

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
July 1996  
Vol. XLV No. 7

# UTILITY REPORTER

Is Your Job Too Safe?  
See page 10

## Why Are These Guys Celebrating?



PG&E's Zimmerman, Stockton, and Zaninovich take 1<sup>st</sup> Place in the 1996 Gas and Electric...

## RODEO!

## New pact at PG&E

**N**egotiators for Local 1245 and PG&E took just one day to reach agreement on a new union contract that provides 10% in general wage hikes over three years.

The lightning-quick negotiations provided stunning evidence that the cooperative relationship inaugurated April 5, 1995 is paying off for both sides. Joint efforts have helped the company make real progress toward improving service and cutting costs. For bargaining unit employees, cooperation has meant a real voice in determining the size and structure of the

workforce, and a meaningful forum for addressing job security concerns.

The new agreement stands in stark contrast to conditions at some utilities, where employers have attempted to cut costs at the expense of their employees. By agreeing to a reasonable wage package, PG&E has opted to enlist employees as an ally in its cost-cutting effort, rather than making them a victim of it.

The new pact, which takes effect Jan. 1, 1997, takes the place of the current labor agreement, which was not due to expire until the end of 1997. The agreement provides general wage increases of 3.25% on Jan. 1, 1997 and

1998, and a 3.5% increase on Jan. 1, 1999.

"Our bargaining committee entered these negotiations with three basic goals: no concessions, extend security, and obtain wage increases," said Business Manager Jack McNally. "This agreement achieves all of these, and allows both sides to concentrate our efforts on tackling the many important issues that lie ahead."

The new agreement applies to all four existing labor agreements: Physical, Clerical, Medical/Dental/Vision, and Benefits. Current benefit levels and premiums totally paid by PG&E

See PAGE THREE

## Overtime protections under attack . . . again

**O**vertime pay came under renewed attack when Gov. Pete Wilson's Industrial Welfare Commission voted 4-0 on May 17 to convene wage boards to make recommendations on erasing the eight-hour day and other worker protections.

Recommendations would affect five of the historic wage orders that contain state workplace regulations, including requirements that employers pay overtime.

California workers have two layers of overtime protection. Federal law requires that overtime be paid for work in excess of 40 hours in a week. California law goes a step further by requiring that overtime be paid for work in excess of 8 hours in any single day.

The IWC action is only the latest in a series of assaults on overtime protections. Legislation was intro-

duced in the US House of Representatives last year that would repeal the 40-hour week, allowing employers to work their employees 80 hours a week without paying overtime.

In January, the California Assembly voted to abolish the 8-hour day, meaning there would be no limit on how many hours your employer could work you in a single day at straight time.

Recommendations put forward by the IWC would affect hundreds of thousands of California workers. Targeted are the five wage orders relating to: manufacturing; professional, technical, clerical and mechanical; public housekeeping, which includes hospitals, hotels, motels and restaurants; mercantile; and transportation, including taxis, trucking, auto repair, car washes and ambulances.

Currently workers have the option of voting by se-

cret ballot to elect an alternative to the traditional work week of five eight-hour days. Many unions are party to agreements which allow employees to work, for example, four 10-hour days.

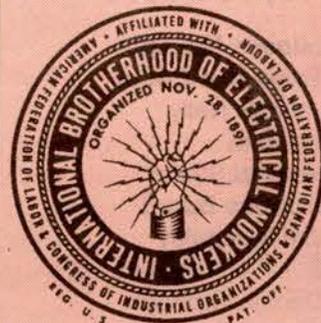
However, these are alternatives voluntarily agreed to by the affected employees. The IWC, like the California Assembly last January, is considering the total repeal of 8-hour protections, thereby giving employers free reign to require their employees to work overtime

at straight pay.

The wage boards also will be charged with recommending whether to alter or abolish requirements limiting the number of hours that workers can be held on the job between meal breaks and, in Wage Orders One, Four and Five, whether to broaden the definition of administrators and executives so that thousands of additional workers can be so categorized and deprived of virtually any state protections or safeguards.

### PG&E Emergency Response Survey

The PG&E CES 94-53 Subcommittee on Supplementing Work Force in Emergencies is circulating a survey asking employees to identify skills that could be useful during storm-related problems. The goal is to maximize the use of skills and experience of bargaining unit people to provide excellent service to customers. This information will be used by the emergency coordinators to staff the local emergency response groups. Local 1245 encourages you to assist in this important labor-management effort by completing and returning the survey.



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### CALENDAR

July Unit Meetings:  
Discuss New PG&E Pact

August 3-4  
Local 1245  
Advisory Council  
Concord, Ca.

September 16-20  
IBEW Convention  
Philadelphia, Pa.

October 5  
Last Day to Register  
to Vote in Nov. 5  
General Election

Register By  
Mail!  
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1-800-345-8683



## UTILITY REPORTER

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### Workers here and abroad

## Rolling the union on...

**UFW Victory:** The United Farm Workers signed a contract with lettuce grower Bruce Church Inc., ending a bitter 17-year battle. The five-year contract, which covers more than 400 workers, provides seniority rights, grievance and arbitration, leaves of absence, six holidays, vacations, pension contributions and raises that will take the average wage to \$8.56 in 2001.

**For the Children:** About 200,000 people marched on Washington D.C. last month in what organizers described as the largest demonstration for children in history. Organizer Marian Wright Edelman said the rally was "about rekindling our children's hope and renewing our faith in each other and in our great nation's future."

**Bailing Out:** Some 50 flight attendants have left ValuJet since a crash in Florida in May killed all 110 people on board. The Flight Attendants, which is seeking a first contract at the carrier, are backing legislation, HR 3187, which would make it easier for workers to report safety lapses, shield workers from company retaliation, and protect management from frivolous complaints.

**Hillhaven Pact:** Members of the Service Employees have ratified a new agreement with Vencor/Hillhaven nursing homes that provide wage increases, job security and a say on patient care. The agreement, which covers more than 2500 workers, was secured after a union campaign that included high-profile protest demonstrations, frequent arrests, firings, and a series of one-day walkouts.

### APPOINTMENTS

#### CONFERENCES AND CONVENTIONS

**California Labor Federation Constitutional Convention**  
Mike Davis  
Dorothy Fortier  
Ed Mallory  
Jim McCauley  
Jack McNally  
Howard Stiefer  
Eric Wolfe

**Rocky Mountain Labor School**  
Grant Garrison  
Robert Wilk

**APRI 27th Annual National Educational Conference**  
Dorothy Fortier

**1996 Western Regional Summer Institute for Union Women**  
Debra Hall

## In memoriam: Michael Castro

PG&E Sierra Division Lineman Michael Castro died while on the job on June 4.

Brother Castro was found unconscious near a pad mount transformer in a new subdivision in El Dorado Hills. He was subsequently transported to Mercy Hospital in Folsom where he was pronounced dead. No obvious signs of electrical contact were found at the worksite or by paramedics and hospital personnel. The apparent cause of death is now listed as a heart attack, but other possibilities are still being actively investigated.

Brother Castro was 51 years old and had been employed with PG&E for 19 years. Local 1245 extends condolences to friends and family of Michael Castro.

On June 19, a Letter Agreement was signed that provides employees an opportunity to sell unused vacation to financially assist Mike's widow, Rita Castro. Contact your HR advisor for more information.



### GENERATION COMMITTEE

Meeting recently at the union hall to prepare for talks with PG&E over the future of its generation facilities are, from left: Al MacLean, Bill Butkovich, Larry Magnoli, staff attorney Tom Dalzell, Wayne Fippin and Dan Lockwood. (Photo: Eric Wolfe)

### Privacy Endangered:

In looking at 84 Fortune 500 companies, researcher David Linowes found that two-thirds routinely disclose employee information to creditors, but refuse to let employees see their own files, the Wall Street Journal reported. The data collected may include medical and financial records, reports from private investigators and even rumors. The proliferation of sophisticated technology, he says, allows personnel files to be kept for longer periods, and distributed more freely.

### They Walked:

Some 6,700 Machinists at McDonnell Douglas' St. Louis plant walked out June 5 after rejecting the aerospace company's latest contract offer. Talks had focused on McDonnell's increasing use of outside contractors and the transfer of some work to non-union plants in Arizona and Georgia.

### Janitors Strike:

Talks between the Service Employees, representing more than 5,000 janitors, and eight contract cleaning firms in the San Francisco Bay area resumed June 7 after a week of selective strikes. The

SEIU's Justice for Janitors campaign has been using surprise as a key element in the strategic strike, laying down their brooms at a different site each night.

### Going Too Far:

Pacific Power of Oregon sent a \$50 check to an 11-year-old girl to replace the savings she lost when a collection agency seized her bank account to help pay her mother's electric bill, the San Jose Mercury News reported. Pacific Power also told its collection agency to stop trying to collect on the \$126.27 bill and return the case of the utility.

### The Boss:

In a survey by Personnel Decisions International, 41% of workers said their boss has no effect on their job performance, while 42% reported the boss helps performance. Fourteen percent said the boss made their job harder.

### Union Toys:

The good news is that for the first time ever you can buy your kids' toys in unionized Toys R Us stores, Labor Notes reported. The bad news is that the three union stores are in Sweden. Airfare from San Francisco could run you a thousand bucks.

## Softball Tournament a success

Seven teams participated in the 19th annual Local 1245 Slow-Pitch Softball Tournament, held June 8 at Willow Pass Park in Concord, Ca.

Participating teams were the Black Sox, Fresno Hikers, Fremont

Warehouse "Giants", Just Hangin' Loose, and Regulators. Also participating was a team from Local 180 in Vallejo: the "Wire Nuts."

Fresno Hikers captured first place. Fremont "Giants" took second.

# New tentative pact with PG&E

From PAGE ONE

will remain in effect at least to the year 2000.

The company and union agreed that there will be negotiations twice during the term of the agreement covering pension and LTD benefits for those individuals receiving such benefits.

In a negotiating bulletin issued June 19, the union bargaining committee spoke out strongly in favor of the agreement:

"Given that we met our goals in one session and the current status of negotiations among public utilities in the State of California, it is the recommendation of Local

**Specifics of the proposed agreement will be discussed at July unit meetings. Union members are strongly encouraged to attend.**

1245's Bargaining Committee that this settlement package be ratified."

Serving on the bargaining committee for the union were: Anna Bayless, Mike Grill, Dan Lockwood, John Mendoza, Robert Olsen, John Petrovitz, Shirley Roberts, and Russ Rylee, along with Local 1245 President Howard Stiefer, Business Manager Jack McNally,

and Senior Assistant Business Manager Darrel Mitchell.

Specifics of the proposed agreement will be discussed at July unit meetings. Union members are strongly encouraged to attend.

Ratification ballots will be mailed out sometime in mid-July, with ballots to be counted in August.

## Four-Year Agreement

### Century Cable ratifies pact

Members of Local 1245 have ratified a new four-year agreement with Century Cable Television in the Ukiah, Willits and Ft. Bragg areas.

The new agreement provides an improved vacation allowance, job descriptions for the Clerical Department, with a new wage structure, and a general wage increase of 2% the first year and 3% in each of the three remaining years.

The parties agreed to look into improvements of the medical plan.

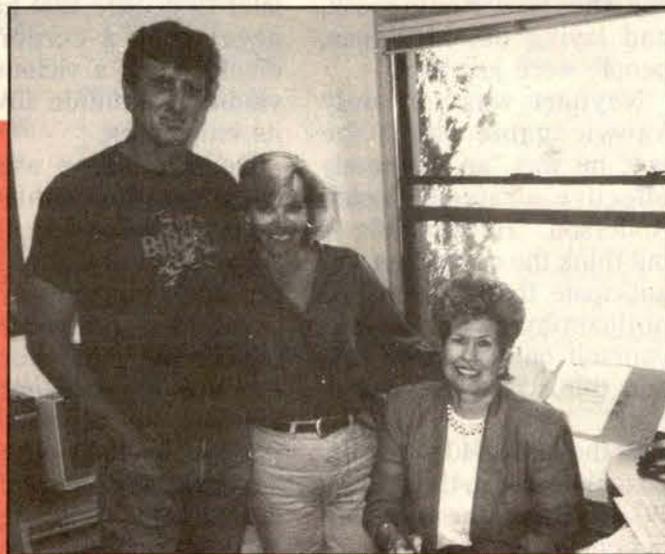
The bargaining committee consisted of Donna Whetstone, Customer Service Representative; Bob Reid, Tech III; Bob Devito, Tech

II; and Business Representative Bob Choate.

It took two sessions of bargaining—with the last session lasting 18 hours—before a table agreement was reached. According to Choate, this is the first time Century Cable has come to the table wanting to bargain a contract instead of degrading their employees with anti-union tactics.

"Century Cable is starting to recognize how valuable their employees are to their system," said Choate.

According to Choate, the union and the company are now committed to working toward a good relationship for the term of the agreement.



Serving on the Century Cable ballot committee were (from left) Bob Reid, Julie Koetzner, and Donna Whetstone.

Register to Vote!

## Union paper honored

The Utility Reporter took first prize for best newspaper in its class in the annual labor journalism competition sponsored by the Western Labor Press Association.

The paper, published by IBEW Local 1245, also took top honors in the "Best News Story" category for the article "Union widens campaign against PG&E layoffs," which appeared in the February 1995 issue.

The Utility Reporter was awarded second place in the "Best Editorial" competition for a column by Business Manager Jack McNally on the subject of "Who's Behind the Attack on Your Overtime Pay?"

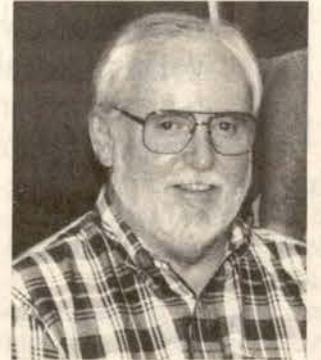
McNally is executive editor of the paper. Communications Director Eric Wolfe serves as managing editor.

The awards were presented in Anaheim at the WLPWA annual conference.

# Deregulation haste could make waste

Jack McNally, IBEW 1245 Business Manager

The recent tragedy involving the crash of a ValuJet airliner in Florida has caused some commentators to wonder if deregulation of the airline industry in the 1980s went too far.



Despite all the rhetoric about free markets and competition, it is clear that deregulating major industries can have serious consequences. As California forges ahead with plans to deregulate the electric utility industry, policy makers would be well advised to proceed with great caution.

Recent developments in the California Senate illustrate just how complex the issues can get with respect to utility deregulation. In June, the Senate Committee on Energy, Utilities and Communications conducted hearings on numerous bills having to do with electric industry restructuring. The Committee had 13 different bills on its plate. A dozen of these bills aimed to shape the deregulation process in one fashion or another.

But the other bill, AB 622, was something completely different. This bill was put forward by the Western Mobilehome Parkowners Association. In this era when so many businesses are demanding to "escape" from the major utilities and shop for power on their own, the mobilehome park owners want to go in just the opposite direction.

Under existing law, an investor-owned utility (like PG&E) must provide a discount to a master-meter customer, such as a mobilehome park

owner, if that customer operates a submeter system serving the ultimate consumer of the service, such as mobilehome park tenants. The master-meter operator may charge submeter customers more than the rate they would pay if they took service from the utility directly.

So under existing law, the mobilehome park owners are, in a sense, already deregulated. They purchase power and run it through their own distribution system. They are "free" of the big utilities.

But the mobilehome park owners haven't found this to be such a great deal. Maintaining and operating these systems has apparently been a giant headache, and the park owners say they want out. They want to leave it to "the experts."

They want the utilities to take their systems over.

It's a bit ironic, to say the least. All these "free market" advocates are so anxious to get the utilities out of the picture. But those who have experienced life without the utilities want them back.

# Stanley Neyhart stood with labor

**T**here was never any question whose side Stanley Neyhart was on. Neyhart, the legendary labor lawyer who helped workers establish a union at PG&E nearly 50 years ago, was a brilliant and zealous defender of workers and their unions throughout his long and distinguished career.

Stanley Neyhart died April 29 at the age of 78.

In a recently-published interview, retired California Supreme Court Justice Joseph Grodin praised Neyhart as "an amazing man" who "saw the representation of unions and of working men and women as an almost religious activity."

PG&E was one of the first companies to get a taste of just how amazing Neyhart was.

In 1948, the year Neyhart began his law career in San Francisco with the labor law firm headed by Mathew Tobriner, PG&E employees were in the midst of a bitter struggle to organize a union. PG&E was a formidable opponent, well-practiced in the art of industrial warfare. The company had crushed the IBEW once before in the early 1920s, and smothered an organizing drive by the CIO in the 1930s.

Both the IBEW and the CIO mounted new organizing campaigns during the 1940s, but PG&E successfully played each other through most of the decade.

By 1948, the union drive had sputtered to a standstill. Then, in a daring gambit to revitalize the campaign, key leaders of the CIO at PG&E—led by Ronald

Weakley—threw their support to the IBEW. Their goal: organize and win a union representation election covering all the employees at PG&E.

But their troubles were many.

For one thing, some employees remained loyal to the CIO union and resisted crossing over to the IBEW. For another thing, the old guard leadership of the IBEW wasn't exactly thrilled to have Weakley and his CIO cohorts come in and steal their thunder. And then of course there was PG&E, loaded for bear.

Weakley and the other organizers could battle PG&E management by signing up members. But to win an NLRB election, the union had to battle PG&E's attorneys as well. PG&E, of course, had all the attorneys money could buy.

The union had Matt Tobriner, and his new associate, Stanley Neyhart. The unionists knew from experience that Tobriner was an accomplished jurist. But who the hell was this Stan Neyhart?

"We thought he was just a young squirt attorney and we were going to have to teach him labor law," recalled Don Hardie, one of the original organizers of the union at PG&E. But it didn't take long for them to see they had seriously un-



This photo illustrates the great legal talent that served at one time or another in the same labor law firm as Stanley Neyhart. From left: former Supreme Court Justice Joseph Grodin, former Supreme Court Justice Mathew Tobriner, Stanley Neyhart, and former San Francisco Superior Court Judge Leland Lazarus. (Photo courtesy of Neyhart, Anderson, Reilly & Freitas)

der-estimated Neyhart.

"We found out he was one of the fastest learners on earth!" Hardie remembered with a laugh. "He was quite a fine attorney."

Neyhart's brilliance often took people by surprise. He did not play the role of the impeccably dressed attorney, and seemed little concerned with some of the more mundane concerns of everyday life.

"He was an eccentric genius," said John Anderson, Neyhart's partner at the San Francisco law firm of Neyhart, Anderson, Reilly & Freitas. "Some people would look at him and say, 'Jeez, a homeless person.' But when he started to speak, and laying out his ideas, people were just rapt."

Neyhart was not only knowledgeable about the law, he was "an extremely effective strategist," said Anderson. "He was able to out-think the opposition and anticipate their moves. His philosophy was, you put yourself on the other side and think like the opposition."

In the late 1940s, that opposition came in the form of PG&E. One of the most serious challenges to the union's organizing drive came in early 1949, when PG&E petitioned the NLRB to have

more than 1600 employees in 51 classifications excluded from the bargaining unit. If the company succeeded in this maneuver, it would blow an enormous hole in the IBEW's dream of having a single powerful union representing all PG&E employees.

Testifying for the union at the NLRB hearings were Ron Weakley and Don Hardie, represented by Tobriner and Neyhart.

Held against the backdrop of the McCarthy era, the hearings were brutal affairs. Weakley and Hardie came under withering attack by lawyers for the company and the CIO union. Neyhart was later to declare that he had never seen a corporation display such a vicious and vindictive attitude towards its employees.

Despite these attacks, when the dust settled the union prevailed. The 51 classifications were included in the bargaining unit.

Tobriner's firm went on to handle the legal work for the union representation election for physical employees in 1950. The firm also helped IBEW beat back a challenge to its right to represent PG&E physical employees in 1952, and assisted with the clerical election shortly thereafter.

Weakley, who called Neyhart's death "a personal loss," said Neyhart played a crucial role in contract negotiations with PG&E during the 1950s, helping the union consolidate its gains after all the elections were won. Among other things, Weakley credited Neyhart with fathering—along with L.L. Mitchell—the Long Term Disability provisions of the labor agreement.

Neyhart went on to represent many other unions in addition to IBEW, including transit workers, marine firemen, plumbers and pipefitters, teamsters, bricklayers, hod carriers, milk wagon drivers, and bakery wagon drivers. He was chief counsel for more than 100 labor agreement negotiations and was an early proponent of the use of arbitration for the resolution of contract disputes.

Two of Neyhart's partners went on to become California Supreme Court Justices: Joseph Grodin and Mathew Tobriner. Another partner, Leland Lazarus became a judge on the San Francisco Superior Court.

Neyhart, however, left the world of law as he had entered it: an attorney whose deepest commitment was to the defense of working people and their unions.

**Stan Neyhart "was able to out-think the opposition and anticipate their moves. His philosophy was, you put yourself on the other side and think like the opposition."**

*John Anderson*

# Rodeo!

**L**ocal 1245 gas and electric workers tested their skills and stamina in

friendly competition during the Sixth Annual West Coast Gas and Electric Rodeo last month at Oakwood Park near Manteca, Ca.

Local 1245 members from Pacific Gas & Electric and Sacramento Municipal Utility District were joined by teams from Southern California Edison in the competition. A Local 1245 crew from the Western Area Power Administration was on hand to provide aerial thrills to the kids.

The rodeo, the first to feature competition in gas events, was held in part to determine which teams will

represent PG&E and SMUD at the National Lineman's Rodeo this fall.

But the main purpose was

to promote safe work practices, demonstrate the skills of the trade, and have some fun in the sun.

Over 1200 attendees dined on barbecue beef and chicken, hot dogs, chili, potato salad, and rolls provided by Local 1245 staff, advisory council members, and volunteers.

It was the best-attended rodeo to date, and from all appearances one of the most enjoyable. Photos of the event—and some of the winners—appear in the following pages.

Thanks to everyone who helped make this an enjoyable time for all.

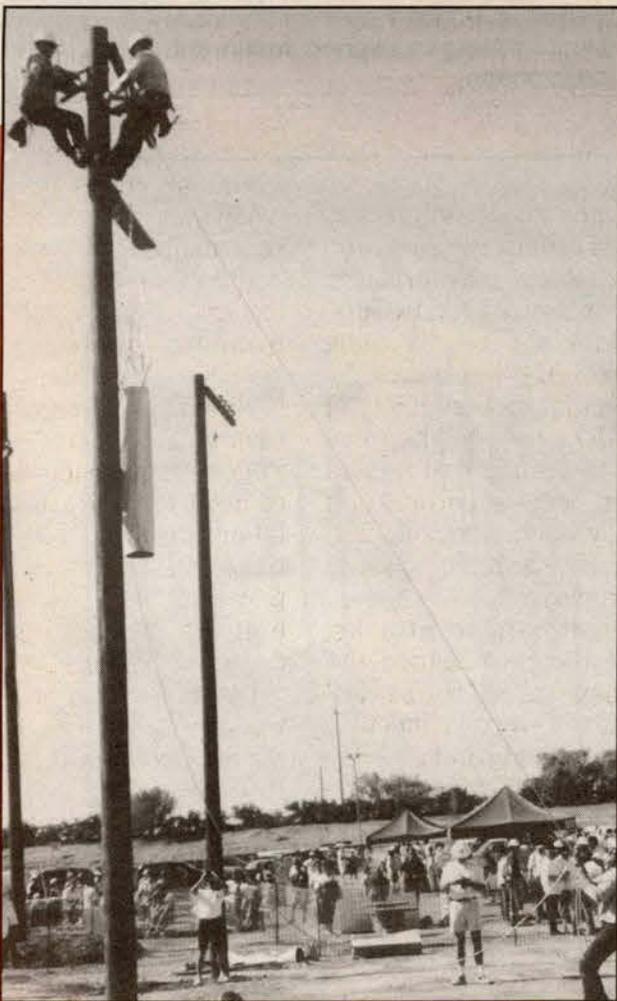
SMUD • IBEW Local 1245 • PG&E

## West Coast Gas & Electric Rodeo 1996

June 15  
Manteca, Ca.



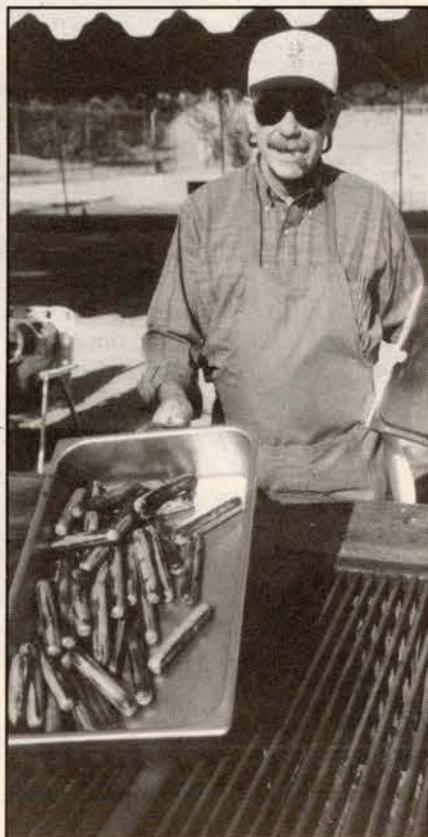
**EGG CLIMB**  
Tim Bedford, PG&E-Ukiah, secures egg in mouth during the pole climb event.



The East Bay PG&E team of Todd Guilliland, Jim Wapple, and Rusty Reimer compete in the Insulator Change Out event. (Photos: Eric Wolfe)



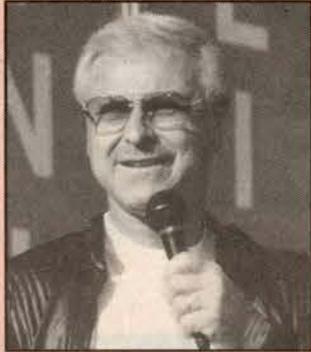
Chicken Man Joel Ellioff (above) and Weenie Meister Roger Stalcup (left) display their wares, barbecued to perfection. Maitre d' Dennis Seyfer (below) guides Rodeo guests through the garden of gourmet delights available courtesy of the Local 1245 Chow Team. Over 1200 people availed themselves of the abundant gastronomic opportunities.



**WEST COAST GAS & ELECTRIC RODEO**



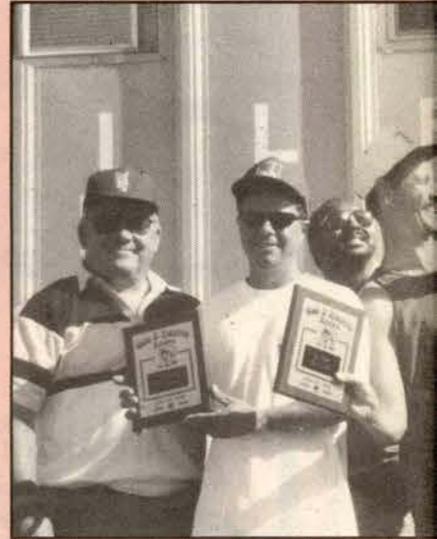
Local 1245 Business Manager Jack McNally



SMUD Assistant General Manager Leo Fassler



George Zaninovich, PG&E-GC, Bakersfield, demonstrates Hurt Man Rescue.



First Place, Gas Competition: PG&E Barry Pinnell, Tito Navarro, Luis Na



PG&E General Manager (CES) Bob Haywood



Larry Jones, son of SMUD's Gary Eichman, says he wants to be a lineman.



Paris Breaux, PG&E Yosemite Division; his daughter Morgan, nephew Justin, and Janice Evenson



Snake



Second Place Stockton Sven, Gla



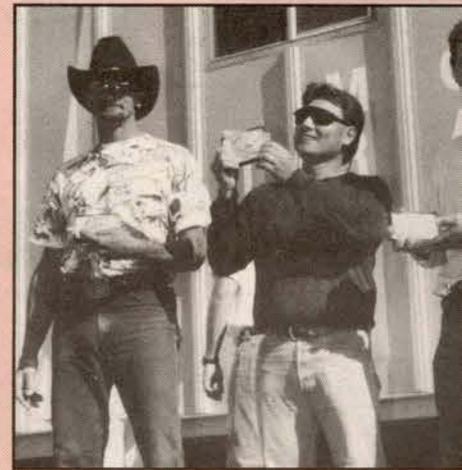
Barry Pinnell welding eve



George Zaninovich, PG&E-GC, Bakersfield, demonstrates Hurt Man Rescue.



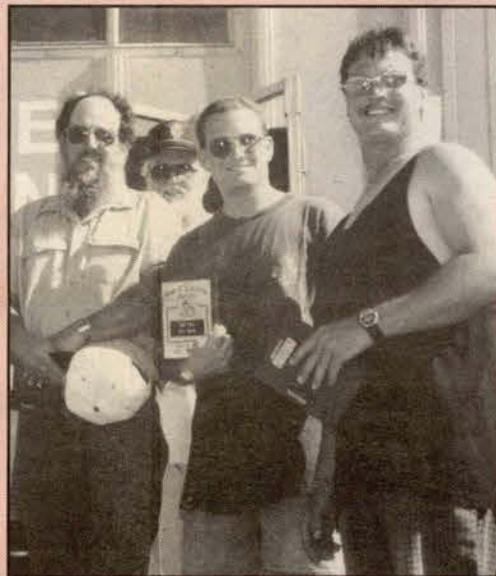
First Place, Gas Competition: PG&E San Francisco Division--Ed Williams, Barry Pinnell, Tito Navarro, Luis Navarro



First Place, Electric, SMUD: Greg Smith, Jim Baird, Jim Clamp



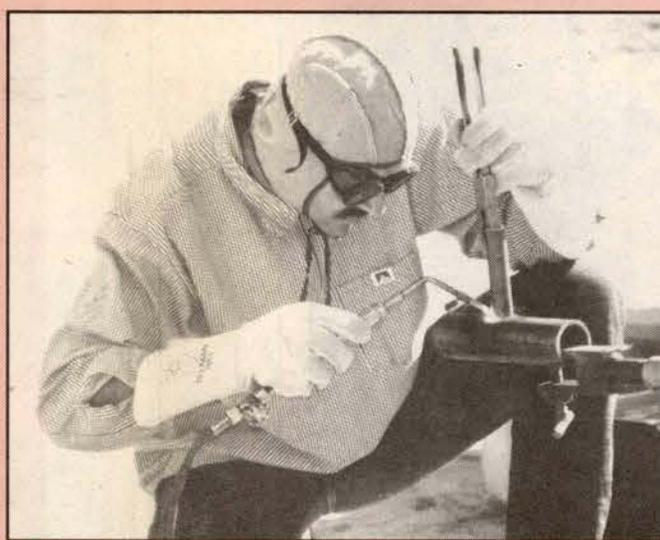
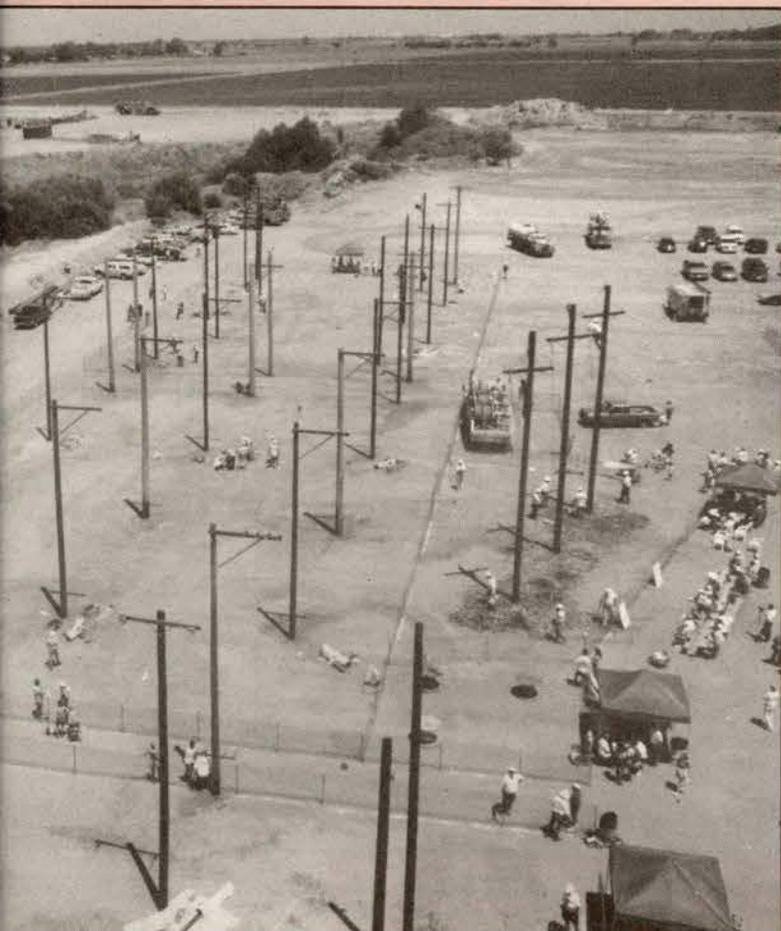
Paris Breaux, PG&E Yosemite Division; his daughter Morgan, nephew Justin, and Janice Evenson



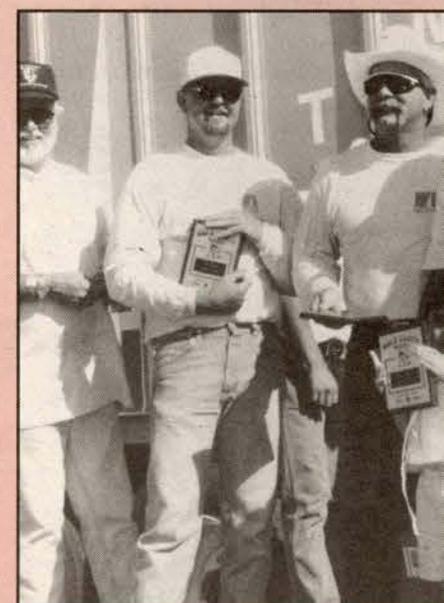
Second Place, Gas Competition: PG&E Stockton GC--Phillipe Thomas, Marty Sveen, Glade Beaudrow, Tim Owens



Second Place, Electric, SMUD: Don Gay, Max F. Gerald Mankins



Barry Pinnell, PG&E, San Francisco Gas, competes in welding event.



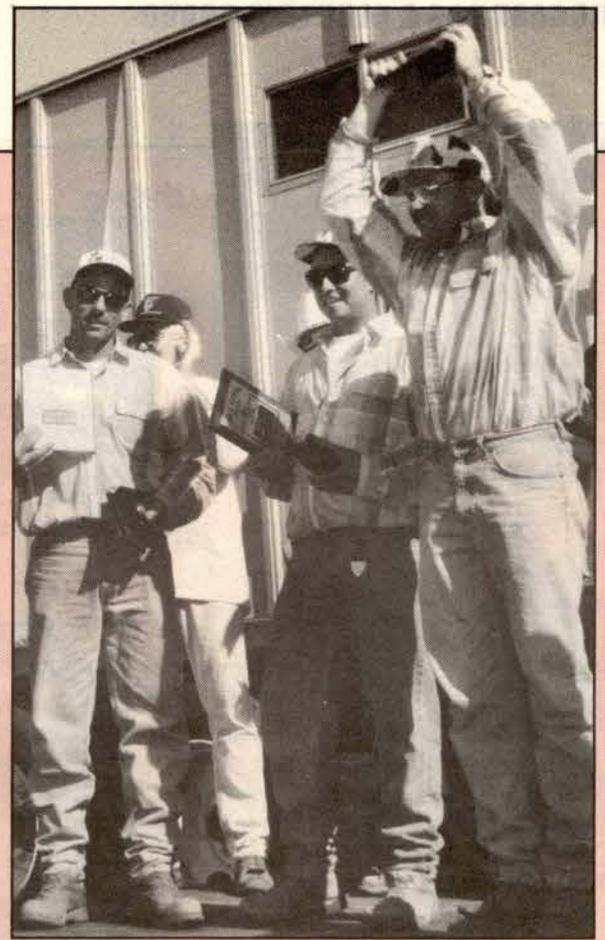
Second Place, Electric, PG&E: Baker Doty, Dan Ramirez, Rick Truitt



San Francisco Division--Ed Williams, [unclear] [unclear]



First Place, Electric, SMUD: Greg Smelser (Snake), Jim Baird, Jim Clamp



**THE CHAMPS**

First Place, Electric, PG&E, and First Place Overall: GC Bakersfield--Neil Stockton, George Zaninovich, Blair Zimmerman



Gas Competition: PG&E [unclear] C--Phillipe Thomas, Marty Beaudrow, Tim Owens



Second Place, Electric, SMUD: Don Gay, Max Fuentes, Gerald Mankins



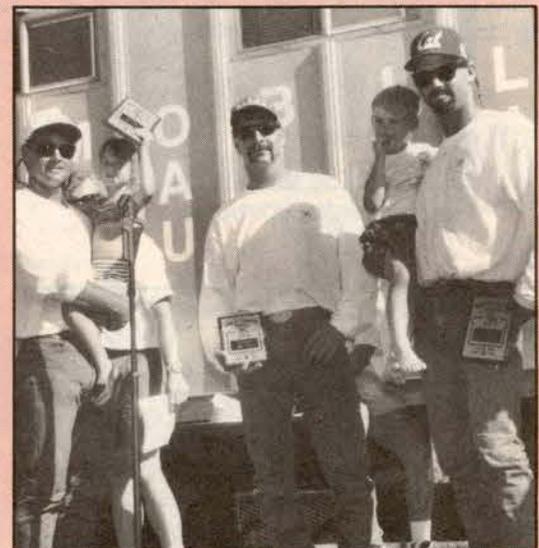
Third Place, Electric, SMUD: Ted Warner, Mark Bryant, Gary Eichman



PG&E, San Francisco Gas, competes in [unclear] [unclear].



Second Place, Electric, PG&E: Bakersfield--Curtis Doty, Dan Ramirez, Rick Truitt



Third Place, Electric, PG&E: GC Stockton--Evan Slaydon, Larry Matthews, Rick Laskowski

**WEST COAST GAS & ELECTRIC RODEO**



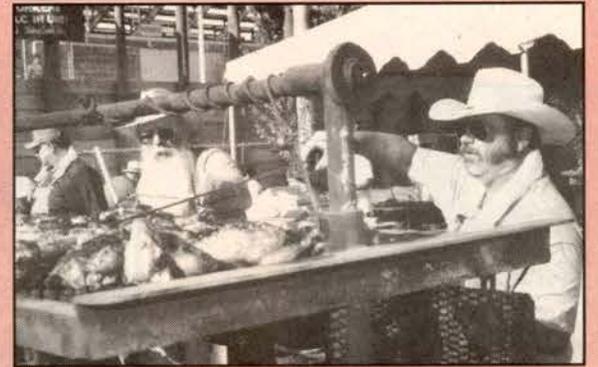
Phil Carter and Wayne Greer: sampling their wares



Chuck Davis: Is it done yet?



Art Murray: Cheers



From right: Gary Hughes, Gary Mai, Bob Choate



Dorothy Fortier



Hunter Stern: stoking the fire



Bob Martin



Joshua and Landis Marttila



Mike Haentjens and daughter Christina, 10



Mary Baarda, Julie Rodriguez, Sam Tamimi



Virginia Brown



Performing the rope splice is PG&E Redwood Region team of Tim Bedford, Jim Coul and Dave Powers.

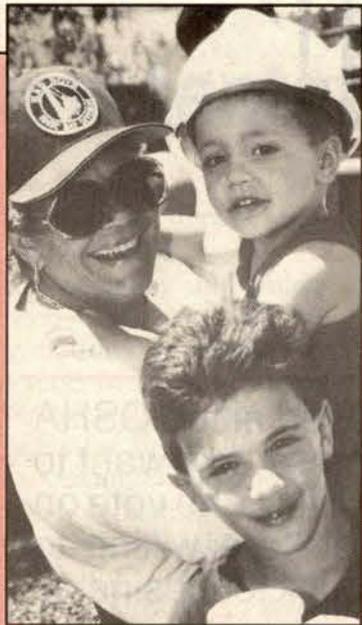


Fire tender Jack Osburn



Brenda Bartizal, Lula Washington, Ed Caruso





Shirley Cervelli, Mathew Reimer, Kenny Reimer



Ray Buffington performs "The Wedding Ring" in backhoe competition.

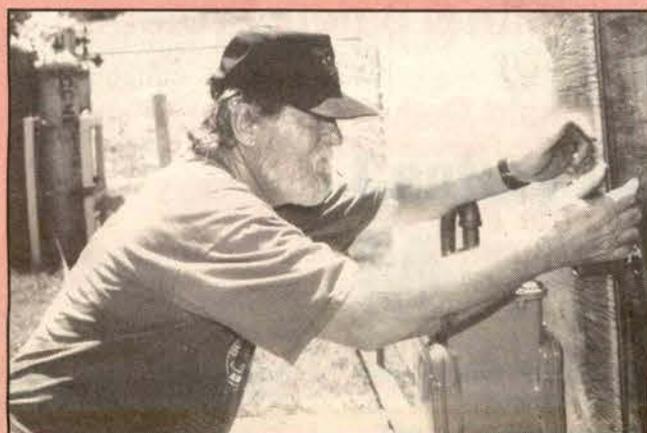
## Contestants

### ELECTRIC

- SMUD Team 1: Jim Clamp, Greg "Snake" Smelser, Jim Baird  
 SMUD Team 2: Ted Warner, Mark Bryant, Gary Eichman  
 SMUD Team 3: Max Fuentes, Gerald Mankins, Don Gay  
 SMUD Team 4: Lou Soto, Larry Gonzales, Ramon Padilla  
 SMUD Team 5: Lee Washington, Steve Roberts, Jesse Delgado  
 SMUD Team 6: Lawrence Caldwell, Mark Thomason, Mike Garcia  
 SMUD Apprentice Linemen: Gary Eichman, Walt Lyons, George Smith, Andrew Monarque, Ramon Padilla  
 PG&E GC Stockton: Larry Matthews, Evan Slaydon, Rick Laskowski  
 PG&E Trans/Grid Stockton: Tim Combs, Steve Fortune, Manuel Trujillo  
 PG&E GC Richmond: Scott Whitney, Doug Elford, Dave Schulz  
 PG&E GC Oakland: Karl Keaschall, Gerard Hammer, Bill Goodman  
 PG&E GC Ukiah: Tim Bedford, Dave Powers, Jim Pool  
 PG&E GC Bakersfield: Blair Zimmerman, Neil Stockton, George Zaninovich  
 PG&E GC Pleasanton/Dublin: Todd Walker, Bill Horn, Jim Rogers  
 PG&E GC Davis: Mickey Willey, Mitch Willey, Bart Linnenbrink  
 PG&E Division East Bay: Carol Prieto, Pat Windschitt, Mike Palladino  
 PG&E Division East Bay: Matt Kriletech, Frank Lehne, Kenny Graham  
 PG&E Division East Bay: Steve Castillo, Dennis Garcia, Greg Finley  
 PG&E Division East Bay: Jim Walpole, Todd Gilliland, Rusty Reimer  
 PG&E Division Bakersfield: Curtis Doty, Dan Ramirez, Rick Truitt  
 PG&E GC Stockton: Curt Schmidt, Norm Archer, Rob Hardy  
 PG&E Apprentices: John Williams, Earl Nevalasca, James Meeker, Robert Browne, Theresa Mullings, Kenny Graham  
 S. Cal. Edison: Rex Klinkerborg, Phil Miller, Mike Bungenstock  
 S. Cal. Edison: Art Cordova, Manny Rivera, Ryan Albright  
 S. Cal Edison: Ed Davis, Todd Gudger, Joe Baker

### GAS

- Team 1: Barry Pinnell, Tito Navarro, Ed Williams, Luis Navarro  
 Team 2: Phillipe Thomas, Marty Sveen, Glade Beaudrow, Tim Owens  
 Individual Contestants in Gas: Don Andrews Jr., Ed Gamba, Jim Lopez, Tom Paul, Stephen Jameson, Mark Garner, Charles Hula, Rhonda Watkins, Ray Horlacher, Ralph Shields, Mike Jameson, Ray Buffington, Jack Guerra, Al Bumgarner, Aaron Lester, Edward Won, Phil Salazar, John Prior, Lloyd Chavez, Gary Mollo, Mike Alves, Ernie Quinonez, Gary Bonfante, Mike Britt, Frank Saxsenmeier



Last minute entry in the meter set competition: Business Rep. Frank Saxsenmeier, showing he still has what it takes.



Local 1245 linemen from Western Area Power Administration provided aerial entertainment: Will Schnyer, Geof Buchholz, Joel Carrillo.

# The Winners!

### ELECTRIC

- OVERALL WINNER (and PG&E 1<sup>ST</sup> Place):** PG&E GC Bakersfield--Blair Zimmerman, Neil Stockton, George Zaninovich  
**PG&E 2<sup>nd</sup> Place:** Division Bakersfield--Curtis Doty, Dan Ramirez, Rick Truitt  
**PG&E 3<sup>rd</sup> Place:** GC Stockton--Larry Matthews, Evan Slaydon, Rick Laskowski  
**PG&E 4<sup>th</sup> Place:** Trans/Grid Stockton--Tim Combs, Steve Fortune, Manuel Trujillo  
**SMUD 1<sup>st</sup> Place:** Jim Clamp, Greg "Snake" Smelser, Jim Baird  
**SMUD 2<sup>nd</sup> Place:** Max Fuentes, Gerald Mankins, Don Gay  
**SMUD 3<sup>rd</sup> Place:** Ted Warner, Mark Bryant, Gary Eichman  
**SMUD 4<sup>th</sup> Place:** Lou Soto, Larry Gonzales, Ramon Padilla  
**SPAN INSTALLATION, HURT MAN, POLE CLIMB:** SMUD Team 1--Jim Clamp, Greg "Snake" Smelser, Jim Baird

**INSULATOR CHANGEOUT, DEAD END CHANGEOUT:** PG&E GC Bakersfield--Blair Zimmerman, Neil Stockton, George Zaninovich

**ROPE SPLICE:** SMUD Team 2--Ted Warner, Mark Bryant, Gary Eichman

**OVERALL APPRENTICE**  
George Smith, SMUD

**SMUD APPRENTICE**

1. George Smith
2. Gary Eichman
3. Walt Lyons
4. Andrew Monarque

**PG&E APPRENTICE**

1. Kenny Graham
2. Roger Lopez

**APPRENTICE LINEMEN: ROPE SPLICE**  
Gary Eichman

**APPRENTICE LINEMEN: HURT MAN**  
Walt Lyons

**APPRENTICE LINEMEN: POLE CLIMB**  
Walt Lyons

### GAS

**WELDING & PIPEFITTING**

1. Tom Paul
2. Don Andrew Jr.
3. Steve Jameson

**MARK & LOCATE**

1. Charles Tom Huma
2. Martin Sbeen
3. Mike Jameson

**COMMERCIAL DRIVING**

1. Steve Jameson
2. John Prior
3. Mike Britt

**METER SET**

1. Frank Saxsenmeier
2. Barry Pennell

**BACKHOE**

1. Jack Guerrera
2. Al Baumgardner
3. John Prior

**BEST TEAM (GAS)**

1. SF Division: Barry Pinnell, Tito Navarro, Ed Williams, Luis Navarro
2. Stockton GC Gas: Phillipe Thomas, Marty Sveen, Glade Beaudrow, Tim Owens



# 'Safety Be Damned!'

## Congress's War on OSHA

**E**ach year 50,000 workers are killed on the job. Another 7 million are injured or made ill. You would think that Congress would want to toughen up the laws to protect workers in order to reduce injury rates and the associated health care costs.

Instead, the current Congress declared war on workplace health and safety standards. H.R. 1834, introduced by Cass Ballenger (R-NC), tried to:

- Reduce penalties for violations.
- Eliminate jobsite inspections.
- Eliminate an employer's duty to provide a safe work place.
- End job safety research.
- Make it impossible to issue new standards

Under H.R. 1834, OSHA could only issue warnings (instead of citations and fines) for violations of job safety laws. OSHA could take action only when a worker is killed or hospitalized. The bill reduces penalties for serious violations which threaten injury or death and eliminates special tougher penalties for willful and repeat violations.

OSHA and labor unions would be stripped of their independent "watch dog" roles. Employers would be allowed to hire their own inspectors to replace government safety inspectors. Workers would have to inform their employers before filing an OSHA complaint about job hazards. Unions would be prohibited from filing complaints on behalf of their members.

H.R. 1834 eliminates the National Institute for Occupational Safety and Health (NIOSH)--the only agency that conducts research on workplace injuries and illnesses.

H.R. 1834 requires "cost-benefit" and "risk assessment" analyses before any new safety standards could be enacted--making it unlikely that new standards could be enacted for ergonomic hazards, indoor air quality or workplace violence, which cause millions of injuries each year.

There has been no vote on H.R. 1834 as a whole. But the "cost-benefit" provision was introduced separately as H.R. 1022. It passed the full House last February.

An estimated 140,000 workers' lives have been saved since OSHA was passed 26 years ago. Many members of Congress now want to wipe out the programs responsible for saving these lives. The vote on H.R. 1022 provides a snapshot of which legislators are willing to sacrifice the health and safety of workers to save a buck for business.

### Attacked Health & Safety Protections

#### Bill Baker, District 10

Counties Represented: Parts of Alameda and Contra Costa

#### Gary Condit, District 18

Counties Represented: Merced, Stanislaus and parts of Fresno, Madera, and San Joaquin

#### Calvin Dooley, District 20

Counties Represented: King and parts of Fresno, Kern and Tulare

#### John Doolittle, District 4

Counties Represented: Alpine, Amador, Calaveras, El Dorado, Mono, Placer, Tuolumne and part of Sacramento

#### Wally Herger, District 2

Counties Represented: Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, Trinity, Yuba and part of Butte.

#### Jerry Lewis, District 40

Counties Represented: Inyo and part of San Bernardino

#### Richard Pombo, District 11

Counties Represented: Parts of Sacramento and San Joaquin

#### George Radanovich, District 19

Counties Represented: Mariposa and parts of Fresno, Madera and Tulare

#### Frank Riggs, District 1

Counties Represented: Del Norte, Humboldt, Lake, Mendocino, Napa and parts of Solano and Sonoma

#### Andrea Seastrand, District 22

Counties Represented: San Luis Obispo and part of Santa Barbara

#### William Thomas, District 21

Counties Represented: Parts of Kern and Tulare

### Defended Health & Safety Protections

#### Ronald Dellums, District 9

Counties Represented: Part of Alameda

#### Anna Eshoo, District 14

Counties Represented: Parts of San Mateo and Santa Clara

#### Sam Farr, District 17

Counties Represented: Monterey, San Benito and part of Santa Cruz

#### Vic Fazio, District 3

Counties Represented: Colusa, Glenn, Sutter, Tehama, Yolo and parts of Butte, Sacramento and Solano

#### Tom Lantos, District 12

Counties Represented: Parts of San Francisco and San Mateo

#### Zoe Lofgren, District 16

Counties Represented: Part of Santa Clara

#### Robert Matsui, District 5

Counties Represented: Part of Sacramento

#### George Miller, District 7

Counties Represented: Parts of Contra Costa and Solano

#### Nancy Pelosi, District 8

Counties Represented: Part of San Francisco

#### Pete Stark, District 13

Counties Represented: Parts of Alameda and Santa Clara

#### Lynn Woolsey, District 6

Counties Represented: Main and part of Sonoma

# 'Fend for Yourselves!'

## Assembly Abandons Workers

**I**n 1996, the California Assembly voted to repeal a vital safety standard, weaken Cal-OSHA's enforcement powers, and reduce penalties against employers who knowingly conceal jobsite hazards.

**No Standard:** Cumulative trauma injuries afflicted 332,000 in 1994, a 10% increase over 1993. Cumulative trauma injuries are an epidemic, accounting for two-thirds of all workplace injuries in the US each year.

In 1993, the California legislature passed a law requiring Cal-OSHA to develop an ergonomics standard--the most effective way to combat this epidemic. But in 1996, the California Assembly voted to repeal that law--before a standard could be issued. Without a standard, thousands more workers are condemned each year to crippling injuries--driving up the cost of health care and depriving society of productive, tax-paying workers. **AB 50 passed 41-38.**

**Lax Enforcement:** The Assembly in 1996 voted to drastically weaken Cal-OSHA's enforcement powers. Currently Cal-OSHA must investigate employee complaints of unsafe work conditions. The Assembly voted to replace these on-site investigations with a simple letter to the employer asking that corrective action be taken. Under the terms of this bill, only the most serious violations would have to be investigated.

Employers love this bill because it will replace a system of real enforcement with a system of bureaucratic paperwork. Employees will have no idea if a reported problem has been corrected because there will be no inspection. **AB 3134 passed 42-31.**

**Weakened Penalties:** Currently it is a crime to put a worker in danger of bodily injury or death--and it should be. But this year the Assembly voted to weaken the criminal sanctions imposed on employers who knowingly conceal conditions likely to kill employees or cause them great bodily harm. **AB 675 passed 41-38.**

It is a fact: in 1996, the California Assembly told workers: "Fend for yourselves."

### Attacked

#### Health & Safety Protections on These Three Key Votes

**Barbara Alby, District 5**  
Counties Represented: Part of Sacramento

**Tom Bordonaro, District 33**  
Counties Represented: San Luis Obispo and part of Santa Barbara

**Larry Bowler, District 10**  
Counties Represented: Parts of Sacramento and San Joaquin

**Jim Cunneen, District 24**  
Counties Represented: Part of Santa Clara

**Pete Frusetta, District 28**  
Counties Represented: San Benito and parts of Monterey, Santa Clara and Santa Cruz

**Trice Harvey, District 32**  
Counties Represented: Parts of Kern and Tulare

**George House, District 25**  
Counties Represented: Mariposa, Tuolumne and parts of Fresno, Madera and Stanislaus

**David Knowles, District 4**  
Counties Represented: Alpine, Amador, Calaveras, El Dorado, Mono and Placer

**Bruce McPherson, District 27**  
Counties Represented: Parts of Monterey and Santa Cruz

**Keith Olberg, District 34**  
Counties Represented: Inyo and parts of Kern and San Bernardino

**Charles Pochigian, District 29**  
Counties Represented: Parts of Fresno and Tulare

**Richard Rainey, District 15**  
Counties Represented: Parts of Alameda and Contra Costa

**Bernie Richter, District 3**  
Counties Represented: Lassen, Modoc, Nevada, Plumas, Sierra, Yuba and part of Butte

**Tom Woods, District 2**  
Counties Represented: Colusa, Glenn, Shasta, Siskiyou, Sutter, Tehama, Trinity, and parts of butte and Yolo

### Defended

#### Health & Safety Protections on These Three Key Votes

**Tom Bates, District 14**  
Counties Represented: Parts of Alameda and Contra Costa

**Valerie Brown, District 7**  
Counties Represented: Napa and parts of Solano and Sonoma

**Cruz Bustamante, District 31**  
Counties Represented: Parts of Fresno and Tulare

**Sal Cannella, District 26**  
Counties Represented: Merced and parts of San Joaquin and Stanislaus

**Liz Figueroa, District 20**  
Counties Represented: Parts of Alameda and Santa Clara

**Thomas Hannigan, District 8**  
Counties Represented: Parts of Sacramento, Solano, and Yolo

**Phil Isenberg, District 9**  
Counties Represented: Part of Sacramento

**\*Barbara Lee, District 16**  
Counties Represented: Part of Alameda

**Kerry Mazzoni, District 6**  
Counties Represented: Marin and part of Sonoma

**Jackie Speier, District 19**  
Counties Represented: Part of San Mateo

**Mike Sweeney, District 18**  
Counties Represented: Part of Alameda

**\*\*John Vasconcellos, District 22**  
Counties Represented: Part of Santa Clara

\*Lee voted with workers on AB 50 and AB 675, but was not present for the vote on AB 3134.

\*\*Vasconcellos voted with workers on AB 50 and AB 675, but was not present for the vote on AB 3134.

# Retirees rally for hike in minimum wage

By Orv Owen

**O**n June 10, Local 1245 retirees joined other retirees and active union members and minimum wage workers in the "America Needs a Raise" town hall meeting and rally at the San Jose City Hall.

The rally was held to support the millions of American workers who work harder today and earn less than ever and the millions of workers who are paid the minimum wage of just \$4.25 per hour.

If you use the method for calculating real wages or purchasing power of an

hourly rate of pay, you will find that in April 1995, the real wage or purchasing power of \$4.25 per hour was \$3.01 per hour and one year

later, April 1996, the real wage and purchasing power of the minimum wage dropped to \$2.93 per hour. Further, if you calculate the

\$2.93 per hour to a monthly salary (173.3 work hours x \$2.93) you will find the monthly salary of the minimum wage worker equals \$507.77.

In my view, the people who argue that the current minimum wage is a "living wage" and should not be raised, should be required to receive the minimum wage as their hourly pay for their jobs. Local 1245 retirees recognize the necessity of protecting America's working families.

Working together, we can find solutions to improve the conditions of all working people.

Keep the faith!



IBEW  
Local  
1245

Retirees Corner

Register  
to  
Vote!

# Some employers are frittering away employees' 401(k) funds

**S**enator Barbara Boxer has introduced federal legislation that would subject 401(k) and similar retirement plans to some of the same rules that govern pensions.

"People are at risk without knowing it," said Boxer, quoted in the Wall Street Journal. "This is an area that must be corrected immediately."

But many employers don't want to lose the loophole that allows them to put as much as 100% of a plan's assets in their own stock, the Journal reported.

Boxer's legislation draws attention to a real threat to the well-being of millions of Americans: many small businesses—and a few big ones—are straying into dangerous territory as they decide how to invest funds in the popular retirement accounts known as 401(k) and profit-sharing plans.

According to the Journal, some employers are stuffing their plans with collectibles and other questionable "investments" that would never be allowed into an old-style "defined-benefit" pension plan that guaranteed a monthly check for life.

The trend is a threat to the retirement years of thousands of Americans. And it could undermine the credibility of the nearly \$700 billion of 401(k) and profit-sharing plans that businesses have set up for their workers since the 1970s.

One example cited by the Journal is Color Tile Inc., a nationwide chain of floor-coverings stores that entered bankruptcy proceedings in January and has laid off 40% of its work force. Employees were stunned to learn that 82% of the 401(k) plan had been used to buy Color Tile stores, which the plan then leased back to the

company. With many stores shuttered and paying no rent, the Journal said, the plan administrators won't let employees take one cent from their 401(k) savings. The company says it is trying to sell the stores to see how much money, if any, remains in the plan.

Some retirement plans contain "investments" in such things as antique violins, trailer parks, palm trees and persian carpets. The full extent of such dubious "investing" is only now beginning to surface. But an ominous sign emerged in the Labor Department's records on 401(k) and profit-sharing plans: At plans smaller than \$1 million, fully 17% of the employee money has been funneled into categories so bizarre that they don't fit into any of the 15 "core" investment types, such as mutual funds and stocks, listed in agency filings. At big-company plans holding \$1 billion or more, that percentage is only 4%.

The Labor Department enforces a strict pension law, the 1974 Employee Retirement Income Security Act (ERISA), which was created to protect pensions. But when 401(k) accounts entered the scene in 1978, they were added to a section of the law that pertains to employer-owned invest-

**401(k)s and profit-sharing plans are exempt from several important pension rules, including those governing diversification of assets.**

**Furthermore, 401(k) plans aren't insured by the government. If the investments go sour, the employees bear all the risk.**

ments.

As a result, 401(k)s and profit-sharing plans are exempt from several important pension rules, including those governing diversification of assets. So these plans can invest 100% of their money in employer-related real estate or securities; pension plans are limited to 10%.

Furthermore, 401(k) plans aren't insured by the government. If the investments go sour, the employees bear all the risk.

But self-interest prompts some employer groups to fight for even looser oversight of retirement plans. And it appears to be true that large companies have far fewer problems with their 401(k) and profit-sharing plans, according to the Journal.

But at smaller companies,

investment decisions are commonly made by the employer, and employees have little idea how their money is invested.

Employees who question the investments in their plans can face a tough battle. Employees at Graham & Associates Inc. of Arlington, Tex., complained the Labor Department when their money was used to purchase a tract of vacant land in a flood plain. The employees complained to the Labor Department, which took the employer to court. But a judge ruled that the investment was prudent despite the fact it had no earnings in 10 years.

The employer is now suing his former employees in state court in Dallas for conspiracy—because they complained to the Labor Department.

## Congratulations to the newly-retired!

The Local 1245 Retirees Club extends its congratulations to these recently-retired members of the union. We encourage you to get involved with the Local 1245 Retirees Club Chapter in your area—or to start another one! Call (510) 933-6060 and ask for Julie Rodriguez.

Name	Residence	Yrs/Srvc
Erich Bakes	Novato, CA	10
Marvin Eisenhauer	Yuba City, CA	40
Donald Hudson	St. James, MN	34