

UTILITY REPORTER

Hastings, Twohey
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It's official: PG&E to sell four plants

PG&E ended months of speculation by announcing last month it will file a proposal with the California Public Utilities Commission to sell four fossil-fueled power plants at Hunters Point, Oakland, Morro Bay and Moss Landing.

The sales are intended to bring PG&E into compliance with a CPUC request to divest at least 50% of the company's fossil fuel generation. The company said the future of its remaining fossil, geothermal and hydro generation facilities is still being evaluated.

Several hundred Local 1245 members will be affected by PG&E divestment activity. AB 1890, the electric restructuring legislation signed into law by Gov. Pete Wilson in September, provides a funding mechanism to assist California utility employees displaced by the current transition taking

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Sierra Pacific Power Co.

Workers' lives remain unsettled in wake of failed utility merger

Since a proposed merger with Washington Water and Power was nixed by federal regulators earlier this year, you might assume that life would quickly return to normal for employees at Sierra Pacific Power Co. But it hasn't.

Instead, the failed merger has harmed employee morale and possibly compromised customer service at the Reno-based utility company, where Local 1245 represents both Clerical and Physical workers.

"Before the merger, everything was fine, you knew life was going to go on day after day," said Rita Weisshaar, a union steward in the Clerical bargaining unit. But after the merger was announced, the employees lost all sense of security as the company contemplated moving part of its operations to Washington state.

"They specifically mentioned accounts payable as



Union steward Rita Weisshaar on the phones at Sierra Pacific Power Co. in Reno, Nev.

a targeted area that's going to be no more because they were paid less in Washington," said Weisshaar. "So you knew you were reduced from a valued employee to a dollar sign."

Besides undermining the employees' sense of security, the botched merger took a toll in other ways. In anticipation of the merger, the company reduced the

ranks of management as well as the bargaining unit. The loss of experienced people has had a noticeable impact, according to Weisshaar.

"I think a lot of people feel that the people who are now supervisors and managers really don't have the knowledge and the background to do it," said Weisshaar.

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CALENDAR

November 2-3
Local 1245
Advisory Council
Concord, Ca.

November 7
Pin Dinner
Auburn, Ca.

November 15
Pin Dinner
Oroville, Ca.

December 6
Pin Dinner
Redding, Ca.



IBEW CONVENTION
Members of the Local 1245 delegation to the International Convention of the IBEW march in a labor parade in Philadelphia. More photos on pages 6-7.

UTILITY
REPORTER

November 1996
Volume XLV
Number 11
Circulation: 26,800

(510) 933-6060

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Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, CA 94596.

Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965.

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

Single copies 10 cents, subscription \$1.20 annually.

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Workers here and abroad

Rolling the union on . . .

They Walked All Right: When the predominantly Hispanic work force at Andrew Marc Outerwear Co. in Secaucus, N.J. raised objections over discrimination and no wage increases, they were told they had two choices—either walk back to work or walk out the door. They did walk—to a union office. Subsequently they voted 23-5 to join the Retail, Wholesale and Department Store Union.

Marriott Organized: Local 2 of the Hotel Employees and Restaurant Employees has been certified as the collective bargaining representative of some 900 workers at the San Fran-

cisco Marriott Hotel after a 16-year struggle to organize the hotel. It marked the first time a Marriott Hotel has been organized from the ground up anywhere in the country, according to Local 2 President Mike Casey.

Fired for Testifying: Ricardo Zelada, a Los Angeles garment worker, was fired last month just one day after testifying before the California Senate Committee on Industrial Relations on the need for a minimum wage hike, the California AFL-CIO News reported. An outraged Hilda Solis, who chaired the Senate committee, promptly asked the city attorney of Los Angeles to conduct a criminal investigation of the employer, Lito Children's Wear. "It is a crime to retaliate against any employee because of testimony before a legislative hearing," Solis declared.

Better Settle Soon: General Motors' Saturn Corp. has said it may look elsewhere for tires for its

Unit change

Unit 1129, Auberry, has a new meeting location: Daddy Joe's Coffee Shop. Meeting dates and time remain the same.



BAYLESS JOINS THE EXECUTIVE BOARD
Anna Bayless (left) is sworn in by Local 1245 President Howard Steifer as the new Executive Board member representing the Central Area. She replaces Debbie Mazzanti, who was recently hired onto the union staff as a business representative.

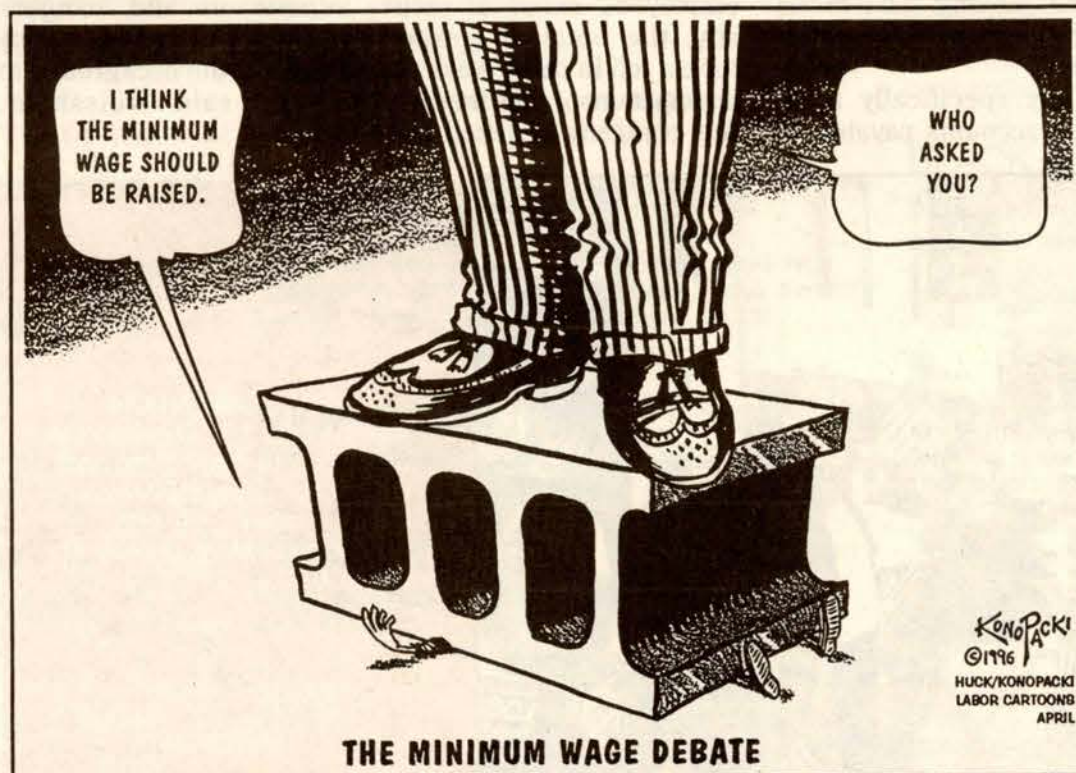
new cars if Bridgestone/Firestone does not settle a labor dispute with its employees. At Saturn, an innovator in labor-management cooperation, the company and union jointly make purchasing decisions.

The Dumb Way: Postal employees in Ft. Lauderdale, Fla., are questioning the Postal Service's decision to contract out a restroom renovation that maintenance workers could have done, Labor Notes reported. After obtaining a copy of the contract, the union charged that the contractor had inflated prices. For instance, the contractor charged \$78.20 for an "entrance door pull" which costs \$12.86 at Home Depot, and \$316.20 for a water heater that Home Depot sells for \$136.

Work for Free: In Ontario, Canada, where the government has been rolling back labor standards, the manager of a restaurant in Port Hope said his waitresses were "volunteers" who didn't need to be paid anything beyond tips, Labor Notes reported. According to the Canadian Association of Labour Media, the Ontario Ministry of Labour eventually ordered the employer to pay back wages of \$5.95 an hour, but only after the case was publicized and activists had begun a boycott.

USDA Shells Nut-maker: The US Department of Agriculture barred Diamond Walnut from government business for three years in the wake of the government-related bribery conviction of the parent company's president. Some 600 Teamsters have been on strike against the nut company for five years.

Foul Ball: The International Labor Rights Fund (ILRF) has launched a "Foul Ball" campaign aimed at ending the use of children as human sewing machines in the production of soccer balls in Pakistan and other Third World countries for export to the United States and elsewhere, Label Letter reported. An estimated 11,000 children are exploited in ball manufacturing. The International Labor Organization estimates that more than 73 million children ages 10-14 were "economically active" worldwide in 1995.



THE MINIMUM WAGE DEBATE

KONOPACKI
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HUCK/KONOPACKI
LABOR CARTOONS
APRIL

Members at PG&E

Time to enroll for health benefits

Several changes are being made to the benefits plans offered to employees at PG&E this year. Open enrollment for employees lasts from Oct. 28 to Nov. 15. Open enrollment for retirees ended Oct. 25.

This year all health maintenance organization plans will include prescription drug coverage as part of their regular plan benefits for active employees. All employees enrolled in HMO plans will be able to purchase prescription drugs at plan pharmacies by paying a maxi-

mum copayment of \$10.

PAID Prescriptions is the name of the company that will now provide retail prescription drug coverage for employees and retirees who belong to a plan administered by Prudential. The new company will issue a new ID card to each Pru member, which can be used to purchase drugs at network pharmacies such as Long's or Walgreen's.

The mail-order prescription drug coverage currently available through Value Rx will be provided by a new company: National Rx. Benefit levels will remain the

same.

Effective Jan. 1, PacifiCare will be a new HMO option for employees and retirees in some areas. Each employee should check their 1997 enrollment worksheet to see if PG&E offers PacifiCare in his/her area.

Bargaining unit employees only need to enroll if they want to make changes, add or drop dependents, or enroll in the dependent-care reimbursement account.

To enroll, all PG&E employees make benefits selections through Benefits On Call, the automated phone system, which will be available 24 hours a day, seven days a week, during open enrollment. The number to call is 8-223-2363, (415) 973-2363, or 1-800-788-2363.

To use the phone system, employees must enter their Social Security number and personal identification number (PIN), which are included in the packets. If employees lose their PIN, they can get it by calling Benefits On Call. Employees should safeguard their PIN number to ensure confidentiality.

Double-check eligibility

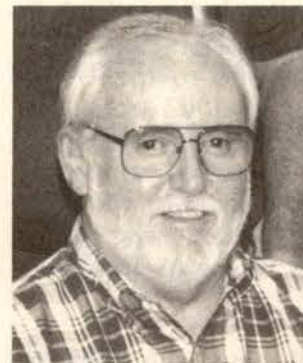
During open enrollment, employees will have an opportunity to make sure that the dependents covered on their health-care plans continue to qualify as eligible dependents. The company has asked employees to check the enrollment worksheet for the names of the dependents they are currently covering and to verify that they are eligible for coverage. The eligibility criteria will be listed on the open enrollment brochure.

Attempting to cover ineligible dependents is cause for disciplinary action. The Open Enrollment period is a good opportunity for employees to remove dependents who do not meet the plan's eligibility criteria.

**Stand up for
your union!**

Utility deregulation:
still not a done deal

Jack McNally, IBEW 1245 Business Manager



With the signing of AB 1890, the California legislature and Gov. Wilson have established the ground rules for electric utility restructuring in California. At least for now.

However, it would be a mistake to think that the future is now set in stone, especially when it comes to something like the electric utility industry, where the monetary stakes are so high.

We can be proud that our union was able to influence the debate, and to convince the legislature to include important protections for displaced workers and for system reliability. But we could lose what we've won if we do not remain vigilant.

Already there are signals coming from Washington D.C. that radical proponents of deregulation want the Congress to push the states into deregulating electric utilities more quickly. Bills are being introduced that say, in effect, that if the states don't restructure, the federal government will do it for them. This threat of federal action raises the disturbing possibility that our hard-won protections for workers and consumers here in California could be undone by federal action.

In addition, the Clinton administration is holding hearings for comment in selected parts of the US in order to determine what the administration may want to do on this issue.

It just goes to show that anyone who tries to stand still in this business risks getting run over.

Meanwhile the California Public Utilities Commission will be conducting a series of hearings and workshops to implement its electric utility restruc-

turing decision of December 1995. Among the CPUC's goals is to have PG&E and Southern California Edison divest one-half of their fossil fuel generation. PG&E late last month, complying with the CPUC's wishes, announced it will file a proposal to sell its power plants at Hunters Point, Moss Landing, Morro Bay and Oakland. This represents half of PG&E's fossil fueled generation capacity.

The CPUC is also proceeding with the task of establishing the Independent System Operator (ISO), which will control the transmission flow of power in California, and the Power Exchange (PX), which will provide a forum to sell and purchase electricity. Office space has been arranged in Folsom for the ISO.

The CPUC is also considering the "unbundling" of certain services of the distribution part of the business. Metering—including the reading of meters, billing, collection, and customer inquiry—is potentially up for grabs as the CPUC considers allowing companies other than the utilities to provide these services.

All of this activity serves to remind us that deregulation is not a done deal. Local 1245, along with the Coalition of Utility Employees, will remain vigilant in representing our members as events unfold.



DAVEY TREE

Local 1245 line clearance tree trimmers working for Davey Tree in the North Valley division, Redding, are (from left) Gary Dunzing, Gerald Horner, Pete Sands, Tim Munnerlyn, and Duane Baker.

Jeff Orona

Jeff Orona, Davey Tree Apprentice Line Clearance Tree Trimmer, was fatally injured while attempting to remove a tree limb over a 21 KV line on Dean York Road in St. Helena on Oct. 17.

The limb made contact with Brother Orona while in the tree. The resulting contact resulted in

fatal electrocution and severe associated third degree burns.

The accident is being investigated by the company, the union and Cal OSHA. Orona was 25 years old and is survived by a wife and four children.

Local 1245 offers its condolences to the friends and family of Jeff Orona.

Lee Raley

Lee Raley, Sacramento Municipal Utility District lineman, was fatally injured on Oct. 21.

Brother Raley was operating a 65-foot Manlift High Ranger, with an elevated boom, helping a line crew move wire. After completing the removal of the wire he swung the High Ranger

around to lift a transformer out of a vehicle. At that time the boom truck collapsed and when the bucket hit the ground, he was thrown from the bucket. Raley was airlifted to a local hospital where he was pronounced dead.

The accident is under investigation.

Joe Hill, labor activist, was executed by firing squad

Joe Hill was a labor activist, songwriter, poet and drifter who became a folk hero through his popular lyrics and his unjust execution before a Utah firing squad in 1915.

He came to the United States in 1902 from Sweden. Like many other laborers, he traveled extensively, picking up work where he could—at factories, mines, farms, and waterfronts.

IWW Troubadour

Hill joined the Industrial Workers of the World (IWW) in 1910. IWW troubadours used music to attract the attention of workers and pass on the union message. The tactic became a hallmark of the "Wobblies," and their songs became widely known

among workers.

As Hill said, "a pamphlet, no matter how good, is never read more than once, but a song is learned by heart and repeated over and over."

Hill's lyrics, usually set to popular tunes or well-known hymns, earned him a place in history. His ballads, written from the point of view of the oppressed worker, often poked jibes at those who were ignorant of the workers' plight. One, "The Preacher and the Slave," poked fun at the Salvation Army's promise of "pie in the sky when you die." Other frequent targets of his sharp wit were industrialists who cheated and oppressed workers.

A good many of his works focused on organizing workers into the IWW. He expressed the power that



Joe Hill: labor troubadour

could be wielded by a united working class. One of his better-known works, "The Rebel Girl," inspired by union activist Helen Gurley Flynn, was dedicated to working women.

His lyrics addressed the condition of the downtrodden—describing the plight of the millions who worked too

hard for too many hours for too little pay, and the grim existence of those who constantly wandered the country in search of work. He also wrote songs specific to current labor disputes.

One written for striking railroad construction workers went "...Where the Fraser River flows, each fellow worker knows, / They have bullied and oppressed us, but still our Union grows. / And we're going to find a way boys, for shorter hours and better pay, boys!" He also composed a song for the famous 1912 Lawrence, Mass. strike of mill workers, as well as other strikes.

Accused of Murder

Hill became a national symbol of the persecution of labor activists when he

was unjustly charged with murder in 1914. Salt Lake City, Utah grocery store owner John Morrison and his son Arling were shot and killed by two men; one of the men was shot by Arling. Hill was shot in the chest the same evening, but insisted that it happened in a fight over a woman—whom he refused to identify.

No attempt was made to rob the store, and Morrison, a former policeman, had often expressed his fear that the criminals he had arrested would seek retaliation. In fact, he had fended off two such attacks before his murder. Strong evidence that linked such men to the crime was ignored once police discovered Joe Hill's wounds. A second man was never arrested.

Hill was tried, convicted and sentenced to death. In the controversy that has continued in the many years since his trial, his guilt or innocence has never been firmly established. However, it is beyond doubt that Joe Hill did not receive a fair trial.

In the eyes of the IWW and others, the state of Utah was after Hill because of union organizing in Utah's mines. The IWW, the American Federation of Labor, the Swedish government and even US President Woodrow Wilson called for reconsideration of the verdict and the sentence. However, Utah Gov. William Spry was determined.

Hill was executed by firing squad at the Utah State Penitentiary on Nov. 19, 1915.

"Organize!"

Hill's farewell telegram to IWW leader Bill Haywood read: "Goodbye Bill: I will die a true-blue rebel. Don't waste any time in mourning—organize!"

Joe Hill's musical contributions to the labor movement are still with us today, helping to keep union pride and solidarity alive and strong.

(Story courtesy of American Postal Workers Union)

PG&E gives support to labor history project

Pacific Gas and Electric has given \$15,000 to a project designed to teach California students about the history of labor unions.

"Golden Lands, Working Hands," a project of the California Federation of Teachers, aims to reveal the hidden history of working people and the labor movement in California. The centerpiece of the project is a feature-length video that looks at pivotal moments in California labor history, like the 1934 General Strike in San Francisco, Job Harriman's mayoral campaign in Los Angeles in 1911, and the Farmworkers first union contract in 1966.

The video will be supported by other learning materials, such as readings and discussion guides for the teacher, suggested student activities, and instructions on how to utilize union speakers' bureaus.

"We are extremely pleased to have PG&E's support," said Fred Glass, the project's director.

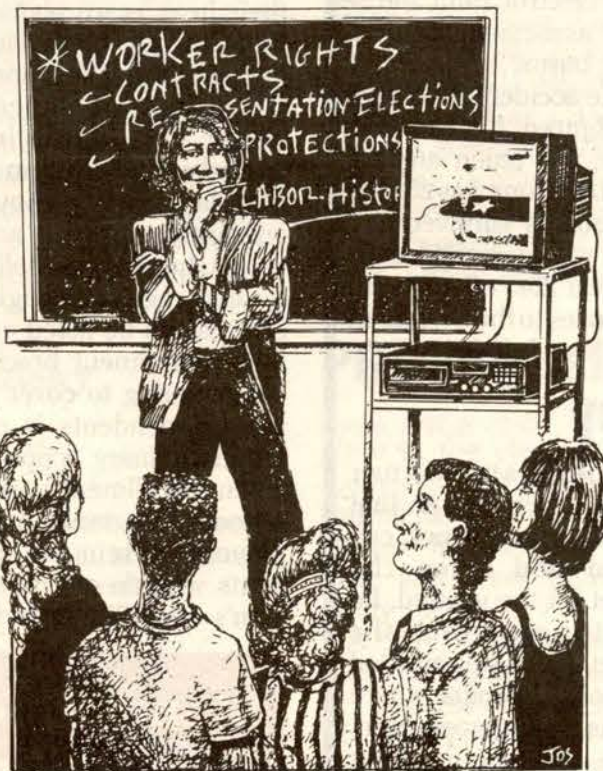
"PG&E has been a leader in labor and management relations. They know that labor has a story to tell and we're glad they're helping us tell it."

Glass noted that Local 1245 was one of the first unions to offer support to the "Golden Lands, Working Hands" project, which was launched in 1991.

"Golden Lands, Working Hands" will be the first effort to portray the full panorama of California's labor history in video form. The video will examine how early generations of working people lived, their dreams of dignity on the job, and their struggle to win protections in the form of union contracts and labor laws.

"A lot of high school students may have wondered about some of these things, but never had any place to turn for an answer," said Glass. "This video will provide some answers, and hopefully inspire further questions about the labor movement and what unions are for."

*It's time for the
labor movement
to go to
school.*



Began organizing in 1945

Gene Hastings: a founding member of union at PG&E

Shortly after Gene Hastings hired on at Pacific Gas and Electric in 1945 he complained to the union that the contract needed to address the needs of returning veterans.

Ron Weakley, who was leading an on-going union drive to organize all of PG&E, immediately made a motion to have Hastings appointed to head up a veteran's committee.

It was the beginning of Gene Hastings' long and loyal service to Local 1245, service that ended on Sept. 28 when Hastings died in

Bakersfield at the age of 78.

In the early days Hastings served as president of the Utility Workers Local 169 in Contra Costa County. He did a brief stint as president of IBEW Local 1245 in the early 1950s, then served as a union business representative during the 1950s and 1960s.

However, Hastings chief legacy is the role he played in organizing the union at PG&E in the 1940s, a decade when the Utility Workers and the IBEW competed fiercely with one another for the right to represent PG&E employees, and

PG&E fought the efforts of both unions.

By the late 1940s, many Utility Workers members in the Bay Area—including Hastings—had decided the only way to win the union drive at PG&E was to unite under the IBEW banner. Hastings traveled to outlying areas of PG&E in an effort to persuade other Utility Workers members to cross over to the IBEW.

In a 1991 interview, Hastings recalled one of those organizing trips—to Napa.

"We wanted to give our presentation as far as to why we were going into the IBEW. Their theme song was that they don't want to know...They were not going to let us, if they could help it, convince anybody that this was the thing to do.

"I was real glad that I had old six-foot three-inch tall Ed White alongside of me because there were some of the people got a little bit mad."

Undaunted, Hastings and

the other organizers kept pursuing their dream of a PG&E workforce united into one union. In 1952, IBEW Local 1245 defeated the Utility Workers in systemwide elections for Physical and Clerical employees.

Hastings, whose father was a coal miner, learned unionism at home as a boy. He once told the story of his father coming home from picketline duty during a 1935 miners strike, and telling young Gene about a mine superintendent driving his car through the picketline:

The superintendent sped toward the picketline and the "coal miners just split, and he didn't hit any of them. After a couple of days of that, the third time that he speeded up his automobile and they all split apart, there was a great big tree laying in the road. He smacked the tree—was in the hospital."

Even in retirement, Hastings stayed true to his union convictions. He helped launch the Local 1245 Retirees Club and was an active



Gene Hastings in 1991

supporter of the National Council of Senior Citizens.

"Labor unions," Hastings told the Utility Reporter in 1991, "have a real job in front of them in the 1990s. It's going to have to be done by the union members. They're going to have to get up in their meetings, their clubs, their organizations—you just have to spread the word. These problems can only be solved by unity."

(Related story, Page Nine)

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Business Rep. Bill Twohey: a legacy of union activism

Bill Twohey was a man of many interests: a fisherman, gardener, flower arranger, and charity worker.

But those who knew him through the labor movement will remember Twohey most as a mover and a shaker who took his place on the frontlines of labor struggles.

Twohey, who died Oct. 16 at the age of 62, was initiated into Local 1245 in 1969. After serving a stint on the union's Advisory Council he was hired as a union business representative in 1980, shortly after Jack McNally was elected business manager.

There was nothing half way about Twohey's approach to social issues, according to fellow Business Rep. Wayne Greer.

"If it was the right cause

he was there all out, whether it was for poor children or against the goons who came in to break up picketlines," said Greer.

Twohey's strength as a business representative, Greer said, was "representing the people."

"It didn't matter who they were or what their problem was, they got represented," said Greer.

Part of his talent was in getting members more deeply involved with their union.

"He was a manipulator—he liked to sit behind the scene and makes things happen," said Greer. "He could make people volunteer for committees without even knowing they volunteered."

Twohey's unionism was clearly more than just a job. He frequently joined the struggles of other unions, and is remembered for his

fearless style on the picketline.

Twohey's assignments as a business representative included PG&E East Bay and San Jose, as well as Outside Line Construction.

A heart attack in 1987 put an end to Twohey's work as a business representative, but he continued to be a strong presence in the labor movement. At the time of his death he was an active member of the Sacramento Central Labor Council. Previously he had served 12 years on the Central Labor Council in Santa Clara County.

Twohey could be counted on to be in the thick of things when it came to political action. When labor activist Bill Camp ran for California Assembly in the Sacramento area last election, Twohey, despite his health problems, threw himself into the campaign.



Bill Twohey in the 1980s.

"Bill Twohey was a real asset to this union and to the members. We're all going to miss him," said Business Manager McNally.

Twohey is survived by his wife, Teresa, and children Karan Violante, Barbara Murray, Noel Twohey, Michael Twohey, and Max Lentfer.

There was nothing half way about Twohey's approach to social issues.

"If it was the right cause he was there all out, whether it was for poor children or against the goons who came in to break up picketlines."

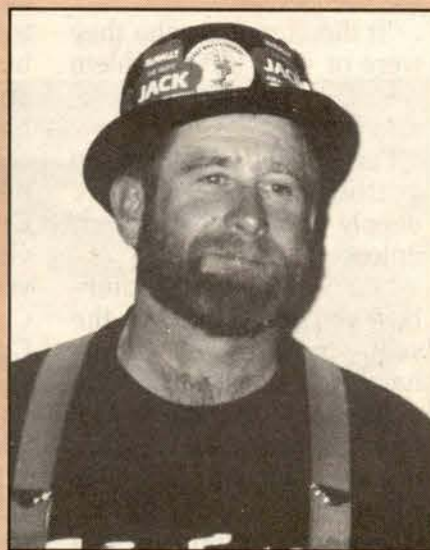
IBEW International Convention Philadelphia, Pennsylvania September 14-20



Assistant Business Manager Sam Tamimi and President Howard Steifer.



PG&E's John M. [unclear] booth on the left.



Napa Unit Chair John Kent.



Business Manager and Board member [unclear].



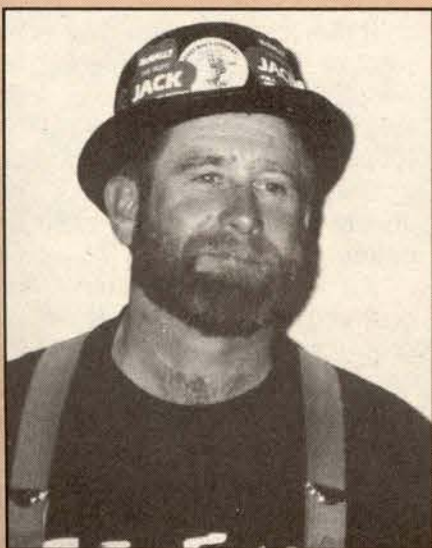
Assistant Business Manager Sam Tamimi and President Howard Steifer.



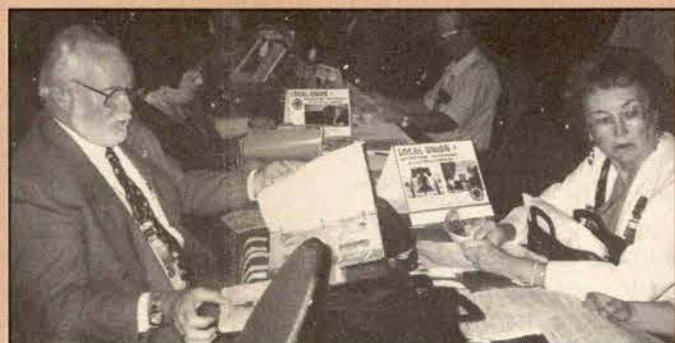
PG&E's John Moffat and Sabrina Danels help staff PG&E's booth on the labor-management partnership with Local 1245.



Local 1245 Executive Tindall is joined by Jack Moore and Barry in a forum.



Napa Unit Chair John Kent.



Business Manager Jack McNally and former Executive Board member Barbara Symons.



Sunny day.



offat and Sabrina Danels help staff PG&E's
or-management partnership with Local 1245.



Local 1245 Executive Board member Kathy
Tindall is joined by International Secretary
Jack Moore and International President J.J.
Barry in a forum on women's issues.



Local 1245 President Howard Steifer and Business
Reps. Kathy Maas and Ed Caruso.



Norm Ahakuelo, business manager Local 1260, Jack McNally,
business manager Local 1245, and Dave Moore, business
manager Local 465.



President Howard Stiefer, International Rep. Manny Mederos,
and Local 1245 Assistant Business Manager Perry
Zimmerman.



Jack McNally and former Executive
para Symons.



Sunny day for a union parade.

Safety Matters

Gas Cans & Bed Liners

When refueling metal gas cans, a static charge can be generated by the gas flow. If the gas can is on a plastic bed liner, the charge may be prevented from grounding.

There have been several reported instances of the metal gas cans exploding

while being filled up. As the static charge builds, it can create a static spark between the can and the gas nozzle, igniting the gas fumes.

It is recommended that before you refuel, the gas can should be placed on the ground away from the vehicle and people

Ergonomics standard gutted

Gov. Pete Wilson's appointees on the Cal-OSHA Standards Board have further weakened the proposed ergonomics standard, totally exempting uncounted thousands of employers and rendering remaining safeguards all but meaningless.

An employer with fewer than 10 workers would have no responsibility whatsoever to correct situations likely to contribute to the on-going epidemic of repetitive motion injuries in California.

The original proposed standard, a comprehensive document that emerged from years of study and debate, has been reduced to a page and a half. There is no mention of computer terminals, the injury-causing VDTs that launched the quest for an ergonomics safety standard in the early 1980s.

It is another demonstration of the price that's paid when anti-worker politicians are elected and pack important boards and commissions with appointees who share their views.

The California Legislature ordered the Standards Board to enact an ergonomics standard as part of the 1993 workers compen-

sation reform package. However, the Standards Board refused to act, defying the Legislature and ignoring the work of a blue-ribbon committee that shaped the original comprehensive draft.

The California Labor Federation sued and won a court order requiring the Standards Board to approve a standard by the end of this year.

The board's first draft, delivered July 15, drew protests over weak protections, difficulties of enforcement and easy exemptions.

On Sept. 26, the board met and weakened the proposal even further.

Under the new version, an injury isn't covered unless two or more workers are injured on precisely identical job processes within a year.

Prevention and safety training is stripped down to two sentences. There's one sentence on worksite inspections.

Furthermore, it wouldn't be necessary to eliminate hazards unless no "unreasonable" cost was involved.

Workers' lives remain unsettled in wake of failed utility merger

From PAGE ONE

"They lost a lot of good people, a lot of people that had been here for a long time, and a lot of people that had moved up through the ranks."

In some cases supervisors have concocted new approaches to management that seem out of place in a unionized environment. For example, in some cases supervisors are instituting "peer review" in which bargaining unit employees are evaluated by their co-workers rather than by their supervisor.

Weisshaar thinks this approach runs counter to the union principle that employees must be treated with fairness and objectivity. If two employees don't get along, and one of them does the other's review, Weisshaar believes the objectivity of the review is sacrificed.

Speed-up

By not replacing employees who leave, the pressure to do more work has been increasing steadily for those who remain. Marna Browne, another Local 1245 steward, said that pressure took a real toll in the company's South Lake Tahoe operations.

"If one person was on vacation or sick, you had to beg, borrow or steal from other departments, and lots of times there wasn't the manpower there," said

"We have a lot of conscientious employees here who want to do the best job they can for the company. And when you're not given the proper amount of manpower you feel kind of helpless."

Marna Browne

Browne, who worked variously as a collector, a serviceman, a meter reader and a customer service representative. That other department would say "I'm sorry, we don't have anybody available, just do the best you can today." To me, that's a fine line between good customer service and bad customer service."

Weisshaar, too, worries about the impact on service as the company reorganizes. Phone center workers, she said, had to take on new job duties when other positions were eliminated.

"We've taken on so many more job responsibilities that it takes more people to do the same number of calls than it did before...Our customers have a longer wait to get in, a longer wait to get an answer. That's the impact I see."

Browne, who took a job at the company's Reno office in anticipation of the merger, said manpower shortages create problems for employees who want to deliver good service.

"We have a lot of conscientious employees here who want to do the best job they can for the company. And when you're not given the proper amount of manpower you feel kind of helpless," she said. "You do go out and do the best you can, but you don't feel that's very good because you want to get it all done."

People Feel Threatened

Browne credits Sierra Pacific Power with trying hard to help employees relocate within the company. But that type of assistance, however laudable, didn't begin to address the widespread morale problems created by the proposed merger.

"Everyone felt kind of threatened. Everybody was running scared. A lot of stress. People were just wiggling out," said Browne.

Browne noted that she had not been against the merger as such, and believed that it could offer some opportunities for employees to grow and take on new responsibilities. She even felt a little disappointed when the Washington Water and Power deal didn't go through.

However, if new merger opportunities arise in the future, she hopes management learns from its experience with the last one. "I think it's really important that they communicate with employees and really let them know what's going on so they don't have all that fear and tension." Otherwise, she said, employees will have to rely on the rumor mill for information—hardly a recipe for a productive work environment.



Marna Browne, a union steward, works in Customer Service for Sierra Pacific Power Co. in Reno, Nev.

Gene Hastings' service spanned decades

By Orv Owen

Eugene Forrest Hastings. Born Jan. 7, 1918 in Bismarck, North Dakota. Passed away Sept. 28, 1996 in Bakersfield, California. Graveside Service and interment on Friday, Oct. 4, 1996 at Oakmont Memorial Park, Lafayette, California.

These are the formal statistics recorded regarding

former Local 1245 Business Rep. Gene Hastings who was also one of the original organizers of the Local 1245 Retirees Club. These statistics, however, do not reflect what an outstanding man Brother Hastings was.

His service to Local 1245 and its members goes back many decades. He served his country in the US Navy during World War Two. Be-

yond his total commitment to his work and Local 1245 he was a well-rounded family man and a real true friend to me and thousands of Local 1245 members and working families.

After his retirement from PG&E Gene continued to attend unit meetings and talked to members and stayed politically active, dedicated, and concerned about

the future of the local union he loved so much. He was extremely active in establishing the Local 1245 Retirees Club, he attended meetings and conventions of senior citizens and was politically active in the needs and concerns of all seniors.

I, along with the many thousands of union members he served so well will miss him.

Keep the faith!

IBEW
Local
1245



Retirees Corner

Tales from 'old-timers'

Sixty taped interviews with "old-timer" unionists from the west coast are compiled in the Video History Project.

The Harry Bridges Institute, named for the founder of the International Longshoremen's and Warehousemen's Union, recorded the stories because "we cannot rely on others to teach our history for us."

For more information, contact: Harry Bridges Institute, 461 W. 6 St., Suite 223, San Pedro, CA 90731.

The phone is (310) 831-2397 or Fax them at (310) 831-2729.

Not In Our Town II

TV show profiles those who stand up to hate crimes

Reports of racially motivated arsons at African American churches have increased in the past two years. When victims of violence are targeted because of their race, religion or sexual orientation, fear spreads throughout a community.

But instead of allowing citizens to be terrorized, many people respond in positive ways. "Not In Our Town II" profiles communities across the country that come together to fight intolerance. The one-hour documentary airs on PBS during the Christmas holiday season (check local listings).

Not In Our Town II is the sequel to Not In Our Town, the story of the residents of Billings, Mont., who joined together when

their neighbors were under attack by white supremacists. The program includes stories from communities like these:

South Carolina--Ku Klux Klan members were recently convicted for arson of two churches in Clarendon County. Another church, St. John Baptist, was nearly destroyed by racially motivated vandalism in 1985, and ten years later it burned to the ground. Members of this small congregation gather at the charred ruins and vow to rebuild.

Illinois--"Not in Our Town" is now Bloomington's motto. The mayor and police established a Neighborhood Watch against hate violence. More than 500 people marched to protest African American church burnings in other places. Police officers wore "Not In Our Town" buttons on their

lapels. Many residents went to Mississippi to rebuild a church that had been burned.

Tired of all the bad news? Check out "Not In Our Town II" for the good news happening in America.

JOIN THE 1996-1997



CAMPAIGN

Dec. 10, 1996 - Jan. 24, 1997

"A Season of Tolerance"

Retiree Club dates

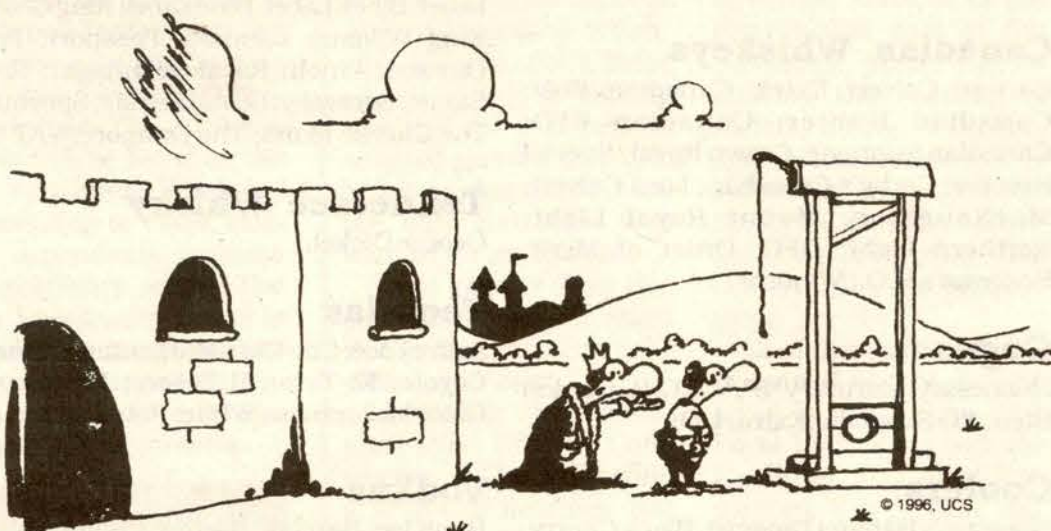
East Bay Chapter: Meets 2nd Thursday each month, 10 a.m., at Local 1245 headquarters, 3063 Citrus Circle, Walnut Creek, Ca.

San Jose Chapter: Meets 1st Thursday each month, 10 a.m. at Local 332, 1870 Stone Ave., San Jose.

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 a new one if you don't have one close by! Call (510) 933-6060 and ask for Julie Rodriguez.

Name	Residence	Yrs/Svc.
Dale Botnen	Reedsport, OR	36
Roy Charlton	Chico, CA	24
Gerald Duffy	Concord, CA	34
Leon Hensley	Citrus Height, CA	17
Henry Mendez	Santa Clara, CA	35
Joseph Murray	Atwater, CA	45
James Shearer	Atascadero, CA	44
Thomas Twist	Walnut Creek, CA	21
Byron VanDyke	Morro Bay, CA	42



"That's the retirement plan."

Celebrating the holidays? Do it with union-made spirits!

This list is compiled from information supplied by the Distillery, Wine & Allied Workers Division of the United Food & Commercial Workers. Listed are major brands produced and/or bottled and/or distributed by firms whose employees are represented by the Distillery Workers.

Blends

Ancient Age Preferred; Barton Premium; Barton Reserve; Corby's Reserve; Fleischmann's Preferred; Four Roses Blended; Imperial; Kentucky Gentleman; Old Thompson; Schenley Reserve; Seagram's 7 Crown.

Bourbons

Ancient Age; Ancient Ancient Age; Ancient Age 10-Star; Barclay Kentucky; Barrel 107; Baker's; Basil Hayden; Benchmark; Blanton; Booker's; Bulleit; Bulleit

Thoroughbred; Elmer T. Lee; Hancock Reserve; Heaven Hill; Jim Beam; Jim Beam 7-Year Reserve; Kentucky Gentleman; Kentucky Tavern; Kentucky Spirit; Knob Creek; Old Charter; Old Fitzgerald; Old Granddad; Old Weller; Rebel Yell; Rockhill Farms;

Stitzel-Weller; Ten High; Tom Moore; Very Old Barton; Wild Turkey; Wild Turkey Rare Breed; W.L. Weller.

Brandies

Almaden; Asbach Uralt; Barton California Deluxe; Gilbert Calvados; Hartley; Leroux (all flavors); Mr. Boston (all flavors); Mr. Boston Five-Star; Paul Masson; Paul Masson Grande Amber.

Canadian Whiskeys

Barton; Calvert Extra; Canadian Host; Canadian Hunter; Canadian LTD; Canadian Supreme; Crown Royal/Special Reserve; Corby's Canadian; Lord Calvert; MacNaughton; Mount Royal Light; Northern Light; OFC; Order of Merit; Seagram's V.O.; Windsor.

Cognacs

Hennessey; Martell *V*S*, V.S.O.P., Cordon Bleu, XO Supreme, Extra, L'Or.

Coolers

Seagram's Banana Daiquiri, Black Cherry, Country Peach, Fuzzy Navel, Golden, Lemonade Splash, Long Island Iced Tea, Margarita, Original Wild Berries, Pina

Colada, Planter's Punch, Strawberry, Strawberry Daiquiri, Wild Berries.

Cordials/Liqueurs

After Shock; Amaretto; Amaretto Di Amore; Ancient Age Mint Julep; Capucello; DeKuyper Cactus Juice, Mad Melon, Peachtree, Thrilla Vanilla; Godiva; Grand Marnier; Heather Cream; Kamora Coffee, French Vanilla, Hazelnut; Long Island Iced Tea; Molinari Sambuca; Mr. Boston Schnapps; Peach Schnapps; Rebel Yell 101; Sabroso; Triple Sec - Montezuma; Wild Turkey Honey.

Gins

Ancient Age; Barton; Boodles; Booth's; Corney & Barrow; Crystal Palace; Fleischmann's; Gilbey's; Glenmore; Gordon's; Seagram's Extra Dry; Seagram's Gin & Juice; Skol; Tangueray.

Light Whiskeys

Barton QT Premium; Colonel Lee Premium; Tom Moore Light.

Rums

Barton Dark; Barton Light; Captain Morgan (Original Spiced, Coconut, Silver Spiced); Myers's Original Dark Jamaican; Pusser's (95.5 & 80 proof); Ron Rico (silver); Ronrico Spiced; Skol.

Scotches

Cardhu; Chivas Regal; Crawford's; Dewar's; Glenlivet (12-, 18- and 21-years-old); Highland Mist; House of Stuart; Inver House; John Begg; Johnnie Walker Red Label, Black Label, Blue Label; King George; King William; Lauders; Passport; Peter Dawson; Pinch; Royal Lochnagar; Royal Salute; Scoresby; Scotia Royale; Speyburn; The Classic Malts; The Dalmore; VAT 69.

Tennessee Whisky

George Dickel.

Tequilas

Agave Loco; Chi-Chi's Margaritas; Chinaco; Coyote; El Toro; El Tesoro; Montezuma Gold; Montezuma White; Patron.

Vodkas

Banff Ice; Barclay; Barton; Crystal Palace; Czarina; Fleischmann's; Glenmore; Gordon's; Kranberi; Mr. Boston; Skol; Sterling; Tangueray; Wolfschmidt.



New Citizens Telecom pact

Members of Local 1245 have ratified a new labor agreement with Citizens Telecom (formerly Citizens Utilities).

The agreement provides wage increases of 52 cents an hour in the first year, 48 cents in the second year, and 3% in the third year, for a weighted average of 9.3% over the term of the pact.

Line assigners received an equity adjustment.

As a result of the negotiations, the principle of "Just Cause" is now incorporated into discipline standards at the company.

There will be an increase in monthly health premiums under the terms of the new agreement.

The agreement runs from Oct. 1, 1996 through Sept. 30, 1999.

Representing the union in

the negotiations were Joe Aquilio, Mary Ellen Grayberg, Larry Martin, Monte



Osburn

"T o o t" Nelson, John Shepherd, Eric Tanaka and Business Rep. Jack Osburn.

City of Redding pact ratified

A new agreement at the City of Redding provides wage increases totalling nearly 9% over three years.

The pact, negotiated in three days with the help of Federal Mediation, provides 2.5% in the first year, 3.6% in the second year, and 2.5% in the third year. The agreement also included inequity

adjustments for water classifications.

A major accomplishment of the negotiations was an early retirement provision that provides "2% at 55."

Negotiating for the union were Bill Anderson, Mark Burgon, James Hayes, Marc Holliday, Steve Mayberry, Dwayne Norman, and Business Rep. Jack Osburn.

Wage hikes won at WW&P

Wage hikes retroactive to March 26, 1996 are part of a new agreement negotiated between Local 1245 and Washington Water & Power employees working in South Lake Tahoe, Ca.

Under the terms of the three-year agreement, the Serviceman Gas classification was increased to \$21.20 per hour, while the Construction Technician rate was increased to \$22.20 per hour. Other classifications

covered by the agreement received a 4% increase.

Wage increases for the second and third years of the pact will be based on the settlement between IBEW Local 77 and WWP, with a floor of 2.5% each year.

Standby Pay is increased to 12%, and will be applied only for Fridays, Saturdays, Sundays and holidays.

Negotiating for the union were David Rusk, Michael Rosenberg and Business Rep. John Stralla.

PG&E to sell four power plants

From PAGE ONE

place in the electric utility industry. That mechanism was included in the law after intense lobbying by Local 1245 and other California utility unions.

A "94-53" labor-management committee consisting of Local 1245 members and PG&E representatives has been meeting to explore how to mitigate the impact

on union-represented employees of any eventual power plant sales. In announcing the sale of four plants, PG&E has lent new urgency to that committee's task.

AB 1890 provides that the purchaser of any PG&E power plant must contract with PG&E to operate and maintain the facility for at least two years.

IBEW LOCAL 1245 UNION SHOPPER



NEW ITEM!

**IBEW
1245** PIN

Goldtone
\$2.00
+\$0.50 shipping



IBEW Hat!

Local 1245 IBEW
Black or Teal;
Specify: Calif. map, Nev. map or no
map
\$6.50
+\$0.75 shipping
(Note: One size fits all)

Stadium Jacket

Silver, Red
(Specify front or back logo)
S/M/2XL: \$35.00
3X, 4X: \$45.00
+\$3.00 shipping
Note: L & XL not available

Sweat Shirt/Hooded

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

Coffee Mug

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

Bucket Bags

Lineman Logo in Center
\$6.50
+\$1.50 shipping

Club Shirt

(No pocket)
Black, Mint, Blue, Peach, Jade
Logo on chest
M/L/XL/2X
\$19.50
+\$2.50 shipping

Golf Shirt

(With Pocket)
Navy, Red, Royal, White, Maize
Logo on sleeve
M/L/XL/2X
\$15
+\$2.50 shipping



More Hats

Proud To Be Union Logo
\$5.00
+\$0.75 shipping
Lineman Logo
\$5.00
+\$0.75 shipping
(Note: One size fits all)



Jacket

Black with IBEW Logo
S/M/2X
\$26.00
+\$3.00 shipping
Note: L & XL not available

IBEW Women Charm

14K Goldplated
\$5.00
+\$0.50 shipping

Suspenders

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

Lineman Pin

Goldtone
\$5.00
+\$0.50 shipping



T-Shirt

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

Please cut here

Order Form

Quantity	Item	Color	Size	Price	Shipping	Total
1.						\$
2.						\$
3.						\$
4.						\$
5.						\$
Ship To: GRANDTOTAL						\$

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

Boycotts
Endorsed by
the AFL-CIO

Please Don't Patronize!

Boycotts
Endorsed by
the AFL-CIO

APPAREL & ACCESSORIES

ACME BOOT CO.

Western-style boots: Acme, Dan Post, Dingo labels
United Rubber Workers

DECKERS CORP.

Sandals sold under the following labels: Deckers, Sensi, and Teva.
International Association of Machinists & Aerospace Workers

F.L. THORPE & CO.

Black Hills Gold jewelry
United Steel Workers of America

HOWE K. SIPES CO.

Athletic apparel (chiefly baseball & softball uniforms; satin and wool jackets.)
Electronic Workers

MASTER APPAREL

Men's and boy's pants. Labels include Botany 500, Hills and Archer, and Blair
Electronic Workers

FOOD & BEVERAGES

CALIFORNIA TABLE GRAPES

Table grapes that do not bear the UFW union label on the carton or crate
United Farm Workers of America

DIAMOND WALNUT CO.

Diamond brand canned and bagged walnuts and walnut pieces
International Brotherhood of Teamsters

FARMLAND DAIRY

Milk sold under the Farmland Dairy label in stores in Connecticut, New Jersey and New York.
International Brotherhood of Teamsters

MOHAWK LIQUEUR CORPORATION

Mohawk labeled gin, rum, peppermint schnapps, and cordials
Distillery, Wine and Allied Workers International Union

TYSON/HOLLY FARMS CHICKEN

Chickens and processed poultry products
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

BUILDING MATERIALS & TOOLS

ACE DRILL CORPORATION

Wire, jobber & letter drills, routers and steel bars
United Automobile, Aerospace & Agricultural Implement Workers of America International Union

If you had to strike because your employer was unfair, you wouldn't want someone to cross your picketline. It's the same with boycotts. These boycotts have been called because unfair employers have refused to honor the rights of working people. Think of it as a consumer picketline: don't cross it!

BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools and pumps
International Association of Machinists & Aerospace Workers

LOUISIANA-PACIFIC CORP.

Brand name wood products: L-P Wolmanized, Cedartone, Waferwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite
United Brotherhood of Carpenters and Joiners of America, International Woodworkers of America

ROME CABLE CORPORATION

Cables used in mining and construction industry
International Association of Machinists & Aerospace Workers

SOUTHWIRE CO.

Commercial and industrial wire and cable; Do-it-yourself brand Homewire
International Brotherhood of Electrical Workers

TRANSPORTATION & TRAVEL

ALITALIA AIRLINES

Air transport for passengers and freight
International Association of Machinists

BRIDGESTONE/FIRESTONE

Tires and retail stores. Tire brands include: Bridgestone, Firestone, Dayton, Triumph, Road King, Roadhandler. Stores include: Firestone Tire & Service Centers, Expert Tire, Tire Station, Mark Morris.
Steelworkers

FOUR POINTS BY SHERATON

Hotel in Waterbury, Conn.
Hotel Employees and Restaurant Employees

GO-MART GAS

Gasoline sold at Go-Mart convenience stores and truck stops
Oil, Chemical & Atomic Workers

KAUAI RESORT

Hotel in Kapaa, Hawaii
Longshoremen & Warehousemen

KAWASAKI ROLLING STOCK, U.S.A.

Motorcycles
Transport Workers Union of America

MICHELIN

Michelin brand tires
Rubber Workers

OBLEBAY PARK

Wheeling, W. Va., park/resort/recreation complex
Hotel Employees & Restaurant Employees

APPLIANCES

SILO, INC.

National retailers of electronic equipment and appliances
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America

TELESCOPE CASUAL FURNITURE CO.

Lawn, patio, other casual furniture. Brand name: Telescope.
Electronic Workers

MISCELLANEOUS

BELL ATLANTIC/NYNEX MOBILE SYSTEMS

Communications Workers and International Brotherhood of Electrical Workers (IBEW)

BLACK ENTERTAINMENT TELEVISION

BET cable television, Action pay-per-view, Bet on Jazz
Electrical Workers (IBEW)

R.J. REYNOLDS TOBACCO CO.

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking Tobaccos: Prince Albert, George Washington, Cater Hall, Apple, Madeira Mixture, Royal Comfort, Top, Our Advertiser; Little Cigars: Winchester
Bakery, Confectionery & Tobacco Workers International Union