUDLEY



Initiated into IBEW Local Union 1245 in December, 1956. Classification: Journeyman Lineman. Member of Unit #4901, Outside Line Construction South. Executive Board. Executive Committee, 1976 - 1989. Unit Chairman, 1979 - 1989. Negotiation Committee, 1978 - 1990. Ninth District Progress Meeting, 1989 - 1991. Utility Conference, 1990 - 1992. Construction Conference, 1990-1992, 1995.

VOTE!

SAM GUTIERREZ, JR.



Initiated into IBEW Local Union 1245 in April, 1985. Classification: First Field Clerk. Member of Unit #4101.

DAN ROBERTSON



Initiated into IBEW Local Union 1245 in December, 1977. Classification: Subforeman "A" Line Department, D.C. Member of Unit #2314. Shop Steward, 1985 - present. Joint Grievance G.C., July, 1988 - August, 1993. G.C. Subcommittee, 1986. General Negotiations, Rubber Glove Committee, March 1990 - October, 1990. General Negotiations, 1993.

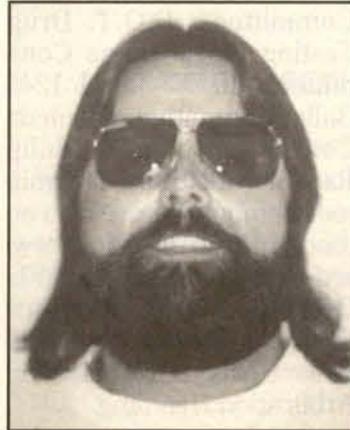
Advisory Council: Citizens Utilities Co. of California

MONTE "TOOT" NELSON

Initiated into IBEW Local Union 1245 in May, 1971. Classification: Cable Splicer. Member of Unit #4013. Unit Chairman. Unit Safety Chairman. Unit Recorder. Advisory Council, Citizen's Utilities. Shop Steward, 1974 - present. Safety Committee, 1975 - present. Negotiating Committee, 1989 and 1992. 1994 IBEW Telecommunication Conference.

Advisory Council: Coast Valleys

DAN LOCKWOOD



Initiated into IBEW Local Union 1245 in April, 1981. Classification: Machinist. Member of Unit #1220 - DCP. Unit Chairman of #1220. Advisory Council. Shop Steward, November, 1986 - present. Served on many Diablo Canyon committees. Served on all Bonus Vacation Negotiating Committee, 1986 - present. Alternate Hour Committee. Diablo Letter of Agreement Negotiating Committee. Nuclear Convention, Las Vegas. All Shop Steward Training in my area from 1986 - present.

LLOYD MADANSKY

Initiated into IBEW Local Union 1245 in May, 1981. Classification: Lead Driver. Member of Unit #1215 - San Luis Obispo. Recorder. Shop Steward, 1986 - present. Shop Steward Training.

Advisory Council: San Jose/ City of Santa Clara

BRAD N. SCHUBACK

Initiated into IBEW Local Union 1245 in March, 1986.

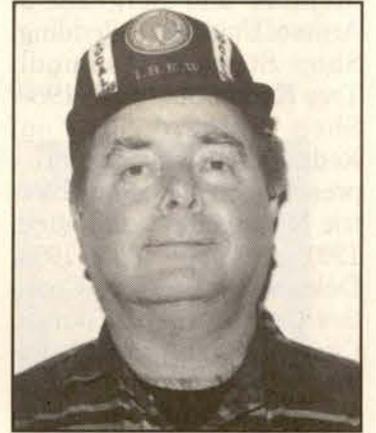
BILL WALLACE

Initiated into IBEW Local Union 1245 in August, 1977. Classification: Electrician. Member of Unit #1401. Shop Steward, 1983 - present.

Exercise Your Democratic Rights: VOTE!

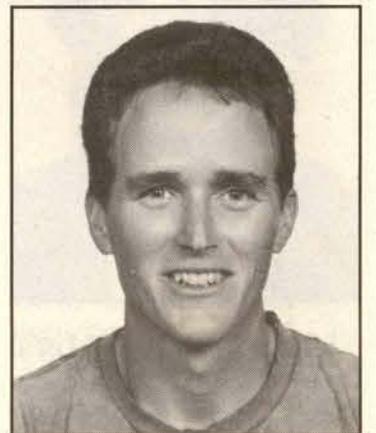
Advisory Council: Shasta

HARVEY INESS



Initiated into IBEW Local Union 1245 in September, 1967. Classification: Sr. Meterperson. Member of Unit #3214 - Red Bluff. Shasta Advisory Council. Shop Steward, 1974-1995. I have served as member of the Wages Committee for PG&E in 1978. Have been a member of two General Election Committees, also PG&E Contract Ballot Committees. I am currently serving on the Ad Hoc Committee for the Electric Metering Department. Am an active member of the Five County Labor Council, and a member of its Executive Board. I am currently the Shasta Advisory Council Member. Also, I have attended many local and regional Shop Steward Training Classes. Also, I have been a Shop Steward for many years. Served as a member of the Shasta Joint Grievance Committee. I am the Chairman of the Red Bluff Unit #3214.

RAYMOND S. THOMAS



Initiated into IBEW Local Union 1245 in January, 1986. Classification: Line Clearance Tree Trimmer. Certified Arborist (International

See NEXT PAGE

LOCAL 1245 ELECTION: CANDIDATE RESUMES

From PAGE THIRTEEN

RAYMOND S. THOMAS, CONTINUED...

Society of Arboriculture). Member and Sergeant at Arms of Unit #3217-Redding. Shop Steward, Asplundh Tree Expert Co., 1986-1988. Shop Steward, City of Redding - Electric, 1991 - present. City of Redding Electric Negotiating Committee, 1991-1992, and 1993-1994. Delegate to the Five Counties Central Labor Council. City of Redding Electric-Political Action Committee, 1993-1994. Alternate on City of Redding Safety Committee, 1991. Alternate Advisory Council Member, February, 1994. Have attended Shop Steward Conferences. Member of several Labor/Management Committees.

Advisory Council:
San Francisco and
General Office

BOB QUINN

Initiated into IBEW Local Union 1245 in May, 1971. Classification: Gas Serviceman. Member of Unit #1512 - Belmont. Unit Chairman. Shop Steward, 1973-present. Section 8 Committee, 1994 and 1995. Delegate of San Mateo Central Labor Council. Exhibitor 1991 Convention, St. Louis.

BERNARD R. SMALLWOOD



Initiated into IBEW Local Union 1245 in October, 1985. PG&E Gas Construction employee. Current San Francisco Division Advisory Council Member. Current Shop Steward. Current member of San Francisco Division Labor/Management Committee. Previous posi-

tions held: Chairperson, San Francisco Unit #2412, Vice Chairperson, Unit #2412, Alternate Advisory Council Member. IBEW Local 1245/PG&E General Negotiations Committee. D.O.T. Drug Testing Negotiations Committee. IBEW Local 1245 Ballot Committee. Alameda County Chapter A. Philip Randolph Institute Committee Member. I have also attended numerous Shop Steward Seminars and the AFL-CIO sponsored Summer School. Classes included Labor History, Grievance and Arbitration Handling.

Advisory Council:
San Joaquin

MIKE BROCCINI

Initiated into IBEW Local Union 1245 in December 1979. Member of Unit #1123, Merced. Employed by PG&E as a Lineman. Shop Steward-Merced, 1987 - present. Advisory Council Member (San Joaquin) 1989 - present. Alternate Advisory Council Member, 1988. T-Man Ad-Hoc Committee, 1991. General Negotiating Committee, 1990 and 1994. Meal Taxation Committee, 1991. Central Labor Council, Present. Delegate to Utility Conference Portland, Oregon, 1992. Represented IBEW on PG&E's Blue Print for Learning Project. Local Labor/Management meetings. Attended numerous Shop Steward Training Conferences.

SAL PERALES

Initiated into IBEW Local Union 1245 in August 1971. Member of Unit #1111. Unit Chairman, Unit Recorder. Shop Steward, 1980 - 1995. 1984 Joint Crew Committee. Combination Crew Committee, 1984. Unit Officer's Training. Shop Steward Training, 15 years.

Advisory Council:
Pipe Line Operations

JIM LYNN

Initiated into IBEW Local Union 1245 in November, 1971. Classification: Gas Control Mechanic. Member

of Unit #2511. Advisory Council-PLO. Shop Steward, 1989 - present. PLO - Joint Apprentice Committee. PLO - Interim Negotiating Committee, 1991. PG&E - Employee Success Factor Team, 1992. Transition Monitoring Team - GSB, 1993. GSB Tech-Ad Hoc Committee, 1994. GSB Title 8 Committee, 1991 - present. IBEW Business Rep (Temporary, Stockton Division), 1994. Inter-Union Gas Conference, 1992. Various Shop Steward Conferences. IBEW/Stan Skinner presentation.

Advisory Council:
Alameda/Contra
Costa Transit and
East Bay Municipal

LARRY RODRIGUEZ

Initiated into IBEW Local Union 1245 in January, 1981. Classification: Chief Dispatcher. Member of Unit #2211 - Oakland General. Unit Recording Secretary, 1990-1992. Unit Chairman, 1992 - present. Shop Steward, 1988-1994. Negotiating Committee, 1985, 1988, 1990, 1993. Advisory Council Member, 1992 - present. Attended Shop Steward Training Conferences. Attended Unit Chairman and Recording Secretary Conferences.

Advisory Council:
East Bay and
Material Control

RICH COWART

Initiated into IBEW Local Union 1245 in December, 1972. Classification: Lineman. Member of Unit #2316 - Vice Chairman. Shop Steward from 1980 - present. Rubber Glove Committee. Attended many Shop Steward Training Conferences. Courses in Labor Studies.

Advisory Council:
Stockton and
City of Lodi

GROVER DAY

Initiated into IBEW Local Union 1245 in January, 1971.

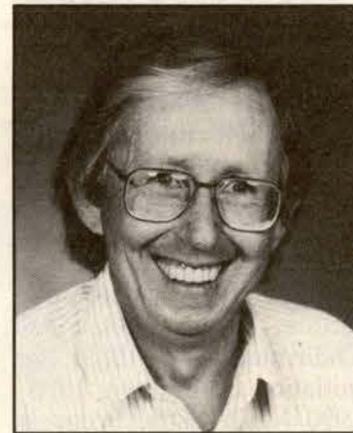
Classification: Lineman. Member of Unit #2512 - Angels Camp. Offices held: Local 1245 Advisory Council Member, 1985-present. Unit #2514 - Tracy, Recording Secretary, 1983-1985. Unit #2514 - Tracy, Vice Chairman, 1986 - 1988. Unit #2512 - Angels Camp, Recording Secretary, 1990 - 1995. Shop Steward, Tracy, 1982 - 1988. Shop Steward, Angels Camp, 1988 - 1995. Union/Company Walk-Around Safety Committee (Tracy and Manteca), 1984, 1986, 1988. Union/Company Walk-Around Safety Committee (Angels Camp and Jackson), 1989 - 1995. Shop Steward's Region Training Conference, March, 1989, June, 1990, March, 1992. International IBEW Steward Training Course, 1991.

Advisory Council:
Pacific Gas
Transmission

KEN SORENSON

Initiated into IBEW Local Union 1245 in November, 1981. Classification: Technician. Member of Unit #3024. Chairman. Shop Steward, February, 1995 - present.

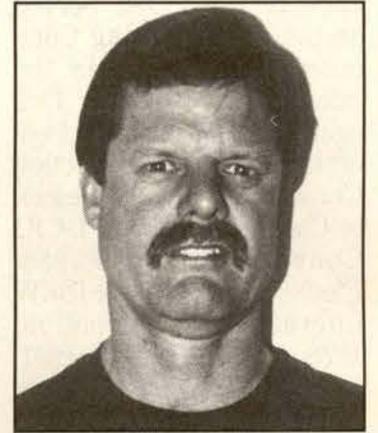
ARCHIE TAYLOR



Initiated into IBEW Local Union 1245 in January, 1971. Classification: Mechanic. Member of Unit #3023 - Walla Walla. Unit Recorder, 18 years. PGT Negotiating Committee 1987. PGT Advisory Council alternate.

Advisory Council:
Sierra Pacific
Power Co.

BOB "B. J." VIEIRA



Initiated into IBEW Local Union 1245 in May, 1966. Classification: Troublemaker. Member of Unit #3311 - Reno. Unit Recorder, Unit #2314, Hayward, 1967 - 1968. Unit Chairman, #3314, South Tahoe, 1978 - 1980, 1980 - 1983. Advisory Council, Northern Nevada and SPPCO, 1989-present. Shop Steward, 1968-present. Shop Steward, East Bay, 1968 - 1970. Shop Steward, South Tahoe, 1970-1973. Currently Shop Steward, Portola. Negotiating Committee, City of Alameda, 1976. Negotiating Committee, SPPCO, 1986. Ballot Committee, 1986 - 1988, 1991. Ballot Committee, 1245, 1986. D.O.T. Drug Test Committee, 1990-1991. Attended Shop Steward Conferences. Attended AFL/CIO Rocky Mountain Labor School, 1989. Attended Nevada State AFL/CIO Conventions, 1989 - 1992, 1994.

Advisory Council:
North Bay

JIM FINDLEY

Initiated into IBEW Local Union 1245 in December, 1973.

List continues NEXT PAGE

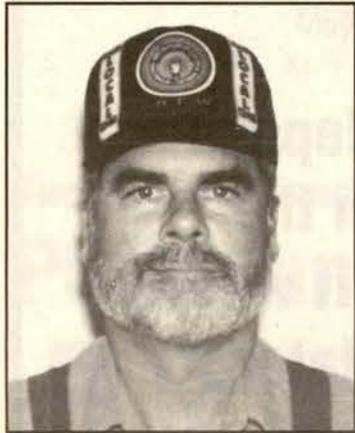
Assert Your Rights!

VOTE

LOCAL 1245 ELECTION: CANDIDATE RESUMES

**Advisory Council:
De Sabla**

BOB LOVETT



Initiated into IBEW Local Union 1245 in July, 1971. Classification: Troublemaker. Member of Unit #3417 - Chico. Unit Chairman, Unit #3417 for 12 years. Shop Steward, 1977 - present. Grievance Committee, Division Labor Management. Regional Labor Management. Numerous Shop Steward Trainings

**Advisory Council:
CATV - Operating
Companies**

MICHAEL JOHNSON

Initiated into IBEW Local Union 1245 in March, 1990. Classification: Installer. Member of Unit #1218. Shop Steward, 1992 to present. M.P.T.V. Negotiating Committee, October 1993.

**See Page 3
for
Instructions
on
Filling Out
Your
Ballot.**

**Advisory Council:
Sacramento
Regional Transit**

CONNIE BIBBS

Initiated into IBEW Local Union 1245 in August, 1986. Classification: Maintenance/Utility Worker. Member of Unit #3011 - Sacramento Regional Transit. Shop Steward, 1991 - present. Positive Discipline Implementation Team, September, 1993. Drug and Alcohol Testing and Rehabilitation Implementation, December, 1994. Shop Steward's Training. 13th Annual Western Summer Institute for Union Women Conference, August, 1994. Wage Reopener Negotiation Committee, March, 1995.

WILL NUNEZ

Initiated into IBEW Local Union 1245 in February, 1962.

**Advisory Council:
Outside
Construction**

VERN BROWN

Initiated into IBEW Local Union 1245 in March, 1985. Classification: Journeyman Lineman. Member of Unit #4911.

JEFF JOHNSTONE

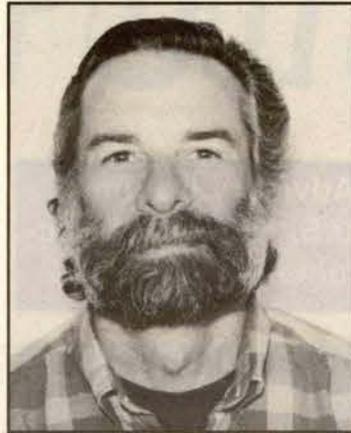
Initiated into IBEW Local Union 1245 in December, 1968. Classification: Journeyman Lineman. Member of Unit #4912 - Outside Construction. Chairman of Unit #4912. Chairman, Executive Committee. Shop Steward over 25 years. Negotiating Committee, 1994. Safety Committee. Shop Steward Classes. Comet Classes.

LARRY THOMSON

Initiated into IBEW Local Union 1245 in January, 1963.

**Advisory Council:
Drum**

TERRY ANDREUCCI



Initiated into IBEW Local Union 1245 in April, 1977. Classification: Lineman. Member of Unit #3511. Current Advisory Council Member, Drum Division. Shop Steward, 1980 - present. Original Rubber Glove Informational Task Force. Current chairman of Unit #3511, September 1993 - present. Past vice-chairman of Unit #3511, June 1992 - September 1993. Shop Steward Region Training Conferences, March 1989, March 1992, April 1993.

LARRY LAYTON

Initiated into IBEW Local Union 1245 in June, 1974.

**Advisory Council:
General
Construction**

**JOSEPH CHARLES
OSTERLUND**

Initiated into IBEW Local Union 1245 in October, 1979. Classification: Field Garage Mechanic "A". Member of Unit #2314 - Hayward. Shop Steward, 1982 - 1995. GC Negotiations, 1990. Apprentice Committee (Fleet). Joint Grievance Committee Alternate.

**Advisory Council:
Clerical at Large**

ANNA M. BAYLESS

Initiated into IBEW Local Union 1245 in August, 1980. Classification: Service Rep, CC&C. Member of Unit #2511 - Stockton, PG&E. Recorder, three terms, 1986 - 1995. Shop Steward, 1985 - 1995. PG&E/IBEW Safety Inspection Committee, three years. Union Rep for Company Employee Involvement Committee, 1992-1994. Title 8 Labor Management Committee, 1993 - 1995. California Women's Labor Conference, Berkeley, 1989. Shop Steward Conferences.

BILL BRILL



Initiated into IBEW Local Union 1245 in June, 1980. Classification: Meter Reader. Member of Unit #1500. Unit Chair, 1981-1992. Shop Steward, 1980-1995. Ballot Committee, 1983. San Jose Division Labor Management Committee Member, 1990 - 1995. Co-Chair of San Jose Division Labor Management Committee, 1993 - present. Co-Chair of Continuous Improvement through Employee Involvement Advisory Board, 1993 - present. Member of San Jose Division Safety Walk-Around Committee, 1991 - present. Chair of San Jose Division Safety Walk-Around Committee, 1992 - present. Member of CEO meeting that met with Stan Skinner, 1994. Have attended many Shop Steward Conferences. Delegate to South Bay AFL-CIO Labor Council, 1984 - present. Executive Board Member to South Bay AFL-CIO Labor Council, 1994 to present. Chair of Union Label Committee South Bay AFL-CIO Labor Council, 1994 - present.

JANICE S. DANIELSON

Initiated into IBEW Local Union 1245 in January, 1983. Classification: Meter Reader. Member of Unit #3613 - Oroville. Women's Conference, Concord.

LINDA JURADO



Initiated into IBEW Local Union 1245 in January, 1982. Classification: Operating Clerk Typist. Member of Unit #1111 - Fresno. Unit Recorder, 1989 - present. Shop Steward, 1986 - present. 1992 Election Committee. 1993 and 1994 Safety Committee. Safety Action Forum, 1994. Summer Regional Institute of Union Women, 1987 and 1988, Los Angeles/Berkeley. IBEW Tri-District Women's Issues Conference, 1990 - Reno. Women's Conference, 1991 and 1992 - Concord. Women in the Workforce Conference, 1994 - Los Angeles. Delegate to Central Labor Council, Fresno-Madera, October 1991 - present. Ad Council Clerical-At-Large Alternate. Numerous Shop Steward Training Conferences.

JUDY RICHTER

Initiated into IBEW Local Union 1245 in July, 1983. Classification: Meter Reader. Member of Unit #2512.

List continues NEXT PAGE

**If You
Do Not
Receive
a Ballot
by June 8, Call the
Union Office in
Walnut Creek at:
510-933-6060**

LOCAL 1245 ELECTION: CANDIDATE RESUMES

From PAGE FIFTEEN

**Advisory Council:
Tree Trimmer
Companies**

BOB IRWIN



Initiated into IBEW Local Union 1245 in June, 1985. Classification: Working Foreman. Member of Unit #4419 - Davey Tree, Redding. Unit Chairman. Shop Steward, 1986 to present. Successful strike captain, 1992, Asplundh Tree. Shop Steward Training Meetings, Chico.

**Advisory Council:
San Francisco
Clerical (VP and
Comptroller's
Office)**

SHIRLEY ROBERTS

Initiated into IBEW Local Union 1245 in November, 1979.

**Advisory Council:
Irrigation Districts**

DAVE PITTMAN

Initiated into IBEW Local Union 1245 in August, 1978. Classification: Line Crew Leader. Member of Unit #2518 - Modesto Irrigation District. Shop Steward, 1978 - present. Local Union Election Committee, 1985 and 1992. Advisory Council Member, 1993-present. Unit Chairman, 1978 - present. Yearly Shop Steward Training, 1978 - 1994.

**Advisory Council:
Colgate**

JIM "ED" EDWARDS

Initiated into IBEW Local Union 1245 in December, 1976. Classification: Lineman. Member of Unit #3611 - Marysville. Chairman of Unit #3611. Shop Steward, 1992 - present. Marysville Central Labor Council. Shop Steward Conferences and Workshops. Alternate Colgate Advisory Council.

DON SILVA

Initiated into IBEW Local Union 1245 in January, 1972.

**Advisory Council:
Sacramento**

KEITH BURKHARDT

Initiated into IBEW Local Union 1245 in May, 1978. Classification: Lineman. Member of Unit #3813. Advisory Council, Sacramento. Electric Facility Assessment Committee, April, 1995. Spoke on Union's behalf at the PUC Hearing, South Lake Tahoe, September, 1994.

**Advisory Council:
Sacramento
Municipal Utility
District**

DICK BEHNKE

Initiated into IBEW Local Union 1245 in September, 1992. Classification: Power System Operator. Member of Unit #3911 - SMUD. Unit Recorder, 1994 and 1995. Shop Steward, 1992-present. Shop Steward Training Conferences. Attended Advisory Council as a visitor in 1994.

ARTHUR A. TORRES

Initiated into IBEW Local Union 1245 in April, 1979. Classification: Cable Splicer/Electrician. Member of Unit #3911 - Vice Chairman. Shop Steward, 1984 - present. Negotiating Committee, 1988, 1990, and 1994. Division

Safety Committee. Department Safety Committee. MOU Committee. Current Advisory Council Member, Public Sector. Shop Steward Training Conferences.

**Advisory Council:
U.S. Bureau of Rec-
lamation - Region 2**

NO CANDIDATE

**Advisory Council:
Humboldt**

LEE R. THOMAS, JR.

Initiated into IBEW Local Union 1245 in December, 1977. Classification: Lineman. Member of Eureka Unit. Shop Steward, 1983-present.

**Advisory Council:
TCC-4**

JACK OSBURN

Initiated into IBEW Local Union 1245 in June, 1970.

**Advisory Council:
GCC - 1**

GARY MAI

Initiated into IBEW Local Union 1245 in April, 1968.

**END OF
CANDIDATE
RESUMES**

Remember:

**You must deposit
your ballot in the
mail so that it will be
received no later
than 10:00 a.m.,
June 22, 1995, at the
P.O. Box.**

**Ballots arriving in
the Post Office Box
after this time and
date will not be
counted.**

