

# 1245

International Brotherhood  
Of Electrical Workers  
Local 1245, AFL-CIO  
December 1996  
Vol. XLV No. 12

# UTILITY REPORTER

Generation Bargaining  
See Page 3

## Com·pe·ti·tion

**Compe'tition** (noun) The effort of two or more parties acting independently to secure the business of a third party.

**C**ompetition:  
it's a fact.



Competing power lines near Modesto. (Photo: Lewis Stewart)

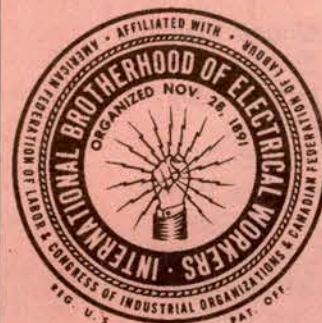
Love it or hate it, deny it or embrace it, competition for electric customers is now the law of the land. Jobs that utility workers in California once took for granted now depend on customers coming through the door.

The break with the past is abrupt, dramatic, and total. Market forces will alter life-as-usual for Local 1245 members at investor-owned utilities and municipal utilities, at federal projects and at irrigation districts. Competition will have an impact on generation, transmission and distribution. Traditional expectations regarding job security must be replaced by new strategies for protecting our jobs.

Local 1245 has serious reservations about the creation of competitive electric markets in California, and we will continue our efforts in the political arena to defend system reliability and the jobs of our members. At the same time, we see the critical need to help our employers survive in the new competitive environment.

At Pacific Gas & Electric, the competitive threat is particularly acute. On October 30 and 31, PG&E and Local 1245 held a summit meeting at Santa Nella to examine the challenges we face, and to explore how partnership can help us meet these challenges.

**Competition: it's a fact. Find out more beginning on Page Four.**



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### CALENDAR

December 6  
Pin Dinner  
Redding, Ca.

February 1-2  
Advisory Council  
Concord, Ca.

*Have a Safe &  
Happy Holiday*





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## Workers here and abroad

## Rolling the union on...

## Gas &amp; Light Strike:

Members of Teamsters Local 528 voted 300-40 in favor of a new contract with Atlanta Gas & Light, ending a five-day strike, according to Work In Progress. AG&L made more than \$77 million in profits during the first nine months of this year, but provoked a strike by demanding that workers agree to contracting out their jobs, a wage freeze and an increase in co-payments for health insurance.

## Victory at Bridgestone:

The United Steelworkers of America reached a tentative agreement in its

27-month long dispute with Bridgestone/Firestone, the world's largest rubber company, the union announced. The agreement provides an immediate increase in pay, supplementary bonuses for returning strikers, restoration of holidays, and improvements in pension and health benefit plans.

## Unionism Across Borders:

The Authentic Labor Front, Mexico's independent labor federation, with support from the United Electrical workers (UE) and the Teamsters, has opened a Workers' Center in Ciudad Juarez, across the border from El Paso, Texas, Labor Notes reported. The center will offer education on workers' rights and refer workers to lawyers for help when their rights are violated. The center is aimed at workers in the area's many maquiladora plants, who are typically paid \$3 or \$4 per day.

## NAFTA Shafta:

The number of US workers certified for assistance after losing their jobs under the North American Free Trade Agreement (NAFTA) jumped 40% in the last year to nearly 90,000, according to the US Labor Department. But Robert Scott, a researcher at the University of Maryland, estimates that the true number of jobs lost due to NAFTA is somewhere between 392,000 and 484,000.

## Labor Festival:

The 11th Annual Western Workers Labor Heritage Festival will take place Jan. 17-19,

1997 at the South of Market Cultural Center, 934 Brannan St., in San Francisco. Festivities include workshops and performances by and about working people. For more information, call David Winters at 408-426-4940.

## Indonesia Crackdown:

The leaders of Indonesia's only two independent trade unions have been arrested and charged with subversion, a crime punishable by death, Labor Notes reported. Only government-controlled unions are legal in Indonesia.

## Greed Is The Problem:

A recent poll commissioned by The Preamble Center for Public Policy indicates that people are more wary about big business than about big government, Dollars & Sense reported. 70% of respondents say greed, not competitiveness, lies behind corporate downsizing and stagnant wages. And 70% also favor more, not less, government action to force more responsible corporate behavior.

## Sweatshops Exposed:

Two Salvadoran union activists told the congressional human rights caucus Dec. 2 that their government is violating worker rights in the free trade zones built with US tax dollars. Women work 12-17 hours a day, six days a week, for as little as 40-cents an hour in the free trade zone, they said. Nearly all the garments made in the zone are exported to the US.

## 'We Call It a Work Holiday'

An exhibit now on display at the Oakland Museum of California features the 1946 Oakland General Strike.

"We Call It a Work Holiday" features photos and graphics with text, union and anti-union propaganda and memorabilia, oral histories, a videotape, and reconstructions of actual events.

The strike began Dec. 1, 1946, when streetcar operator Al Brown stopped his car in front of a police line in downtown Oakland. The police had just swept away a line of picketers, and told Brown to drive on by. Brown pulled the controls out of his car and told the police: "I've never crossed a picket line in my life, and I'm not about to start now." Brown's principled action set off the Oakland General Strike, which ultimately involved over 100,000 workers and rearranged power relations in Oakland.

The exhibit, on display through Feb. 23, 1997, is an excellent opportunity to educate young and old alike about an important and exciting part of California's rich labor history. The Oakland Museum of California is located at 1000 Oak Street, across the street from Laney College. For more information, call 510/238-3842.

## APPOINTMENTS

## PACIFIC GAS &amp; ELECTRIC

## Generation Bargaining Committee

Don Mitchell  
Wayne Pacheco  
Jim Martinez

## Title 18 Ballot Committee

Ed Abriam  
Cathy Barber  
Ruth Best  
Jack Hall  
Phillis Hayes  
Linda Norris

LASSEN MUNICIPAL  
UTILITY DISTRICT

## LMUD General Negotiating Committee

John Deal  
Paul Glau  
Joann Villalobos

## WELLS REC

Wells REC General  
Negotiating Committee

Shawn Kelley  
Brad Merl  
Chad Swett

CONFERENCES &  
CONVENTIONS

Citizens Utilities  
Coordinating Council  
Jack Osburn

CENTRAL LABOR  
COUNCILS

Butte & Glenn Counties  
CLC  
Mike Hamm

CITY OF SANTA CLARA  
Attending the City of Santa Clara unit meeting earlier this year were: Christ McKernan, Bill Wallace, George Tway, Al Barney, Steven Suess, Doug Baldanzi, Rich Hill, Randy Rambis, Peter Welsh, Rodney Ulibavri, Pat O'Maley, Jim Hershman, Tyrone Taylor, John Savage, Buzz Lenahan, Jerome Retterath. (Photo: Eric Wolfe)







## GENERATION BARGAINING

Company and union negotiators are conducting extensive bargaining during November and December to discuss the impact of PG&E's proposed sale of four power plants. (Photo: Eric Wolfe)

## Intensive talks over PG&E plant sales

**L**ocal 1245 and PG&E entered into intensive negotiations last month over the impact of the proposed sale of four PG&E power plants.

PG&E announced in October that it would sell generating facilities at Hunters Point, Moss Landing, Morro Bay and Oakland. Local 1245 represents employees at all of those facilities except Oakland, which is unmanned.

Following PG&E's announcement, the company

and union met on Nov. 14 to discuss the company's proposal and related issues, including relevant provisions of the recently-passed Assembly Bill 1890 and a CPUC order concerning utility divestiture of generating assets.

The parties met again on Nov. 20 to exchange proposals. Seven bargaining sessions were then scheduled for November and December, in the hope that agreement could be reached by the end of the year.

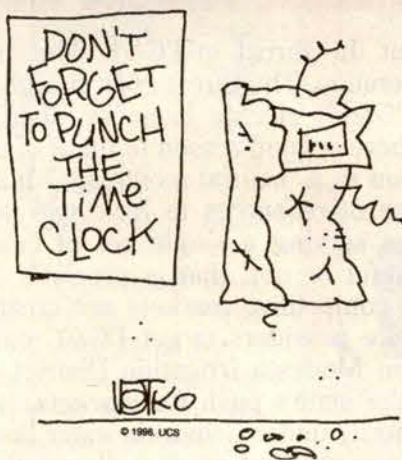
Among the issues under discussion are: wage pro-

tection, job security issues, retention of employees displaced from the plants, early retirement, severance, enhanced moving allowance, educational assistance, and a successor clause.

The negotiations are a continuation of labor-management discussions held earlier in the year over the possible sale of PG&E generating assets. Those discussions were halted in August, with the understanding that they would resume once PG&E had settled upon a course of action.

When PG&E announced the sale of four plants, the talks resumed in earnest.

Representing the union in the talks are: Senior Assistant Business Manager Darrel Mitchell, Assistant Business Manager Sam Tamimi, Senior Business Rep. Ken Ball, along with Bill Butkovitch, Robin David, Wayne Fippin, Dan Lockwood, Al MacLean, Larry Magnoli, Jim Martinez, Mike McBroom, and Wayne Pacheco.



**SCOTT SWORN IN**  
Business Manager Jack McNally (left) congratulates Dave Scott after Scott was sworn in as the new Advisory Council member representing San Joaquin. Looking on is Recording Secretary Ed Mallory. Scott replaces Mike Brocchini, who was recently appointed treasurer for Local 1245. (Photo: Landis Marttila)

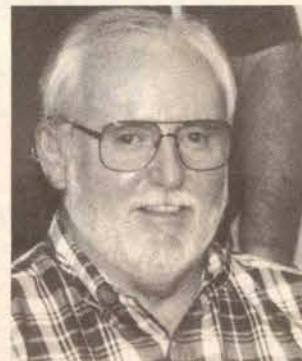


## POINT OF VIEW

## Partnership depends on mutual respect

Jack McNally, IBEW 1245 Business Manager

The year now coming to an end has been a turbulent one in the utility industry and has challenged our union in many ways. It hasn't always been easy, but our union and its members have met these challenges head on and tried wherever possible to find opportunities to change and grow.



The driving force behind most of these challenges has been utility restructuring, which is forcing utilities and their unions to reexamine the way they relate to one another. Some utilities are proving more creative than others in building productive relationships with their unions as the competitive era approaches.

Good labor-management relations must be based on mutual respect. All too often, companies view labor-management programs simply as a way to boost productivity. This breeds cynicism among the employees, and such programs usually fade away in short order.

A year ago, many expected that our union's new partnership with PG&E would suffer this fate. The downsizings had shattered the employees' trust, and trust cannot be restored overnight.

But our working relationship with PG&E has been strengthened during 1996. One reason for this is that our labor-management committees have addressed employee concerns about job security as well as employer concerns about efficiency. This ongoing dialogue isn't simply a product of trust, it has been a way to build trust.

Efforts to build better labor-management relations at Sierra Pacific Power have turned out differently.

In 1994, Sierra Pacific engaged in mutual gains bargaining and our members were pleased with the new opportunities for dialogue. But things went downhill fast when the company got involved in a merger and lost sight of the fact that skilled, motivated employees are a company's biggest asset.

Without a doubt, the competitive era is confronting utilities with many new challenges. And that's precisely why they should be strengthening relations with their employees. With the industry in chaos, utilities have enough on their plates right now without provoking a fight with their employees. This isn't the time for warfare, it's a time for alliance.

Currently the Sacramento Municipal Utility District is exploring how to strengthen its relationship with our union. We welcome the opportunity to forge new and effective relationships—with SMUD and with any employer who understands that genuine partnership is built on mutual respect, and that trust is something that must be earned through good faith efforts by both sides.

The coming year will bring big challenges, with many restructuring issues still unresolved and with much at stake for utilities and their employees.

I'm sure we can rise to the challenge!



# Competition.

## It's a fact.

By Eric Wolfe

**H**ow real is competition? As real as your next paycheck.

As early as January 1998, just one year from now, Californians will have the right to say goodbye to PG&E and look elsewhere for electric service.

The potential impact on PG&E and its IBEW workforce is staggering. The competitive market authorized by Assembly Bill 1890 puts at risk the lion's share of PG&E's electric business. PG&E's electric revenues, now over \$7 billion annually, could shrink to less than \$3 billion.

It doesn't take an Einstein to do the math: less revenue equals fewer jobs.

The squeeze is already on. PG&E has put four power plants up for sale. Additional power plant sales are likely. Meter reading is being automated.

And that's just the beginning.

The radical changes mandated by the California Legislature and the California Public Utilities

Commission will challenge PG&E's ability to remain a viable player in the electric industry. Life-as-usual has been replaced by a struggle for survival.

The stark reality of the competitive threat prompted Local 1245 Business Manager Jack McNally and PG&E General Manager Bob Haywood to convene a labor-management summit in Santa Nella, Ca. The goal: find ways to help PG&E survive.

### "Forget the Past: It's Gone"

The Santa Nella summit held Oct. 30-31 made one thing very clear: the future is not going to look like the past.

"Forget the past, it's gone," Haywood told the participants, which included Local 1245 business representatives, PG&E division managers, General Construction superintendents, and Industrial Relations personnel. For PG&E to succeed in the future, Haywood said, the labor-management partnership "must be brought down to the local level."

The plan to sell four PG&E power plants illustrates that major changes are imminent. Gen-

eration, it now seems certain, is PG&E's past, not its future. While PG&E will continue to operate the Diablo Canyon Power Plant, the company will not attempt to compete with other power generators.

In taking this position, PG&E is simply acknowledging political reality. The California Public Utilities Commission, on a 3-2 vote, ordered the company to submit plans for divesting half of its fossil generating assets. The two dissenting commissioners wanted PG&E to get out of generation completely.

### Distribution: Attractive Prey

But the threat to PG&E does not stop with generation. The threat goes straight to the heart of PG&E's electric business: distribution.

There is good reason to think of electric distribution as a "natural monopoly." It is an obvious waste of resources to have two sets of power poles serving a single set of customers. But wasteful or not, that is precisely the situation that competitive markets are creating as other service providers target PG&E customers.

The Modesto Irrigation District, emboldened by the state's push for markets, is utilizing its authority under California water law to purchase extra power and resell it directly to PG&E customers. As shown in the photo on page 1, MID power lines now run parallel to PG&E's in some locations.

As the economic atmosphere fills with the aroma of profits, PG&E's distribution business will become attractive prey. The jobs of Local 1245 members—whether they work at PG&E, MID, or other power providers—will be at risk as this competition intensifies.

### Measure, Bill, Collect

Perhaps even more troubling is a possible threat to PG&E's measure, bill and collect services. The CPUC recently announced it will consider allowing "direct access" customers to choose someone other than PG&E for measur-



Bob Haywood, PG&E General Manager for Customer Energy Services, spells out the challenge to Division Manager and Local 1245 Business Representatives at the Santa Nella summit.





WE CAN SURVIVE  
IBEW Local 1245  
Business Manager  
Jack McNally told  
company and union  
representatives in  
Santa Nella that  
PG&E employees  
had the experience  
and expertise to help  
PG&E survive the  
transition to  
competitive markets.

ing, billing, and collection functions.

Initially this probably would involve only a few large customers, those who are in a position to negotiate deals to buy power directly from other generators. But if commercial and residential customers form "buying cooperatives" and shop around for power, independent brokers could provide the associated measure, bill and collect services.

If this happens, a substantial portion of PG&E's business could evaporate like the morning fog on a hot Central Valley day. At a minimum, competitors could be expected to go after the best customers, leaving PG&E with expensive reads and customers with poor collection histories.

### Competition on the Phones?

Those who answer customer inquiries for PG&E will also come under pressure from the competitive market.

Independent agencies are aggressively pursuing contracts to handle utility customer telephone inquiries. The technology now exists to route customer calls anywhere in the country, even internationally.

Local 1245's Clerical labor agreement with PG&E offers significant protection against the contracting out of customer service work. However, as regulators "unbundle" services like measure, bill, and collect, it's hard to predict the future of customer service work.

At a minimum, competitive markets will pressure PG&E to examine all ways of cutting costs, and customer service operations is sure to have its turn under the microscope.

### Political Soup

The politics of utility restructuring was outside the scope of the Santa Nella conference. But politics is a very big factor in the future shape of electric service. The California Legislature, the US Congress, and state and federal regulators all seek to exert influence over electric utility restructuring.

It's a great big political soup. To have influence utility unions will have to jump in and swim.

Some members of Congress already have introduced bills to force the states to adopt radical utility deregulation. One bill, by Rep. Delay of Texas, mandates that all customers be given access to retail electric markets by 1998. Delay's bill would ban "competition transition charges." Such a ban would undermine PG&E's ability to compete and would take away the funding mecha-

nism for worker assistance programs like voluntary severance, voluntary retirement, re-training, and job placement services.

The California Public Utilities Commission, responsible for implementing AB 1890, continues to wield great influence over the restructuring process. Already some forces are trying to convince the CPUC to greatly restrict the worker assistance provisions.

In addition, the legislature itself may decide to tinker with AB 1890, and an army of lobbyists will be waiting in the wings with an armful of special interest agendas.

To insure that workers' concerns are addressed, the union will have to remain immersed in this political soup.

### Storm Preparedness

It will take many months, perhaps years, for a new order to emerge in the electric industry. But one very large problem faces PG&E immediately: winter.

PG&E came under heavy criticism for its performance during storms in January, March and December of 1995. Before the partnership, when

PG&E was downsizing, Local 1245 was the company's biggest critic.

Today virtually every employee at PG&E knows that the company reversed course in April 1995 and is now working closely with its two unions to catch up on maintenance and to improve its emergency response capability.

Unfortunately, these efforts are almost invisible to the public. Reporters will be watching PG&E closely during this winter's storms, ready to spotlight performance problems and fault PG&E's maintenance program.

PG&E employees know that the company has made serious efforts to improve service. These efforts include more service representatives and more phone lines at the call centers, many more people performing repairs in the field, and more money budgeted for line clearance tree trimming.

When the cameras arrive to cover PG&E's storm response, some employees working in the field will have a chance to speak out, a chance to defend the company's performance and help the public understand the progress PG&E has made since April of 1995.

See NEXT PAGE



### ASSESSING THE PARTNERSHIP

PG&E's Bob Haywood met privately with Local 1245 Business Representatives during the Santa Nella summit for their candid assessment of the labor-management partnership. In a separate room, Local 1245 Business Manager Jack McNally met with Division Managers and GC Field Superintendents to hear their concerns.



## COMPETITION



Presenting points of view are Senior Assistant Business Manager Darrel Mitchell (far left), Business Rep. Kathy Maas (left), and Business Rep. Ron Van Dyke (at right, in the middle).



### From PAGE FIVE Building Partnership

Clearly PG&E needs the labor-management partnership to repair its infrastructure and rebuild its public image.

But Haywood and McNally, in their remarks at Santa Nella, made clear their belief that partnership means something more: It is the foundation for PG&E's eventual success in a competitive market.

Problems remain. Some parts of PG&E still lack active labor-management committees. The accomplishments of labor-management committees are poorly-publicized. The wounds caused by downsizing have not entirely healed. But PG&E also has significant strengths as it enters the competitive era. Chief among these is the company's highly skilled workforce.

As McNally told the gathering at Santa Nella, employees have the experience and expertise PG&E needs to succeed. What remains to be seen is whether the partnership can harness that experience and expertise in meeting the great challenges now visible on the horizon.



Industrial Relations Manager Mel Bradley discusses the partnership.

**'Part • ner • ship** (noun) A relationship involving close cooperation between parties having specified and joint rights and responsibilities.

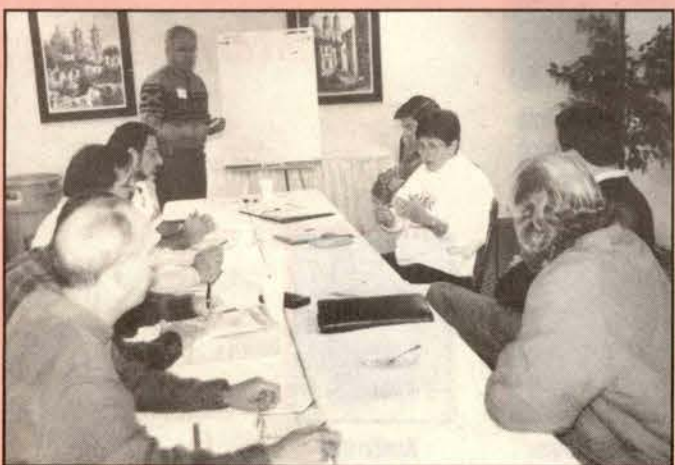


Participants at the Santa Nella summit affirmed their support for the PG&E/Local 1245 partnership.



## Meeting face-to-face to build partnership

During the Santa Nella summit, company and union representative met in small groups to assess the state of the partnership in their specific areas and to discuss ways to improve it. Their findings were later reported out to the entire group.



*When reporters ask...*

## Facts You Should Know About Electric System Reliability and PG&E's Storm Preparedness

During this winter season, PG&E employees may be approached by the media or customers with questions about how the company is preparing to handle storm-related outages. Here are some facts that may be useful in explaining some of the improvements made by PG&E and its IBEW employees:

- **PG&E employees and management are working in partnership to improve safety, reliability and customer service.** Management has listened to the union's concerns and has taken positive steps to address them. This partnership between the union and management comes from a decision in April 1995 to resolve differences through cooperation and open communications, rather than through confrontation.

- **PG&E has a workforce of 5,000 field people working to keep the power on, and to get it back on safely and quickly in emergencies.** This workforce consists of 3,200 permanent employees and 1,800 union hiring hall temporary employees. In addition, PG&E will be hiring 150 more linemen and apprentice linemen in 1997. In 1996, PG&E hired an additional 311 employees, 276 of these new-hires were directly in support of the company's maintenance and operations activities.

- **PG&E is trimming more trees around power lines than ever before--1.8 million trees at a cost of \$115 million in 1996.** In 1995, PG&E trimmed 1.4 million trees. In 1995 PG&E had 500 crews performing this work. In 1996 there were 540 crews. PG&E has a total of 6 million trees in its service territory that need to be trimmed, compared with 1 million for Southern California Edison, and less than 1 million for San Diego Gas and Electric.

- **PG&E is inspecting a quarter of a million poles in 1996, and either treating them or replacing them.** In 1997 that number will triple. Over the four years from 1995 to 1999 PG&E will have inspected every one of the 2.1 million poles.

- **PG&E continually inspects lines, cross arms, connectors, transformers, and other equipment.** In 1995 and 1996, PG&E inspected 70,000 miles of overhead electric distribution line and 155,000 underground electric locations. PG&E uses infrared technology to help detect potential problem spots.



- **PG&E has increased the Call Center staff by 250 employees for a total of more than 1,000 employees.** PG&E has doubled the number of phone lines to more than 1,000. PG&E has also enhanced the system to allow thousands of customers to receive outage information even when the PG&E customer service representatives are busy with other calls. With these enhancements, PG&E has increased its call capacity from 25,000 calls an hour to more than 600,000 calls an hour, a 20-fold increase.





# Season's

from  
IBEW Local



Mary Baarda  
Confidential  
Secretary



Ken Ball  
Business  
Representative



Brenda Bartizal  
Cash Dues  
Records



Virginia Browne  
Payroll Deduction



Phil Carter  
Business  
Representative



Ed Caruso  
Business  
Representative



Bob Choate  
Business  
Representative



Tom Dalzell  
Attorney



Chuck Davis  
Business  
Representative



Sheryl Dillon  
Dispatch  
Walnut Creek



Richard Dunkin  
Business  
Representative



Joel Ellioff  
Business  
Representative



Janet Evenson  
Dispatcher  
Riverside Office



Dorothy Fortier  
Assistant  
Business Manager



Wayne Greer  
Business  
Representative



Mike Haentjens  
Business  
Representative



Mickey Harrington  
Business  
Representative



Pat Hove  
Membership  
Records



Gary Hughes  
Business  
Representative



Josh Jacobson  
General Assistant



Karen Kiley  
Confidential  
Secretary



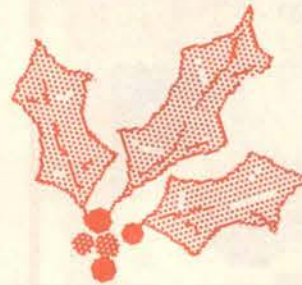
Linda Knight  
Bookkeeping



Ann Kools  
Confidential  
Secretary



Austin Lea  
Printer



Merry Christmas





# Greetings

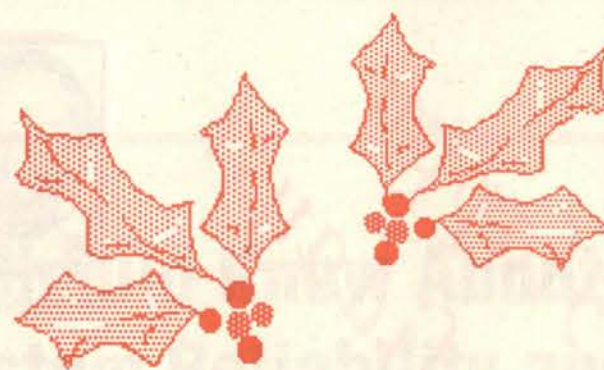
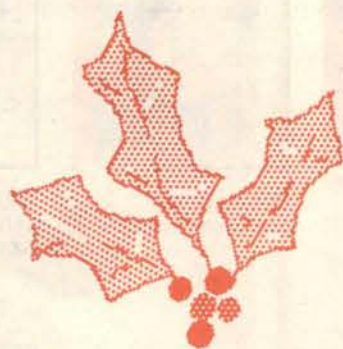
om  
ocal 1245



UCS



Happy Chanukah



Kathy Maas  
Business  
Representative



Sharon Madison  
Clerical Floater



Gary Mai  
Business  
Representative



Bob Martin  
Business  
Representative



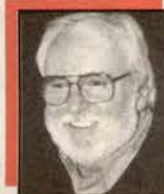
Lita Martin  
Administrative  
Assistant



Landis Marttila  
Business  
Representative



Debbie Mazzanti  
Business  
Representative



Jack McNally  
Business Manager



Darrel Mitchell  
Senior Assistant  
Business Manager



Art Murray  
Business  
Representative



Jack Osburn  
Business  
Representative



Larry Pierce  
Business  
Representative



Peggy Proschold  
Dispatch  
Walnut Creek



Julie Rodriguez  
Office Manager



Frank Saxsenmeier  
Business  
Representative



Dennis Seyfer  
Business  
Representative



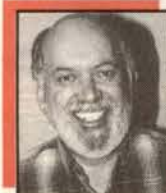
Roger Stalcup  
Assistant  
Business Manager



Hunter Stern  
Business  
Representative



John Stralla  
Business  
Representative



Sam Tamimi  
Ass't Business  
Manager



Ron Van Dyke  
Business  
Representative



Gail Varner  
Bookkeeping



Lula Washington  
Business  
Representative



Eric Wolfe  
Communications  
Director



Perry Zimmerman  
Ass't. Business  
Manager





Happy Holidays!



Terry Andreucci  
Drum



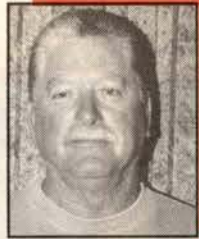
Keith Burkhardt  
Sacramento



Rich Cowart  
East Bay &  
Material Control



Grover Day  
Stockton & City of Lodi



Jim 'Ed' Edwards  
Colgate



Jim Findley  
North Bay



Bob Irwin  
Tree Trimmer Companies



Michael Johnson  
CATV-Operating  
Companies



Jeff Johnstone  
Outside Construction

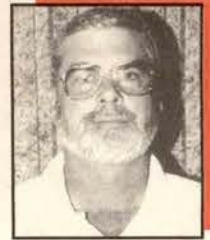


Linda Jurado  
Clerical at Large

From the  
Local 1245  
Advisory Council



Dan Lockwood  
Coast Valleys



Bob Lovett  
DeSaba



Jim Lynn  
Pipeline Operations



Monte Nelson  
Citizens Utilities Co. of  
California



Will Nunez  
Sacramento Regional  
Transit



Joseph Osterlund  
General Construction



Rich Perry  
US Bureau of Reclamation



Dave Pittman  
Irrigation Districts



Shirley Roberts  
San Francisco Clerical (VP  
& Comptroller's Office)



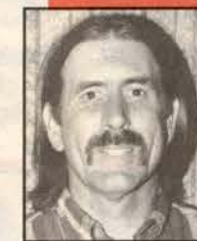
Larry Rodriguez  
Alameda/Contra Costa  
Transit & East Bay Municipal



Bernard Smallwood  
San Francisco & General  
Office



Dave Scott  
San Joaquin



Ken Sorenson  
Pacific Gas Transmission



Lee Thomas, Jr.  
Humboldt



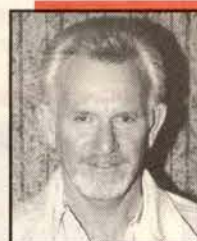
Raymond Thomas  
Shasta



Arthur Torres  
Sacramento Municipal  
Utility District



Bob Vieira  
Sierra Pacific Power Co.



Bill Wallace  
San Jose/City of Santa  
Clara



© WILSON/CALM 1-85 UCS



# Retirees' long hours of campaigning paid off

By Orv Owen

**T**hanks and congratulations are due to all Local 1245 retirees on your contributions to our recent election victories.

Those thousands of phone calls, those sidewalks trudged, those stairs climbed, those envelopes stuffed, those pieces of lit-

erature handed out, those signs posted for labor endorsed candidates—all of these efforts were outstanding.

Traditionally, retired folks have been among the most active in elections and this year was no exception. Unfortunately, for whatever their excuses, half of our eligible voting citizens did not exercise their voice or

responsibilities as citizens in the electoral process.

Many of the subjects and issues discussed during the recent elections have a direct effect on working families and their children, and especially on seniors and retirees. Although the current political rhetoric appears to be congenial and in a spirit of cooperation between Congress and the

President, we must stay vigilant, alert and informed to the actions of all our elected officials in our community bodies, county, state and federal governments.

We have learned over our years that political activity and participation in our governmental processes is not a luxury, it is a *necessity*.

Keep the faith!

## Friends elected, minimum wage hiked

# Unionists make decisive difference

**C**alifornia unionists made the decisive difference in several key races during the November elections, including the ouster of anti-labor incumbents in three Congressional districts and winning back the State Assembly from the anti-union, right-wing extremists who took control of it two years ago.

Union members in the Bay Area were particularly pleased with the election of Ellen Tauscher for the Congressional district that is home to Local 1245 headquarters in Walnut Creek. Tauscher replaces Bill Baker, who had compiled a voting record extremely hostile to working people and their unions.

More than 10,000 union volunteers walked precincts, rang doorbells, phoned voters and got out the vote for the Nov. 5 election. Union volunteers talked person-to-person with an estimated quarter-

million union members, urging them to consider issues vital to labor and to vote accordingly.

The union campaign helped assure victory for Proposition 210, the initiative to raise the state minimum wage. Union volunteers were also critical to narrow victories in a number of state legislative races, including the election by just 89 votes of Dennis Cardoza to represent the 26th Assembly District. This and other Assembly victories should put an end to the avalanche of anti-worker bills passed by the last Assembly.

"Union members and their families voted for their common pocketbook issues and provided the winning margin for pro-labor candidates," said Art Pulaski, leader of the California Labor Federation. "There can be no doubt that our efforts were decisive," Pulaski said. "The results show this clearly. In marginal district after marginal district we



ON THE WAY TO VICTORY

Business Manager Jack McNally greets Ellen Tauscher at Local 1245 headquarters during a pre-election visit. Union members played a key role in helping Tauscher unseat Congressman Bill Baker in the East Bay.

poured in volunteers and resources, and our candidates won."

The victory of Proposition 210 was particularly sweet. Not only did the ballot measure give low-wage workers a badly-needed raise, it gave a powerful boost to labor's cause by helping draw voters to the polls to elect union-friendly candidates.

Two million Californians will get a raise, according to the state legislative analyst. The state minimum goes to \$5 an hour next March 1 and to \$5.75 on March 1, 1998. It had been just \$4.25 until an increase in the federal minimum raised it to \$4.75 on Oct. 1.

Pulaski credited his predecessor, Jack Henning, with having the vision to lead California into a mini-

mum wage campaign more than a year ago.

Henning, who served as president of the Liveable Wage Coalition, exalted in the success of Proposition 210.

"The minimum wage victory was a massive repudiation of the poverty wage imposed on the working poor by the Republican-controlled Industrial Welfare Commission," declared Henning, who now holds the title of executive secretary-treasurer emeritus of the California Labor Federation.

"The election of a Democratic governor in 1998 will rid the state of this anti-worker, anti-social commission that serves without fail the orders of the employer class. The present commission must go," Henning declared.

The passage of Proposition 210 "is a victory for California's working poor," declared state Senator Hilda Solis, who authored legislation killed by Assembly Republicans that would have provided the same minimum wage increases.

"This increase is a beginning—not an end—to our campaign for economic justice for California's hardworking families," said Richard Holober, the Yes on 210 campaign manager.

The coalition that placed Proposition 210 on the ballot and campaigned for its passage was formed after Gov. Wilson's appointees on the Industrial Welfare Commission repeatedly ignored a state law saying they must set a minimum sufficient to "supply the proper standard of living."

IBEW  
Local  
1245



Retirees Corner

## 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/Srvc.
Standford Cabral	Stockton, CA	44
Donald Gomez	Sacramento, CA	46
Billy Miller	Hayward, CA	33
Jerrl Nelson	Fresno, CA	23
Norman Rush	Oroville, CA	35



## Safety Matters



### Stay focused on safety during holiday season

**W**ith the holiday season now upon us, the Safety Committee would like to ask you to think about your family and how special you are to them. They expect and depend on you to work safely and return home to them.

With all of the upcoming activities during the holidays, take the time to remain focused and stay cut

in on the job as well as off the job.

Statistics show that last year about 17 workers were killed each day. Don't become a statistic. Recognize unsafe conditions.

Keep your safety and your fellow workers' safety your top priority. On behalf of the Safety Committee, have a safe holiday season this year!

## PG&E, Davey Tree put focus on safety

By Bob Irwin

**O**n Oct. 11, Pacific Gas and Electric Co. and Davey Tree put on a safety meeting and free barbecue at the Anderson River Park for the entire North Valley Division.

PG&E gave everyone the day off paid. PG&E provided the electrical safety board demonstration. For anyone that has not seen this demonstration, it's a very impressive training tool. Safety awards were handed out and there was plenty of food for everyone. Incentive

bonus checks were given to everyone. It was a really nice chance to intermingle with co-workers and management. I'm sure it was en-

joyed by everyone in attendance. Lots of positive feedback was offered to the employees from PG&E and Davey Tree.



Local 1245 members were treated to barbecue at a safety meeting sponsored by Pacific Gas and Electric and Davey Tree.

## Photos of union tree trimmers needed

By Bob Irwin

**U**nion tree trimmers, we need your help!

I am your Advisory Council member for IBEW

Local 1245. Every month, I would like to have all three union tree contractors represented in the Utility Reporter. Please send me pic-

tures, stories, group photos, etc. and I will do my best to get it into print.

When mailing photos, please attach a note identifying the people from left to right, listing their first and last names and also listing the employer. It would also be helpful to list the town or vicinity where the picture was taken.

One last thought: close-up shots are generally the best so that we get a good look at our members.

Mail your photos and other material to me at the address listed here, or feel free to call me.



DAVEY TREE

At work for Davey Tree in the North Valley Division are, from left: Dave Beardsley, Duane Baker, and Randy Sandifer.

**Bob Irwin**  
18395 Oasis Road  
Redding, CA 96003  
(916) 243-8733

### THANK YOU

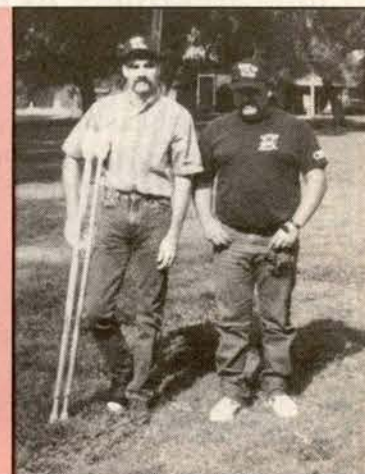
Tree trimmer Keith Ashe (pictured right, on the left) was rescued by Rocky Ponciano (right) following an on-the-job accident. Ashe's family recently took out an ad in a local newspaper to express their thanks. The text of the ad is reprinted here:

*Thank you to Local Union 1245 for your overwhelming support and encouragement.*

*Thank you to Red Bluff and Redding crews for all your concerns and best wishes.*

*A special Thank You to Bob Erwin for all your help. To Rocky Ponciano, our most heartfelt "Thanks" to you for giving us back a Husband, Father, Son, Brother and Uncle. We love you all.*

*Keith, Connie, and Lachelle*





Focus on Antioch

# Automated meter reading pilot begins

By Tom Dalzell

**A**utomated Meter Reading (AMR), which has been around for many years as a theory at PG&E, is about to become reality, at least on a pilot project basis.

Beginning this month, PG&E will install approximately 100,000 AMR devices in the Antioch area as part of a pilot program to test all aspects of an AMR system.

To implement the labor aspects of the pilot project, PG&E and Local 1245 recently negotiated and signed Letter Agreement 96-117-PGE, which guarantees that all work associated with the AMR pilot project will be performed by PG&E employees.

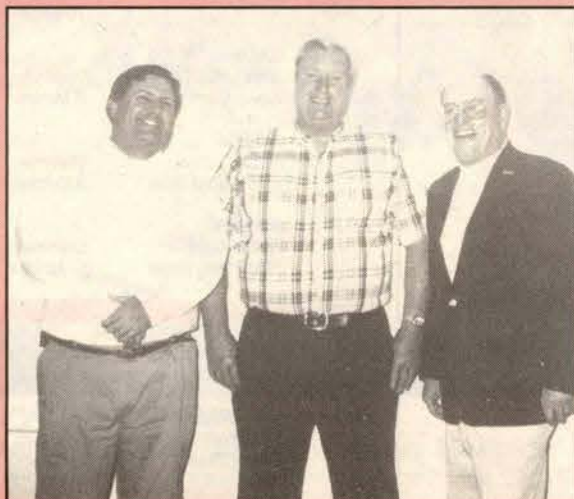
Retrofitting of electric meters will take place at the company's Fremont electric meter facility. Regular PG&E meter shop employees will handle all polyphase and solid state retrofits, while the single phase work will be performed by approximately 10 temporary Utility Workers dispatched by Local 1245's hiring hall.

Field installations and field retrofitting of gas meters will be handled by several different classifications. Gas Servicemen will handle all gas meters that have to be replaced entirely, Gas Mechanics will handle the retrofitting of the larger meters, and Senior Meter Technicians will retrofit and install all polyphase electric meters and A-base single phase electric meters.

Installation of single phase electric meters and retrofitting of gas meters will be handled by a workforce of about 40, consisting of Meter Readers from Antioch and Concord who have volunteered for the work as well as temporary hiring hall employees. Electric crews will mount the radio repeaters used in the AMR infrastructure.

At the end of the pilot project, the parties will evaluate work jurisdiction and compensation issues in light of the experience in Antioch. Assuming that the California Public Utilities Commission does not change its mandate on AMR, the parties will then negotiate a permanent agreement governing the retrofitting, installation, and maintenance of AMR.

*(Tom Dalzell is staff attorney for Local 1245)*



**35 Years:** Business Rep. Chuck Davis, Ron Grimes, Recording-Secretary Ed Mallory.



**30 Years:** Business Rep. Chuck Davis, Dee Fisher, Gary Wheeler, Lance Karber, Recording-Secretary Ed Mallory.



**25 Years:** Business Rep. Chuck Davis, Larry True, Bernard Reyes, Lorenzo Cardova, Recording-Secretary Ed Mallory.



**20 Years:** Business Rep. Chuck Davis, Linda Balasis, Lee Haring, Recording-Secretary Ed Mallory.

## Union pin dinner honors members in Bakersfield

**October 19, 1996**



SAN JOAQUIN				JAN	FEB	MAR	APR	MAY	JUN
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.	-	4	-	1	-	3
1112	BAKERSFIELD Labor Hall 200 W. Jeffery St.	Chairman: E. Miranda	Wednesday 6:00 p.m.*	15	12	12	16	14	11
1114*	RIDGECREST* To be announced								
1117*	WASCO* To be announced								
1120	SELMA Ramona's 1802 E. Front St.	Chairman: P. Sandoval	Thursday 4:30 p.m.	9	13	13	10	8	12
1122	MERCED IRR. DIST. Branding Iron 640 W. 16th	Chairman: R. Telles	Tuesday 7:30 p.m.	7	4	4	1	6	3
1123	MERCED Branding Iron 640 W. 16th	Chairman: M. Massey	Wednesday 5:30 p.m.	8	-	12	-	7	-
1128	LEMOORE Fleet Reserve 788 "D" Street	Chairman: M. Ormonde	Tuesday 5:30 p.m.	14	11	11	15	13	10
1129	AUBERRY Daddy Joe's Auberry Road	Chairman: T. Moore	Tuesday 5:45 p.m.	7	-	11	-	6	-
COAST VALLEYS									
1211	SALINAS Amer. Legion Hall 14 W. Laurel Drive	Chairman: S. Lozano	Tuesday 5:00 p.m.	7	4	4	8	6	3
1212	MONTEREY La Fontana 2030 N. Fremont	Chairman: M. Oleata	Wednesday 5:00 p.m.	15	12	12	16	14	10
1213	KING CITY PG&E Yard 2nd Street	Chairman: J. Sportsman	Thursday 4:30 p.m.	9	6	6	10	8	5
1215	PISMO BEACH To be announced* Pismo Beach	Chairman: T. Castanon	Thursday 4:00 p.m.	9	6	6	10	8	5
1216	SANTAMARIA Giavanni's Pizza Orcutt	Chairman: B. Bell	Tuesday 4:00 p.m.	7	4	4	8	6	3
1217	TEMPLETON The Pizza Place Templeton	Chairman: G. Burk	Tuesday 4:00 p.m.	14	11	11	15	13	10
1218	TCI MONTEREY La Fontana 2030 N. Fremont	Chairman: R. Shorter	Tuesday 7:00 p.m.	14	11	11	15	13	10
1219	HOLLISTER Straw Hat Pizza 191-A San Felipe	Chairman: J. Vermilyer	Wednesday 5:00 p.m.	8	5	5	9	7	4
1220	DIABLO CANYON Marge's Diner San Luis Obispo	Chairman: D. Lockwood	Wednesday 5:00 p.m.	8	5	5	9	7	4
1221	BUELLTON Antonio's Pizza Buellton	Chairman: D. Davey	Monday 4:00 p.m.	13	10	10	14	12	9
PIPELINE									
1121	KETTLEMAN PSEA Club Kettleman Station	Chairman: S. Jamison	Tuesday 5:30 p.m.	21	-	18	-	20	-
1311	HINKLEY PSEA Rec. Room Hinkley Station	Chairman: P. Earl	Wednesday 5:30 p.m.	-	5	-	9	-	4
1313	TOPOCK Recreation Room Park Moabi	Chairman: K. Feil	Thursday 4:45 p.m.	-	6	-	10	-	5
SANTA CLARA									
1411	CITY OF SANTA CLARA Vesuvius 3044 El Camino	Chairman: B. Wallace	Thursday 5:30 p.m.	9	13	13	10	8	12
SAN JOSE									
1511	SAN JOSE Straw Hat Pizza* 1535 Meridian Avenue*	Chairman: B. Brill	Wednesday 6:30 p.m.	1	5	5	2	7	4
1512	BELMONT T.W.U. Local 505 1521 Rollins Road	Chairman: B. Quinn	Wednesday 5:30 p.m.	7*	5	5	2	7	4
1513	SANTACRUZ VFW Post #7263 2259 7th Avenue	Chairman: A. Freitas	Monday 6:00 p.m.	13	10	10	14	12	9
CITY OF OAKLAND									
2211	OAKLAND GENERAL Francesco's Hegenberger & Pardee	Chairman: L. Rodriguez	Thursday 4:00 p.m.*	16	20	20	17	15	19
EAST BAY				JAN	FEB	MAR	APR	MAY	JUN
2301	EAST BAY CLERICAL White Knight 3150 Pierce Street	Chairman: P. Kelleher	Wednesday 6:00 p.m.	8*	5	5	2	7	4
2311	OAKLAND Francesco's Hegenberger & Pardee	Chairman: J. Audelo	Tuesday 5:30 p.m.	7	4	4	1	6	3
2314	HAYWARD/FREMONT To be announced	Chairman: To be announced	Monday 6:00 p.m.	20	17	17	21	19	16
2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: P. Mackin	Thursday 5:00 p.m.*	9	13	13	10	14	12
2317	ANTIOCH Aladino's Pizza 1324 Sunset Drive	Chairman: S. Culcasi	Wednesday 5:00 p.m.	8	12	12	9	8	11
2318	RICHMOND White Knight 3150 Pierce Street	Chairman: C. Jackson	Wednesday 4:30 p.m.	8*	5	5	2	7	4
SAN FRANCISCO									
2401	SAN FRANCISCO CLERICAL Sheraton Palace 2 New Montgomery	Chairman: F. Marshall	Wednesday 5:30 p.m.	8	12	12	9	14	11
2412	SAN FRANCISCO LongShoreman's Hall 4 Berry Street	Chairman: D. Walters	Wednesday 5:30 p.m.	8	12	12	9	14	11
STOCKTON									
2511	STOCKTON Ed Stewart Post 3110 N. West Lane	Chairman: A. Bayless	Thursday 6:30 p.m.*	9	13	13	10	8	12
2512	ANGEL'S CAMP Mike's Pizza Hwy. 49/Murphys Grade	Chairman: J. Sheridan	Wednesday 4:30 p.m.*	2	6	3	3	1	5
2513	JACKSON Mtn. Mike's Pizza* Hwy 49/Murphy's Grade*	Chairman: D. Shulze	Tuesday 4:00 p.m.	7	4	4	1	6	3
2515	MODESTO Sundial Lodge 808 McHenry	Chairman: J. Loades	Wednesday 5:30 p.m.	8	12	12	9	14	11
2516	LODI Spiro's* 1420 W. Kettleman	Chairman: B. Fisher	Thursday 4:30 p.m.	2	6	6	3	1	5
2517	SONORA Stuft Pizza Hwy 108 East	Chairman: B. Owens*	Tuesday 4:30 p.m.	14	11	11	8	13	10
2518	MODESTO IRR. DIST. Pizza Pub Kansas Avenue	Chairman: D. Pittman	Wednesday 4:30 p.m.	8*	5	5	2	7	4
PACIFIC GAS TRANSMISSION									
3021	SAND POINT PGT Office	Chairman: T. Anderson	Monday* 5:00 p.m.	13	10	10	14	12	9
3023	WALLA WALLA PGT Office	Chairman: B. Beaver	Wednesday 4:30 p.m.	8	12	12	9	14	11
3024	REDMOND PGT Office	Chairman: K. Sorenson	Tuesday* 5:30 p.m.	14	11	11	8	13	10
3025	SPOKANE PGT Office	Chairman: S. Jordan	Thursday 5:00 p.m.	9	13	13	10	8	12
HUMBOLDT									
3111	EUREKA Labor Temple 9th & "E" Street	Chairman: A. Koppenberg	Tuesday 6:00 p.m.*	14	11	11	15	13	10
SHASTA									
3212	REDDING Big League Pizza 3655 Meadowview	Chairman: A. Streetman	Wednesday 5:15 p.m.	15	12	12	9	14	11
3213	BURNEY Sam's Pizza Johnson Park	Chairman: T. Marymee	Tuesday 6:00 p.m.	14	11	11	8	13	10
3214	RED BLUFF The Green Barn #5 Chestnut	Chairman: H. Iness	Monday 5:30 p.m.	16	13	13	10	15	12
CITY OF REDDING									
3217	CITY OF REDDING Kelly's Pizza 3655 Meadowview	Chairman: J. Kropholler	Wednesday 5:15 p.m.	8*	5	5	2	7	4



## NEVADA

				JAN	FEB	MAR	APR	MAY	JUN
3311	RENO IBEW Hall LU 401 2713 E. 4th Street	Chairman: D. Moler	Wednesday 7:00 p.m.	8*	5	5	2	7	4
3312	CARSON CITY Carson City Fire Dept. Station #3	Chairman: P. Lantis	Monday 5:30 p.m.	14	11	11	15	13	10
3314	SOUTH LAKE TAHOE Steamer's* 2236 Lake Tahoe Blvd.*	Chairman: P. Stahl	Thursday 5:00 p.m.	2	6	6	3	1	5
3315	MT. WHEELER/ELY Ely Fire Department Dept. Meeting Hall	Chairman: R. Miller	Wednesday 4:30 p.m.	15	12	12	16	14	11
3318	ELKO Stockman's Hotel Elko	Chairman: D. Carone	Tuesday 6:00 p.m.	13	10	10	14	12	9
3319	WELLS R.E.C. Silver Sage Sr. Ctr. 1st Street, Wells	Chairman: C. Swett	Thursday 5:30 p.m.	16	13	13	17	15	12
3320	NORTH LAKE TAHOE Carpenter's Hall Kings Beach	Chairman: H. Bartolomei	Wednesday 5:30 p.m.	15	19	19	16	21	18

## DESABLA

3411	CHICO Mtn. Mike's Pizza 1722 N. Mangrove	Chairman: M. Hamm	Thursday 7:30 p.m.	23	20	20	17	22	19
3412	QUINCY Moon's Pizza Lawrence Street	Chairman: J. Dolloff	Wednesday 6:00 p.m.	8*	5	5	2	7	4
3417	PARADISE Red Lion Pizza 6611 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	9	6	6	3	8	5

## DRUM

3511	AUBURN Moose Lodge Sacramento & High	Chairman: T. Andreucci	Tuesday 6:00 p.m.	14	11	11	8	13	10
3512	ROSEVILLE Fast Freddie's Pizza 130 Main Street	Chairman: T. Bakkie	Tuesday 5:15 p.m.	7	4	4	1	6	3
3513	GRASS VALLEY Swiss House 535 Mill Street	Chairman: T. Gilbert	Wednesday 6:00 p.m.	8	12	12	9	14	11
3813	PLACERVILLE Spanky's Pizza* 197 Placerville Drive	Chairman: P. Flecklin	Thursday 4:30 p.m.	9	13	13	10	8	12

## COLGATE

3611	MARYSVILLE Marcella's 1245 Bridge Street	Chairman: J. Edwards	Wednesday 6:00 p.m.	1	5	5	2	7	4
3613	OROVILLE Eagle's Hall 2010 Montgomery	Chairman: J. Hall	Tuesday 5:15 p.m.	21	18	18	15	20	17

## NORTH BAY

3711	MARIN COUNTY Roundtable Pizza S. Novato Blvd., Novato	Chairman: I. Snyder*	Thursday 5:30 p.m.	9	13	13	10	8	12
3712	SANTAROSA Roundtable Pizza Steele & Cleveland	Chairman: L. Stubblefield	Tuesday 7:00 p.m.	7	4	4	1	6	3
3713	EAST GEYSERS Ltl Red Schoolhouse Bottle Rock Road	Chairman: R. Runnings	Wednesday 6:00 p.m.	22	19	19	23	21	18
3714	UKIAH Discovery Inn 1340 N. State St.	Chairman: M. Perez	Wednesday 7:30 p.m.	8*	5	5	9	7	4
3715	LAKEPORT Senior Center 527 Konocti Avenue	Chairman: B. Dawson	Tuesday 7:00 p.m.	7	4	4	8	6	3
3716	NAPA/VALLEJO Mary's Pizza Jefferson St, Napa	Chairman: J. Kent	Thursday 7:00 p.m.	2	6	6	3	1	5
3717	FORT BRAGG/PT ARENA Masonic Temple 428 N. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	23	20	20	24	22	19
3718	WEST GEYSERS Giorgio's Pizza* Healdsburg Av, Healdsburg	Chairman: A. MacLean	Tuesday 6:30 p.m.	21	18	18	22	20	17

## SACRAMENTO

3011	SACRAMENTO REGIONAL TRANSIT Club 65 65th & Broadway	Chairman: J. Mendonca*	Thursday 4:45 p.m.	9	13	13	10	8	12
3801*	SACRAMENTO CLERICAL* Sac. Cntrl Labor Council* 2840 El Centro*	Chairman: A. Edwards*	Thursday* 5:15 p.m.*	16	20	20	17	15	19
3811	SACRAMENTO Florin Odd Fellow 8360 Florin Road	Chairman: D. Norris	Wednesday 5:00 p.m.	8*	5	5	2	7	4
3812	VACAVILLE 140 Browns Vly Pkwy Vacaville	Chairman: B. Semas	Tuesday 5:00 p.m.	14	11	11	8	13	10
3814	WOODLAND Amer. Legion Hall 523 Brush Street	Chairman: K. Stice	Thursday 5:30 p.m.	2	6	6	3	1	5
3911	SMUD Ctrl. Labor Council El Centro & I-80	Chairman: G. Richie	Wednesday 5:00 p.m.	8	12	12	9	14	11
3912	FRESH POND (SMUD) 50 Grand Pollock Pines	Chairman: D. Newton	Tuesday 6:00 p.m.	14	11	11	8	13	10
3914	GEYSERS (SMUD/CCPA) Ltl Red Schoolhouse Bottle Rock Road	Chairman: K. Alvey	Wednesday 6:15 p.m.	22	19	19	23	21	18

## CITIZENS TELECOM

4012	SUSANVILLE Grande Cafe 730 Main Street	Chairman: J. Deal	Thursday 5:15 p.m.	16	13	13	10	15	12
4013	ALTURAS The Brass Rail Hwy. 395	Chairman: M. Nelson	Wednesday 5:30 p.m.	15	12	12	9	14	11
4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: D. Vipond	Thursday 5:30 p.m.	23	20	20	17	22	19
4015	BURNEY Sam's Pizza Hwy 299 East	Chairman: D. Trobridge	Tuesday 5:30 p.m.	7	4	4	1	6	3

## TREE TRIMMERS

4404	DAVEY TREE/OAKLAND Francesco's Hegenberger & Pardee	Chairman: I. Reynolds	Tuesday 4:30 p.m.*	7	4	4	1	6	3
4406	DAVEY TREE/PARADISE Red Lion Pizza 6011 Skyway	Chairman: E. Anton	Thursday 5:30 p.m.	9	6	6	3	8	5
4419	DAVEY TREE/REDDING Upper Crust Pizza 2727 Churn Creek	Chairman: B. Irwin	Wednesday 5:00 p.m.	22	19	19	16	21	18
4420	DAVEY TREE/NAPA Pietro's 999 Trancas Street	Chairman: M. Linley	Tuesday 7:00 p.m.	21	18	18	15	20	17
4711	ASPLUNDH TREE Mtn. Mike's Pizza Redwood City	Chairman: D. Sanchez	Wednesday 5:30 p.m.	15	19	19	16	21	18
4712*	ASPLUNDH TREE/SELMA* Ramona's* 1802 E. Front St.*	Chairman: A. Martinez*	Thursday* 4:30 p.m.*	16	20	20	17	15	19

## OUTSIDE LINE

4911	OUTSIDE LINE/SACRAMENTO 2840 El Centro Sacramento	Chairman: L. Thomson	Saturday 10:00 a.m.	11	8	8	12	10	7
4912	OUTSIDE LINE/RIVERSIDE 1074 LaCadena Dr #5 Riverside	Chairman: J. Johnstone	Wednesday 8:00 p.m.	8	12	12	9	14	11



\* Indicates recent change



*Last major non-union tree contractor at PG&E*

# Union organizing campaign targets Utility Tree

**A**t the request of employees of Utility Tree, Local 1245 began a drive in Nevada County, California in October to organize the company.

Utility Tree is the last major non-union company performing line clearance tree trimming for PG&E. The other major contractors have labor agreements with Local 1245.

"The Utility Tree union supporters in and around Grass Valley and Nevada City have been fantastic,"

said Local 1245 Business Rep. Landis Marttila. "They attend meetings with us after work and sign authorization cards even though supervisors threaten them with termination or openly harass them on the job for supporting the union."

Utility Tree works in five counties stretching from near the Bay Area to the Nevada state line. Utility Tree workers lag behind union line clearance workers in wages and benefits. But union organizer Tom Shively believes the dramatic up-

surge in union support at Utility Tree is not driven just by traditional wage and benefit issues.

"It's not just money," said Shively. "I used to work at Utility. Guys just get tired of [Utility Tree executive] Carl Center changing things whenever he likes."

"One day you're making \$11 an hour and the next day you're making \$10 an hour. One day the hours you work change with no notice. It's like the company holds all the cards and you're the deuce," Shively said.

Tony Tabor, a former Utility Tree employee now employed by Asplundh Tree, has taken an active part in the organizing drive. Two years ago, Tabor was on the receiving end of a union leaflet distributed by Business Rep. Landis Marttila. Now Tabor himself is handing out leaflets to Utility Tree employees.

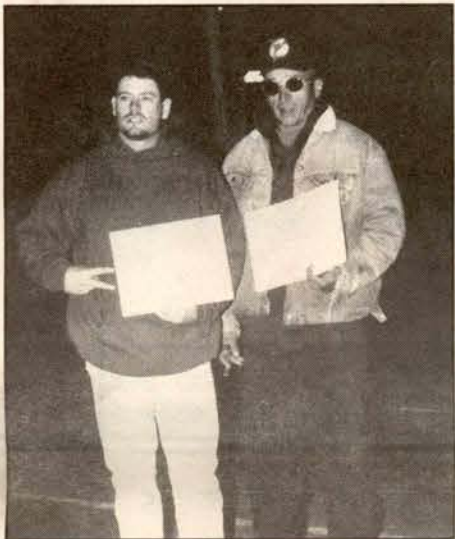
The union concentrated its efforts

in Nevada and Sierra Counties during October and November, but has recently expanded its contacts to the rest of Utility Tree's contract area.

Union representatives and rank and file organizers will be requesting Local 1245 members at PG&E to support the organizing drive with bumper stickers, buttons, signs and other visible means of support.

"Some of those tree trimmers feel like they're out there all alone supporting the union. They need to see there's thousands of IBEW 1245 members at PG&E who support them," said organizer Jeff Palm.

Utility Tree current works in five counties: Yuba, Solano, Sutter, Nevada and Sierra. Tree trimming contractors at PG&E currently working under labor agreements with Local 1245 are Asplundh Tree, Arbor Tree and Davey Tree.



A couple of years back, Tony Tabor (at left, second from left) was one of several Utility Tree employees approached by Landis Marttila about forming a union. Now Tabor (below, left) is joined by Al Morel in handing out union leaflets to Utility Tree employees.



The FACTS Committee (Photo: Landis Marttila)

## FACTS Committee wraps it up

**P**G&E's Facility Assessment Condition Tracking System committee met for the last time in October in Livermore.

"The committee created the framework for maintaining an effective electrical distribution maintenance system and was a significant milestone in the new bargaining relationship between the company and the union," said Local 1245 Business Manager Jack McNally. "The FACTS program may well become the model for all investor-owned utility maintenance programs in the entire state."

Company and union members of the committee were presented

with a certificate thanking them for their assistance in developing the program.

"For a huge committee these guys were extremely efficient in developing the program and then making changes based on input from the field," said Senior Business Rep. Landis Marttila. "They were a pleasure to work with."

The FACTS program grades electrical maintenance problems into three categories, with a computerized timeline mandating correction. The program has been touted by both unions and consumer groups as an appropriate method for guaranteeing distribution system reliability in the future.