

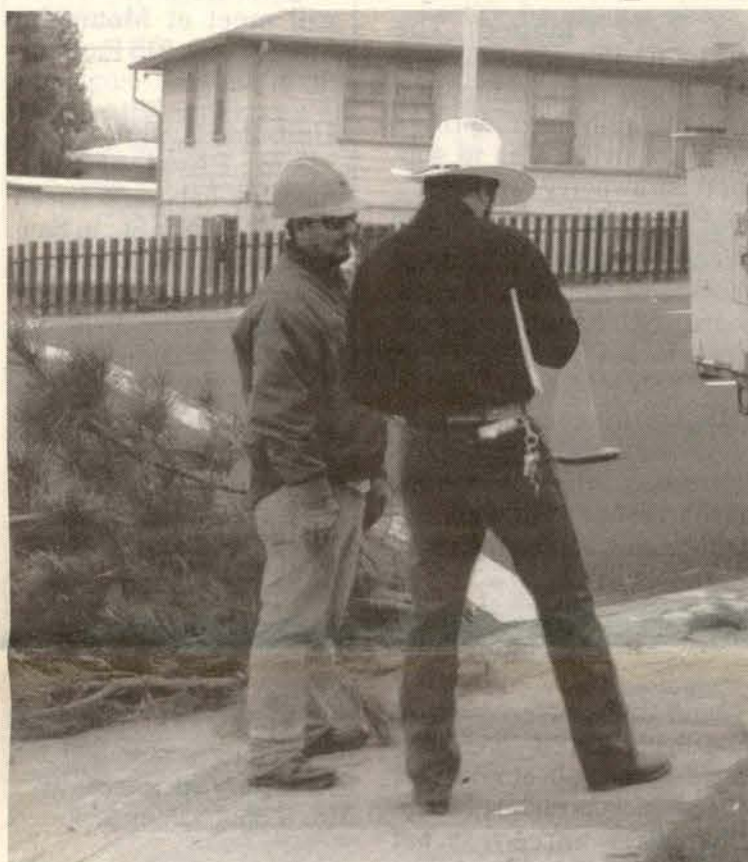
1245

International Brotherhood
Of Electrical Workers
Local 1245, AFL-CIO
January 1997
Vol. XLVI No. 1

UTILITY REPORTER

Walk the Walk
See Page 3

Local 1245 keeps heat on Utility Tree



Asplundh Tree steward Al Haro (right) discusses union representation with an employee of Utility Tree. (Photo: Marc Linley)

New PG&E committee to examine job security

Local 1245 and Pacific Gas and Electric Co. have agreed to form a new labor-management committee to examine ways to enhance the job security of current employees in light of growing instability in the utility industry.

The committee is a direct response to on-going changes in the utility industry, including deregulation (or re-regulation), competition, and automation.

The charter of the Employment Retention 94-53 Committee declares:

"This Committee is established to provide a Labor-Management forum to discuss issues of a systemwide

nature that affect the continual employment of IBEW bargaining unit employees. In addition to the provisions of (Sections) 19.17 of the Clerical Agreement and 206.18 and 306.15 of the Physical Agreement, this Committee shall address the impact of re-regulation and economics on bargaining unit jobs."

The Charter goes on to state that the Committee will also "review enhanced employment options as a result of these factors" and attempt to find ways to match up people whose jobs may be at risk with other job opportunities within the company.

Local 1245 organizers continued to contact Utility Tree employees last month in the union's on-going organizing drive.

Asplundh Tree steward Al Haro teamed up with Davey Tree steward Marc Linley in Vallejo to spread the union word. Utility Tree employees continue to sign authorization cards wherever they are contacted.

Many Utility Tree employees in Solano and Yolo counties primarily speak Spanish.

"Some of our most ardent

union supporters are the Spanish-speaking members at Arbor, Davey and Asplundh," said Local 1245 Business Manager Jack McNally.

"Many of those members are intimately familiar with the United Farm workers struggle in the Central Valley. They know the difference a union can make."

Organizing efforts will continue at Utility Tree throughout 1997.

"As long as we have the support of the men we will win," said Davey Tree steward Pete Ely, who is assisting the organizing drive.

PG&E delays bargaining

Bargaining with PG&E over the potential impact of power plant sales on employees ground to a halt after the company cancelled three consecutive meetings.

No meetings were anticipated until February as the company apparently regrouped to determine its position.

The negotiations, which began in November, are

intended to deal with the impact that power plant sales would have on employees. Among the issues that had been under discussion were: wage protection, job security, retention of employees displaced from the plants, early retirement, severance, educational assistance, enhanced moving allowance, and a successor clause.

Celebrate the Dream



**MARTIN
LUTHER
KING, JR.**

January 20, 1997



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CALENDAR

January 25
PG&E GC
Stewards Conference
Walnut Creek, Ca.

February 1-2
Advisory Council
Concord, Ca.

March 22
PG&E Regional
Stewards Conferences
(Held Throughout System)



UTILITY
REPORTER

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



Workers here and abroad

Rolling the union on . . .

No Slave Labor: A new California law taking effect this month bans the state from purchasing goods made in other countries by slave labor. The law penalizes businesses who knowingly sell the state such products.

Union Guns: The 1200 employees of world-famous Remington Arms Co. in Ilion, NY have voted to affiliate with the United Mine Workers, Label Letter reported.

Cross-Border Solidarity: Electronic Workers (IUE) Local 717, which represents workers at General Motors' Delphi Packard Electric plants in Warren, Ohio, has set up a committee to explore ways to help the 30,000 workers at Delphi plants in Mexico organize,

Labor Notes reported. The committee has already hosted the visit of six women from Mexico's Authentic Labor Front (FAT).

But I'll Take Your Money: Time magazine reported that Republican National Committee Chairman Haley Barbour, who spent much of this year's campaign denouncing "big labor bosses," was paid \$50,000 a year between 1989 and 1991 by the Marine Engineers Beneficial Association, an AFL-CIO affiliate. Time said Barbour performed lobbying and other professional services for MEBA.

Lock-Out Resisted: Crown Central Petroleum's lockout of all 250 union-represented employees at the Crown refinery in Pasadena, Texas, has landed the company on the AFL-CIO's nationwide "Do Not Buy!" list. The lockout, now 11 months old, came after the Oil, Chemical & Atomic Workers rejected company demands for \$2.5 million in concessions. The demands included elimination of seniority, unlimited subcontracting at the expense of employees' jobs and assignment of new work to supervisors. The lockout came shortly after several management commendations to the workers for record production increases and cost reductions.

Family Values: "Writing 'Mean Business' caused me to examine not only the elements of what makes a successful business, but what makes a successful individual. In my book, it comes down to one word: family." So said Albert J. Dunlap, chief executive of Sunbeam Corp. who has made a career of firing large numbers of employees at companies he runs, including 50% of Sunbeam's 12,000 workers last Nov. 12. But a Business Week article revealed that Dunlap's portrait of himself as a devoted family man is a tad misleading. The magazine says Dunlap neglected to attend the fu-

nerals of both his father and his mother, didn't contribute to his son's college education, was charged with abusing his first wife, and told his sister not to expect his help when her daughter was diagnosed with leukemia.

Rally Planned: The AFL-CIO Executive Council has urged participation in a massive rally next April 13 in Watsonville, Ca., to support strawberry workers.

Victory for Needletrades: Members of UNITE at Kmart in Greensboro, NC have a contract that raises wages 22% to 52%, Labor Notes reported. The victory comes after an aggressive civil rights-style campaign, which used civil disobedience to united the community behind the strikers.

Union Circus Sound: The dancing elephants, prancing horses and daring young men and women on the flying trapeze will have a steady back beat now that the Musicians union has ratified a new three-year pact with Ringling Brothers Barnum and Bailey Circus. The two touring troupes each carry a nine-piece American Federation of Musicians band for a 48-week road show. The new pact boosts wages and pension contributions and includes vacation and medical coverage.

Labor in Power: Canada's labor-backed New Democratic Party won 60% of the seats in the Yukon territorial government, Labor Notes reported. More than half of the new NDP legislators come from labor backgrounds.

Living Wage: A new law in Portland, Ore., requires any company that contracts with the city to pay its workers at least \$6.75 an hour.

Union Bikes Roaring: Harley-Davidson plans to boost production of its immensely popular union-made motorcycles by expanding its existing plants

Unit change

Unit 1129, Auberry, will meet on the second Tuesday of each month: Jan. 14, Feb. 11, March 11, April 8, May 13, and June 10. Time and locations remain the same.

Unit 1211, Salinas, has a new meeting location. Beginning Jan. 7, the unit will meet at Mountain Mikes Pizza, 315 E. Alisal St. in Salinas.

Unit 2412, San Francisco Physical, will meet at Laborers Local 261, 3271 18th St., in San Francisco. The new time is 4:30 pm. Meetings will continue to be held on the first Wednesday of the month.

Unit 4712, Asplundh Selma, will meet on the first Thursday of each month: Jan. 2, Feb. 6, March 6, April 3, May 1 and June 5. Time and location remain the same.

in York, Pa., and Milwaukee and Tomahawk, Wis., and by building a new \$80 million factory in Kansas City, Mo., Label Letter reported.

Cardinal Backs Strikers: Cardinal Adam Maida, citing the "human fallout," called for an end to the 17-month Detroit newspaper strike. The strike is "legitimate," he said. "The right of people to organize is fundamental. Those that exercise that right, I stand with them."

Priorities Messed Up: Members of Communications Workers are angry that Oklahoma University has allowed distribution of anti-Jewish hate literature on campus, while banning CWA fliers, Labor Notes reported.

What Privacy Rights? A survey of workplace privacy issues by the American Civil Liberties Union says that one-third of all new hires must take drug tests, and that bosses search the computer files, e-mail, and voice mail of 20 million workers.

Defining the term 'filthy rich'

THE WORLD ACCORDING TO NIKE



JEFF DANZINGER

By Jim Hightower

They say if you lay down with dogs, you'll wake up with fleas.

Meet Philip Knight, the flea-ridden chief-executive of Nike, Inc.

"Just do it!" exclaims the advertising slogan of his company...and Mr. Knight has been doing it Big Time—to working people all over the Earth.

Mr. Knight is a bazillionaire shoe salesman, with more than five billion dollars in personal wealth. He got this by peddling sneakers at up to 175 bucks a pop.

Boy, those must be some sneakers, huh? Probably made by master craftsmen paid a premium for their art.

Hardly. Philip Knight is always scanning the world, looking for the cheapest contractors he can find—whichever dirty dog will pay the mot miserly, miserable wage to the workers who actually make his shoes...and his fortune.

In recent years, Mr. Phil has centered Nike's production in Indonesia, a repressive military dictatorship that encourages exploiters like him to move their factories and jobs there, where impoverished young women can be hired dirt cheap.

These women get just over two bucks a day to make your high-dollar high tops—a poverty wage even in that poverty-stricken country.

But wait...like the money-grubbing hound he is, Phil has sniffed out an even better deal: Vietnam. Yes, our country's former enemy is now the friend of American corporations, allowing executives like Knight to get their products made at slave wages.

Hold it, says Nike. We pay those workers 331,000 Vietnamese dollars a month. True. But Bob Herbert, the award-winning New York Times columnist dared to ask: How much is that in American? "I don't know," said the Nike man.

But Herbert figured it out on his own. It's about a buck-and-a-quarter a day. This is Jim Hightower saying...Remember the name of Philip Knight. He's what they had in mind when they coined the term "Filthy Rich."

(Jim Hightower is a populist, syndicated radio commentator based in Austin, Texas. This script is from his commentary aired last July 11.)

Janitors call for NIKE boycott

Members of the Canadian Union of Public Employees in Edmonton, Alberta who do custodial work in public schools have endorsed an international boycott of NIKE sports equipment. NIKE is corporate sponsor of an Edmonton Oilers Street Hockey program.

The union says that NIKE is being hypocritical in its support of Edmonton children while exploiting child labor in its Asian shoe factories. NIKE pays young girls in East Timor 26 cents an hour to make shoes that it sells for \$100 a pair.

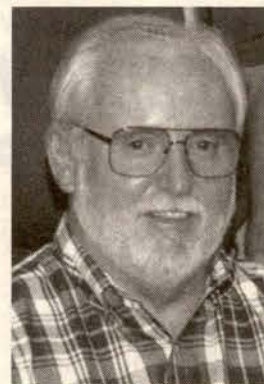
LABOR UNION WOMEN

Attending the national Executive Board meeting of the Coalition of Labor Union Women in St. Louis, Mo. last fall were Local 1245 Assistant Business Manager Dorothy Fortier (seated, right), Local 1245 Executive Board Member Kathy Tindall (standing, right), Roberta Wood (standing, left) and Rogetta Sanford.



Time for utilities to 'walk the walk'

Jack McNally, IBEW 1245 Business Manager



Competition is thundering down hard on utility companies today. Employees are being urged constantly by management to help their employers find ways to compete. And with the coming of deregulation, we need to take this challenge seriously.

Members of our union have made great contributions in helping our employers identify ways of getting the job done better, smarter and faster. But it's not clear to me that management is doing all it can to hold up their end of the bargain. Our employers must accept the challenge of competition. Competition is real, and it requires a real commitment by the utilities to hang onto the business they have and to deliver their best efforts in aggressively pursuing new business opportunities. In the long run, that's a formula for success for the utilities, and the best form of job security for IBEW members.

Are the utilities walking the walk as well as they talk the talk? I'm not so sure. Right now there is a serious threat to the billing and collection operations of the regulated utilities. The CPUC has given strong indications that it will permit competition in meter, bill and collect functions. And there are many hungry companies out there who want to capture these parts of the utilities' business. But none of these "wanna be" companies have the expertise and background of the utilities, so why should utilities give the work away to them? Some people in utility management seem to think it would just be easier to let it slip away, to concentrate on something else.

Well, I say those are people's jobs, and this union is not about letting jobs slip away. Everybody now agrees there's going to be competition. And nobody said competition was going to be easy. It takes commitment, it takes

drive, and it takes creativity. Let's hope these qualities are not in short supply when it comes to hanging onto the functions that our utilities already perform.

Another area that has long concerned me is new business, such as installation of gas and electric distribution facilities in new subdivisions. Some managers have let sizeable amounts of this work slip away over past years. This is the easy way out. It is a way of shrinking from the challenge. Some of the developers are still fearful of the arrogant, dictatorial, monopolistic attitude of the utilities, and as a result don't seem that anxious to do business with the utilities. I'm not convinced that the utilities are gearing up to send the right signals to the business community about their readiness to compete.

Proponents of deregulation have a simple goal: they want to take away the utilities' business. That's what competition is all about. Management has to adopt the attitude that they're not going to give it away.

This union represents some of the most efficient and productive employees in the entire utility industry. But all that efficiency and productivity will be wasted if management doesn't have the commitment to succeed.

Employees are doing their best to walk the walk. They have every right to expect management to do the same.

Safety Matters

Cal-OSHA's Voluntary Prevention Program

Cal-OSHA has a Voluntary Prevention Program available to companies that meet very strict criteria. These criteria include such things as joint safety programs and low accident rates.

The voluntary program requires labor, management, and OSHA to work jointly in the program. Currently, this program is available only to employers with one specific location or facility. At labor's insistence, a special Advisory Committee has been

formed to investigate the possibility of allowing employers with multiple work sites the opportunity to participate. The program has the potential of creating a safer workplace as well as cutting insurance rates. A six-person committee with three labor and three management representatives has been appointed. Representing labor will be Local 1245 Business Rep. Art Murray, Robert Pernell of the Laborers union, and a building trades representative.

Asbestos still a problem

Asbestos-related deaths are still taking place in the United States.

Two states that account for most of the deaths are California and New Jersey. Another problem area is silicosis, which is caused

by breathing small particles of crystalline silica, which is found in concrete, masonry and rock.

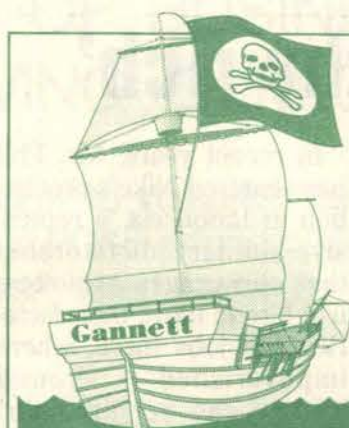
To complete a job safely, it is very important to know the materials you are working with and the precautions you must take.

Safety tip for January

Keep your car's tires fully inflated. An under-inflated tire is more likely to skid—especially on wet or icy pavement. Because under-inflation allows a tire

to “flap” slightly and thus to create more heat, it's also likelier to blow out. It's a myth that under-inflated tires are safer in hot weather.

Work Safe!



USA TODAY is Bad News!

Media pirate Gannett is trying to sink striking workers at the Detroit News while sailing its flagship paper, USA TODAY into union homes.

Don't let union busters get away with it.

Don't Buy USA TODAY!!

In memoriam: Dennis Olson

PG&E Telecommunication Installer Dennis Olson suffered fatal electrical contact at Tiger Creek Powerhouse on Dec. 13, 1996.

Brother Olson was running cable to a microwave dish when the accident occurred. Olson and PG&E equipment operator Robert Egger had placed a ladder on top of an 11KV surge protection enclosure to facilitate reaching the microwave cable on the ceiling of the Powerhouse. The roof on the surge protector is constructed of 1/4 inch asbestos fiberboard. The roof collapse under the weight of the two men. Olson was killed immediately by electrical contact. Equipment operator Egger suffered severe burns to the lower extremities.

The accident is being investigated by PG&E, the union, and Cal-OSHA.

The union offers its condolences to family and friends of Dennis Olson.

'Thank you' from the Rowes

Carl and Jackie Rowe of Modesto recently contacted the union to express their thanks to the co-workers of their son, David Rowe, who died Oct. 11, 1996, as the result of a single-car accident.

In a card of thanks to The Modesto Bee, the Rowes expressed thanks to “especially the PG&E unique family of co-workers, linemen of the Stockton, Motherlode, Yosemite, Newman, Los Banos District.” The union offers its condolences.

These walls are for talkin'

Marc Schellin got the bright idea when he noticed that the back walls of his union's office faced three major rail commuter routes: Why not use the wall to advertise?

The secretary-treasurer of Communications Workers Local 2336 spent 22 hours over a weekend painting a huge sign that greets commuters headed into and out of downtown Washington as they pass through Fort Totten, Md.: “Unions, the folks that brought you the weekend.”

Unions have offices in areas near major transportation arteries, said Schellin. But if you don't have a blank wall facing a main street, he suggests putting signs in the windows or individual letters in each window to spell out a message.



How well do you *really* know your television?

Shopping for American-made, union-made products may take a little extra time on your part. But it's an important way of giving support to union brothers and sisters whose jobs depend on the choices *you* make as a consumer.

Take televisions. Your purchasing decision really does make a difference. While no single TV-set manufacturer performs all its operations in the United States, several make substantial portions of their sets in the U.S. or Canada and employ thousands of union members to do so, according to the IBEW office in Washington, D.C.

Consequently, IBEW says it has "no hesitation in recommending certain brands" of color TV sets with 21-inch or larger picture tubes. The IBEW cites the following labels:

- **RCA, GE and Pro Scan**, manufactured by Thomson Consumer Electronics. IBEW and Electronic Workers (IUE) make and/or assemble the tubes, circuit boards, glass and plastic cabinets, and complete final assembly.

- **Magnavox, Sylvania and Philco**, manufactured by Philips Electronics. IBEW and IUE members make the tubes, some plastic cabinets and circuit boards, and do final assembly.

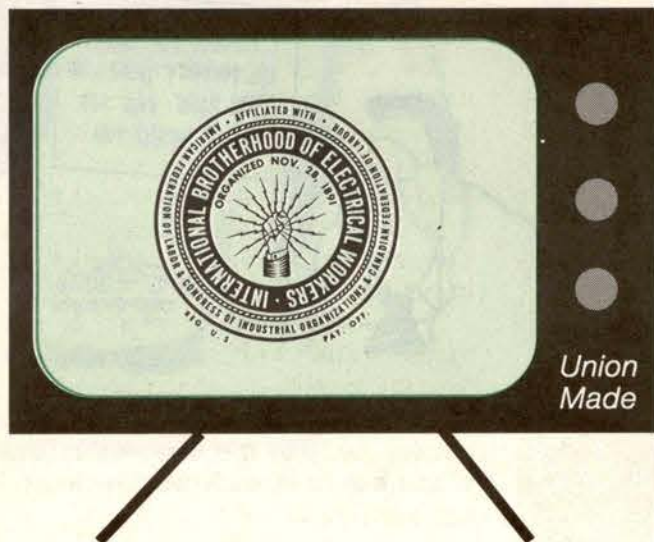
- **Toshiba**, made by Toshiba America. IBEW members make the tubes and perform final assembly.

- **Sharp**. IBEW members do final assembly.

- **Zenith**. IBEW members make the picture tubes for Zenith TV sets.

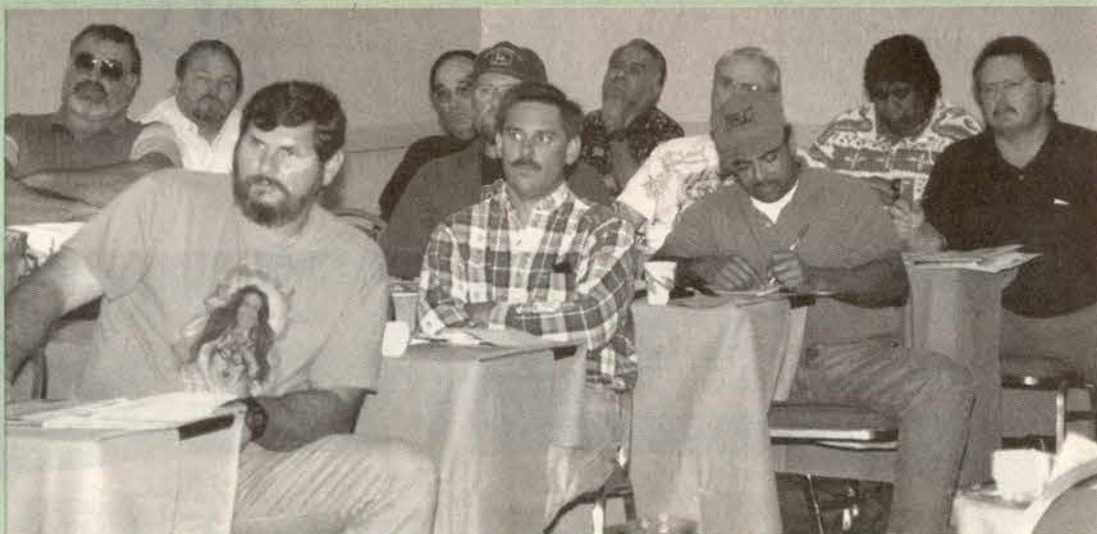
The IBEW also points out that "generally color sets 20-inches or smaller are not made in the U.S.," and that no black and white sets' components are made here.

Because products carrying the brands cited also are imported, consumers are advised always to check the name plate on the back of a particular TV set, or information on the shipping carton, to be sure about the country of origin.



IBEW Legislative Rep. Art Carter offers update on legislative situation during stewards conference.

Local 1245 Public Sector Stewards Conference Sacramento, Ca. October 19, 1996





"There used to be seven of us, but we lost Grumpy, Sneezzy, Bashful and Doc in the restructuring."

Life at Work



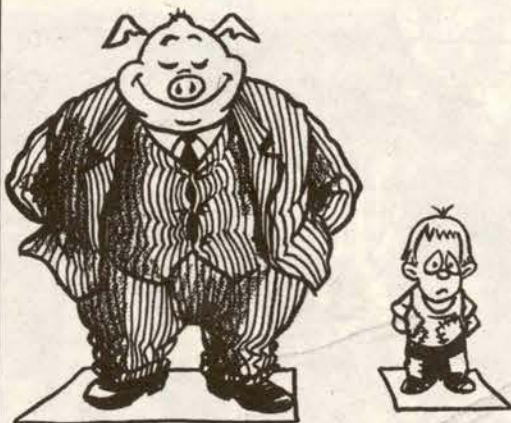
"No wonder they went bankrupt -- they hired more consultants than workers."



FREEDOM OF SPEECH IN THE

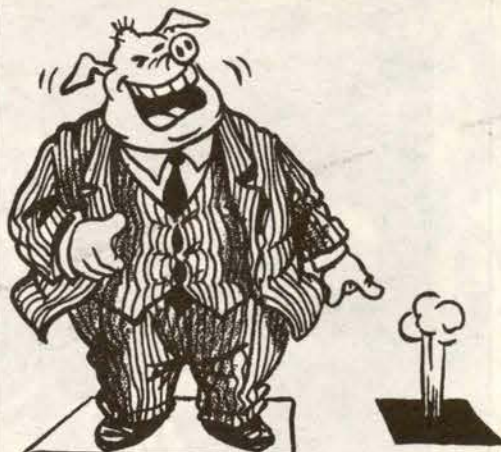


IN 1994 THE FEDERAL GOVERNMENT GAVE CORPORATIONS \$147 BILLION IN TAX BREAKS. THE COST FOR AID TO FAMILIES WITH DEPENDENT CHILDREN WAS \$50 BILLION.

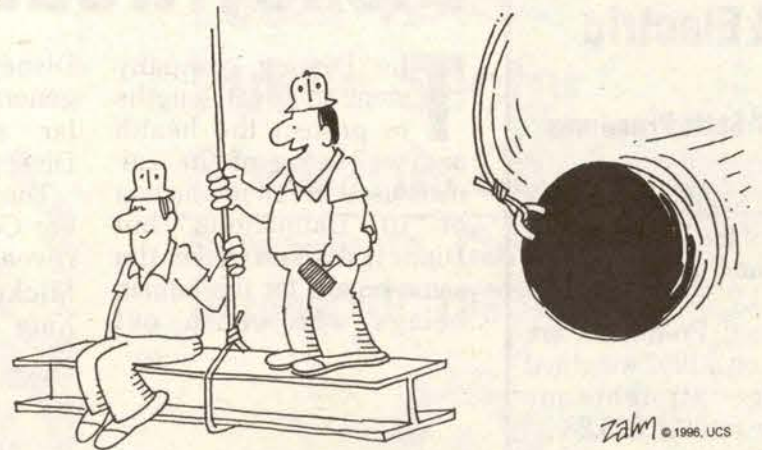


KONO PACKI
©1996
HUCK/KONOPACKI LABOR CARTOONS - OCT

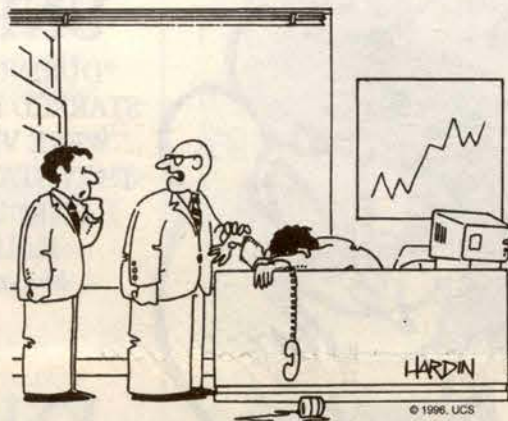
GUESS WHICH WELFARE PROGRAM WAS REPEALED?



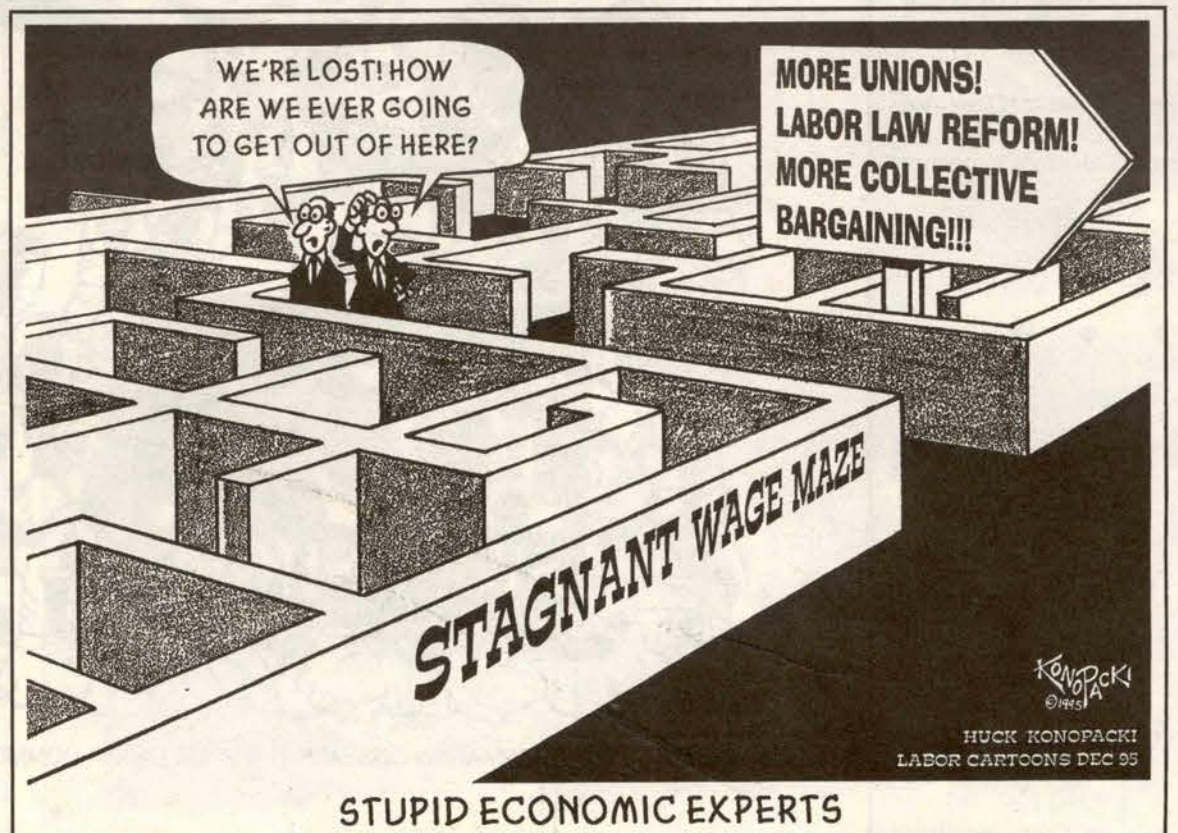
P. P. P. P. P.
LABOR CARTOONIST
UCS



"I'VE GOT TO HAND IT TO YOU, RALPH, YOU SURE TOLD THAT CRANE OPERATOR OFF!"



"Quick, Henson - seal the exits, call the police and get a pathologist in here to determine the exact time he left the payroll!"



STUPID ECONOMIC EXPERTS

"If management does so much, why are we called workers and you're not?"

Pacific Gas & Electric

1997 Shift Premiums

See Section 110.2 and 110.7 of the Physical Contract and Sections 11.2 and 11.7 of the Clerical Contract. Premiums are based on a 1997 weighted average straight-time hourly rate of \$23.28.

Second Shift Premium
\$1.05

Third Shift and Sunday
Premium
\$2.10

Sunday Second Shift
Premium
\$3.15

Sunday Third Shift Pre-
mium
\$4.20

Relief Premium
\$21.80

1997 Nuclear Premiums

Certified Fuel Handler
Premium
\$1.68

Reactor Operator License
Premium
\$3.36

Senior Reactor Operator
License Premium
\$4.20

Senior Reactor Operator
License Premium for
Senior Control Operator at
DCPP
\$5.46

1997 Remote Reporting Expense Allowance

See Section 202.21(c)
of the Physical Contract.

Less than 15 miles
\$14.00

15 miles or more
\$19.50

Disney treats workers worse than dogs

The Disney company went to great lengths to protect the health and well-being of the animals used in the production of "101 Dalmations," but Disney doesn't have the same regard for the human beings who churn out

Disney products and help generate multi-million dollar salaries for Disney executives.

The National Labor Committee has revealed that Mickey Mouse and Lion King T-shirts marketed by

Disney are made in sweatshops in Haiti where workers are paid just 28 cents an hour. NLC Director Charles Kernaghan has called on Michael Eisner, Disney's top dog, to try living on the same

amount. A year ago, Eisner's compensation topped \$200 million for a single year.

Disney is "identified with children and family values," Kernaghan said. "To have them in a place like Haiti paying a starvation wage is criminal."



"OUR ANIMALS WERE TREATED BETTER THAN MOST HUMANS...IN THE WORLD!"

-Disney's 101 Dalmations press kit

UNBELIEVABLE!

"DURING FILMING, THE DOGS WHO STARRED IN DISNEY'S 101 DALMATIANS WERE VERY WELL TAKEN CARE OF. THEY STAYED IN SMALL DOG MOTELS, HAD ROUND-THE-CLOCK CARE, AND HAD PERSONAL TRAINERS."

-McDonald's 101 Dalmatian toy package

"GREAT EXPLOITATIONS!"

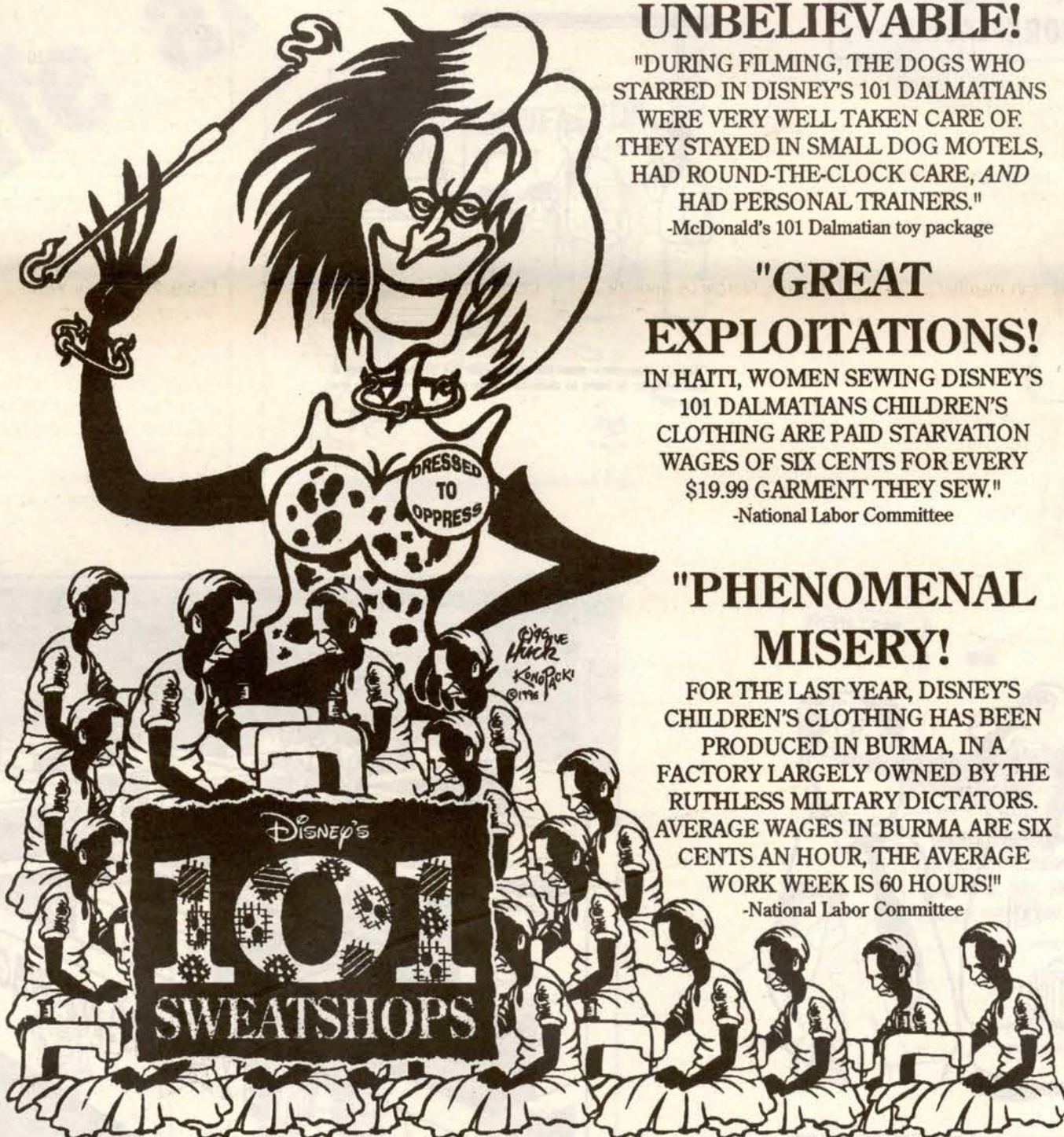
IN HAITI, WOMEN SEWING DISNEY'S 101 DALMATIANS CHILDREN'S CLOTHING ARE PAID STARVATION WAGES OF SIX CENTS FOR EVERY \$19.99 GARMENT THEY SEW."

-National Labor Committee

"PHENOMENAL MISERY!"

FOR THE LAST YEAR, DISNEY'S CHILDREN'S CLOTHING HAS BEEN PRODUCED IN BURMA, IN A FACTORY LARGELY OWNED BY THE RUTHLESS MILITARY DICTATORS. AVERAGE WAGES IN BURMA ARE SIX CENTS AN HOUR, THE AVERAGE WORK WEEK IS 60 HOURS!"

-National Labor Committee



FOR MORE INFORMATION CONTACT: NATIONAL LABOR COMMITTEE, 275 SEVENTH AVE. NY, NY 10001 212/242-3002

LABOR STUDIES CLASSES

City College of San Francisco Labor Studies Program

Spring Semester, 1997

(415) 267-6550

Classes begin January 21, 1997

All classes are at Downtown Campus, 800 Mission St. (at 4th St.), in San Francisco unless otherwise noted. Fees are \$13/unit for all students, plus a \$10 per student fee. Some tuition assistance is available.

Labor 70: American Labor Movement (3 units)

Mondays, 7-10 pm
History, values and visions of the labor movement; structure and current issues.

Labor 71A: Labor and Politics (1 unit)

Saturdays, April 5, 12 & 19
9:30 am-3:30 pm
History, goals and organization of unions and workers in the American political process.
Location: 660 Howard

Labor 71B: Labor and Politics (1 unit)

Saturdays, April 26, May 3, 10
9:30 am-3:30 pm
Survey of current organizational structure, strategies and activities of labor and unions in political arena. Current approaches to issues, campaigns, and member involvement.
Location: 660 Howard

Labor 72: Labor Law (3 units)

Mondays, 7-10 pm
Legal framework for right to organize and bargain collectively. Union, employee and employer rights in private and public sectors.

Labor 76A: Communications for Labor Leadership (3 units)

Tuesdays, 7-10 pm
Basic communications skills needed in union leadership. Includes speaking, reading, writing, interpreting, listening and exchanging ideas related to unions.

Labor 77: Grievance Handling & Arbitration (3 units)

Wednesdays, 7-10 pm
Identifying, preparing and presenting grievances; negotiating solutions to workplace disputes. Arbitration as the final step.

Labor 78B: Women's Employment Issues (1 unit)

Mondays, Feb. 3-March 17
2-5 pm
Current issues facing women workers: pay equity, legal rights of women workers, sexual harassment, combining work and family responsibilities and women's employment issues.
Location TBA.

Labor 78B: Women's Employment Issues (1 unit)

Tuesdays, March 18-April 29
7-10 pm

Labor 81: Union Organizing (3 units)

Thursdays, 7-10 pm
Strategies and tactics employed in organizing drives, both labor and management. Legal issues.

Labor 82: Public Sector Labor Relations (2 Units)

Thursdays, Jan. 23-April 17
7-10 pm
Public employee relations on state and local levels. Development of public sector unionism, recent legislation, public financing, dispute resolution. Lobbying, political action, coalition-building.

Labor 85: Bay Area Labor History (2 units)

Wednesdays, Jan. 22-April 16,
7-10 pm
Exploring the rich and militant history that has given The City a reputation as a "Union Town."

Labor 90B: Advanced Steward Training (1 unit)

Saturdays, Feb. 1, 8, 15 & 22
9:30 am-3:30 pm
Dealing with complex grievances and difficult members. Internal organizing.

Labor 101: Issues in Health & Safety (1 unit)

Saturdays: April 5, 12 & 19
9:30 am-3:30 pm
Identifying health and safety hazards in the workplace. Organizing for solutions.

Labor 103: Peer Counseling (1 unit)

Saturdays: March 1, 8
9 am-5 pm
Identifying and using individual and community resources for worker problems, including strikes and layoffs.

San Jose City Coll. Labor Studies

Spring Semester, 1997 (408) 288-3705

Classes begin Feb. 4, 1997

LS23: Labor in American Society (1 unit)

Tuesdays, Feb. 4-March 4
6:30-9:30 pm
Introduction to the labor movement in America. Explores the historical events that have shaped today's unions, current movement to revitalize unions.
Instructor: Ron Lind

LS24: Leadership & Communications Skills (1 unit)

Tuesdays, March 11-April 15
6:30-9:30 pm
Key interpersonal and group skills needed for leadership. Practical "hands-on" training.
Instructor: Jim Potterton

LS25: Organizing & Politics (1 unit)

Tuesdays, April 22-May 20
6:30-9:30 pm
The new approaches to building workers' power through organizing.
Instructors: Ron Lind & Amy Dean

LS 136: Labor Studies Work Experience (1-4 units)

Earn credit for your work in labor studies related activities. You must sign up for a minimum of 7 units including Work Experience to qualify. By arrangement.

LS 137: The Bargaining Game (2 units)

April 2,3,4,9,10 (6:30-9:30 pm) plus Saturday April 5 (all day)
Learn the roles played in labor-management negotiations. Simulated contract negotiations.
Instructor: Beth Winters & Rusty Smith

LS98: Directed Study, Level 2 (1-3 units)

Mandatory orientation: Feb. 11, 5:30 pm, Room GE 221
Independent Study under the direction of faculty members in specific or related disciplines. By arrangement.

San Francisco State Labor Studies

Spring Semester 1997 (415) 338-2885

Classes January 1997

Labor 251: Know Your Workrights (3 units)

Mondays, 4:10 - 6:55 pm
Hands on approach to understanding basic statutory protections for workers under California and national labor law.
Instructor: Al Lannon

Labor 343: Women and Work (3 units)

Tuesdays/Thursdays,

12:35 - 1:50 pm
Historical and current examination of issues and problems facing women in the labor market. Includes an analysis of the interaction of race, class and gender in the labor market.
Instructor: Brenda Cochrane

Labor 474: History of Labor in US (3 units)

Wednesdays, 7 - 9:45 pm
Instructor: P. Dreyfus

Labor 500: Labor & Government (4 units)

Tuesdays, 6:10 - 9:50 pm
Instructor: D. Looman

Labor 550: International Labor (4 units)

Thursdays, 7 - 9:45 pm
Instructor: Brenda Cochrane

Labor 570: Urban Health Systems (3 units)

Tuesdays/Thursdays, 12:35 - 1:50 pm
Political economy of urban health. Critical analysis of public and private health systems. Women and minorities in community health.
Instructor: Debbie Leveen

Labor 695: Union Internship (3 units)

Time arranged with instructor and union.

Labor 699: Special Study (1-3 units)

Topics to be determined with instructor.

Laney College Labor Studies

Spring Semester, 1997

Classes begin January 13, 1997

All classes at Laney College, 10th & Fallon Streets, Oakland (one block from Lake Merritt BART Station). Fees are \$13/unit for all students, plus a \$2 Student Center fee. Some tuition assistance may be available.

LS 12: Collective Bargaining (3 units)

Thursdays, 7-10 pm
Legal background, research, bargaining math, table manners, strikes and alternative tactics. Simulated bargaining for hands-on experience.
Instructor: Albert Lannon

LS 13: Economics for Labor & Community Leadership (3 units)

Wednesdays, 7-10 pm

Understanding today's global economy and the changes in production technology. Understanding contracting out, downsizing and unemployment.
Instructor: Ellen Starbird

LS 19: Health & Safety on the Job (3 units)

Mondays, 7:00-10:00 pm
Identifying workplace health and safety hazards; legal protections; researching hazards on your job; organizing for a better work environment.
Instructor: Elaine Askari

LS 48GB: Film Focus on Labor (3 units)

Tuesdays, 7-10 pm
The history of labor as shown in

full-length Hollywood and independent feature films and documentaries. A fun way to learn about work, workers, and unions, from the 1880s to the 1990s.
Instructor: Albert Lannon

SHORT TERM SAT. CLASSES

LS 248GC: Teams or Schemes? Employee Participation Programs (1 unit)

Saturdays, Jan. 25, Feb. 1 & 8
9 am-4 pm
An intensive look at public and private sector employee involvement "team concept" schemes, from the workers' point of view.
Instructors: Debbie Moy and Michael Haberberger

(510) 464-3210

LS 201: Stewards' Training (1 unit)

Saturdays, March 1, 8 & 15
9 am-4 pm
Identifying and investigating grievances, dealing with management, negotiating solutions; internal organizing.
Instructor: Joanne Jung

LS 205: Know Your Job Rights (1 unit)

Saturdays, April 5, 12 & 19
Legal protections for employees in and out of unions.
Instructor: Tanya Russell

Union + Knowledge =
Power



LOCAL UNION 1245 DIRECTORY OF BUSINESS REPRESENTATIVES SERVING EMPLOYEES AT PG&E

Put Union Rights to Work for You! When you need assistance regarding your PG&E contract, you can call the following Business Representatives, listed below by their areas of assignment:

<u>AREA OF ASSIGNMENT</u>	<u>BUSINESS REP.</u>	<u>PHONE NUMBER</u>
San Francisco Division Peninsula Division (Belmont Area) Potrero & Hunters Point Power Plants	HUNTER STERN	(415) 282-9042
East Bay Division (Oakland/Richmond Areas)	LULA WASHINGTON	(510) 223-7135
Diablo Division (Concord Area) Pittsburg & Contra Costa Power Plants	FRANK SAXSENMEIER	(707) 939-7611
General Office/San Francisco	DEBRA MAZZANTI	(510) 933-6060, ext. 350
San Francisco Call Center	ERIC WOLFE	(415) 564-4410
San Jose Division/San Jose Call Center	KATHY MAAS	(415) 586-8353
Central Coast Division (Santa Cruz/Salinas Areas) Moss Landing Power Plant Mission Division (Hayward Area)	ED CARUSO (temp)	(510) 933-6060, ext. 353 OR (408) 372-2945, ext. 310
North Bay Division (San Rafael Area) North Coast Division (Santa Rosa Area)	LARRY PIERCE	(707) 578-7274
North Coast Division (Ukiah & Eureka Areas) Geysers Power Plant	BOB CHOATE	(707) 462-9231
North Valley Division (Chico & Redding Areas)	MICKEY HARRINGTON	(916) 873-3680
Sierra Division (Auburn Area)	PHIL CARTER	(916) 632-1752
Sacramento Division/Sacramento Call Center	WAYNE GREER	(916) 921-6664
Stockton Division Yosemite Division - North (Modesto Area)	GARY HUGHES	(209) 772-0386
Yosemite Division - South (Merced Area) Fresno Division - North/Fresno Call Center	RON VAN DYKE	(209) 896-3514
Kern Division (Bakersfield Area)	CHUCK DAVIS	(805) 835-9165
Diablo Canyon Power Plant Morro Bay Power Plant Los Padres Division (San Luis Obispo Area)	MIKE HAENTJENS	(805) 489-4546
Relief Assignments	JOEL ELLIOFF	(510) 933-6060, ext. 356

Beware of efforts to change consumer index

By Orv Owen

As we seniors begin the New Year, we must step up our activity in expressing and communicating our concerns and fears to those who have the power to affect and change our current status and standards of living in our retirement years.

During the past election campaigns, both the President and the candidates for Congress talked the talk of protecting our Medicare and Social Security benefits. Now that they have been elected, we must maintain

our vigilance and make sure they walk the walk to insure the security of Medicare and Social Security benefits to our present and future senior citizens.

We should all keep alert to the current discussions on calculating the Consumer Price Index (CPI). As you know, most wages of working people covered under collective bargaining agreements, as well as Social Security monthly benefits, are directly affected by the CPI. The CPI is a carefully formulated measure of the costs that working people incur in the day-to-day process of living. Now some

say that the formula should be revised to produce lower CPIs. This will serve no purpose other than to hurt the elderly and others whose incomes are tied to the CPI. The CPI has served us well and needs no changes.

One of the other topics discussed at the January Retirees Club meeting in San Jose was how to preserve our assets in case of long-term illness. As life spans continue to increase, you face the prospect that you or your spouse may one day need long-term care, either at home or in a nursing home. Unfortunately, the costs of long-term care can

be enormous. For people who aren't prepared to meet them, these costs can quickly wipe out assets accumulated over a lifetime because the burden and responsibility usually falls on the incapacitated individuals and their families.

Medicare may cover some of the costs of long-term care, but only for a limited period. One excellent way to safeguard assets and financial security against costs of prolonged care is to purchase long-term health care insurance. Long-term care should be a topic of concern to all.

Keep the faith!

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.

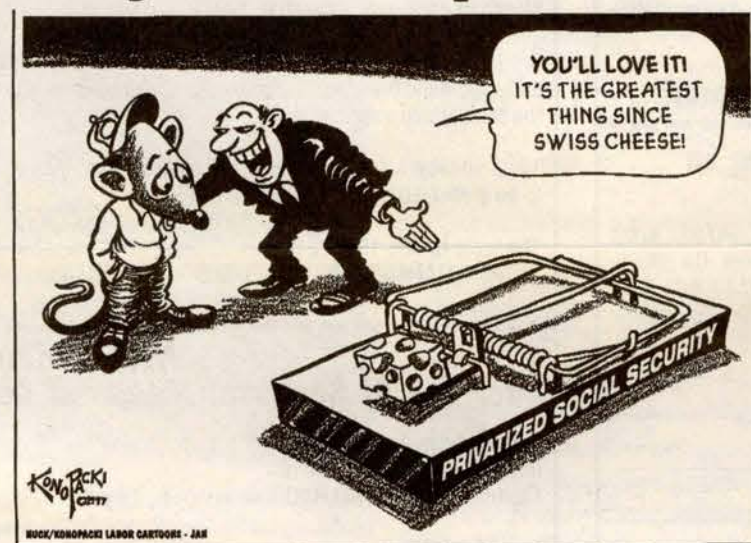
Social Security's 'collapse': the illusory crisis

The Social Security system is a model of good government. It benefits almost all Americans, especially workers who live past their mid-60s. In 40 years, it has cut the number of elderly living below the official poverty line from 35% to 12%. It provides disability benefits to those unable to work and an average of \$700 per month to minor children whose working parents die.

Furthermore, administrative costs are less than 1% of benefit payments, far less than private pension systems.

Perhaps the very success of this government program explains why a whole industry has grown up to terrorize Americans into believing that Social Security is approaching a crisis. Few issues in public life have been more lied about. This has created a generation of young people who believe they will never receive the benefits for which they are now being taxed.

Those now trying to dismantle Social Security argue that they intend only to save it. They claim that the annual surplus of Social Security tax revenue over payouts—now at \$60 billion a year and projected to total \$3.3 trillion by 2020—will disappear in about 25 years,



and that it will take only another 10 years to use up the accumulated kitty.

To solve this problem, seven of the 13 members of the Social Security Advisory Council recently proposed some form of privatization. Five of the members would have individual workers manage all or part of their Social Security contributions. Under this plan, millions of investment portfolios would be created, and workers would make their own decisions about what stocks to buy. The theory is that the stock market will rise at a faster rate than the interest paid on the special bonds in which the surplus is now supposed to be invested, and will therefore keep the system solvent.

The problem with this and similar proposals—besides

the social fragmentation that such plans would accelerate—is that they would cost more than the current system, and many workers would lose their savings as a result of bad investments. According to the Social Security Advisory Council these plans would require an additional tax of 1.6% of pay the added administrative costs, and the federal government would have to lend the system as much as \$1 trillion to cover the expense of transition from the current system to a privatized one. The main beneficiaries of the new system would be stockbrokers, who would charge for managing each account and for every individual transaction. Wall Street would make a killing under such a reform.

But the crisis is illusory.

The Social Security Administration (SSA) bases its estimate that surpluses will end in 2020 on a projected annual GDP growth rate of only 1.49%. Yet GDP has grown by an average of 3.5% for the past 75 years. If the future rate is anywhere near the historic average, Social Security will run a surplus indefinitely—without tax increases or benefit cuts. But even if the growth rate is close to SSA projections, a tax increase no larger than the 1.6% proposed by the “reformers” would keep the current system solvent for many decades beyond 2020. So, too, would the inclusion of the four million government workers not currently covered by Social Security.

The “reformers” do have one valid concern. The accumulating Social Security fund should be segregated and protected, so that it is there if needed. In fact, the Congress “borrows” the Social Security surplus each year to hide the true extent

of the federal deficit. This year, for example, the deficit is \$168 billion, but we are told it is \$108 billion because the \$60 billion Social Security surplus is treated as if it were ordinary income. So by 2020, when there should be a \$3.3 trillion surplus, there will be nothing but government IOUs. If the money is then needed, it will have to be raised by new taxes or by the sale of government bonds.

One sensible solution would be for the Social Security fund administrators to invest surplus funds in the private market. Fund administrators might invest some of the money in stocks, but most of the money should be put in development bonds for infrastructure, low-cost housing, education loans and other forms of socially useful public investment. That way, if the surplus is ever needed, it will be available.

(Excerpted from *In These Times*, Jan. 6, 1997)

Congratulations to the newly-retired!

The Local 1245 Retirees Club extends its congratulations to these recently-retired members of the union.

Name	Residence	Yrs/Srv.
Bernice Aston	San Francisco, CA	33
Dale Clegg	Pismo Beach, CA	33
Thomas Fraser	Jamestown, CA	40
William Wood	Castro Valley, CA	35

SCHOLARSHIP OPPORTUNITIES

Local 1245 Trade and Vocational School Grant

The purpose of these grants is to provide aid to the children of members to attain a trade or technical education.

1. The grants will be as follows:
\$500 per year, for up to two years for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a daughter or son, natural, legally adopted or a legal ward of a member of Local Union 1245. You must be a high school student who has graduated or is graduating in 1997. A copy of your diploma or a letter from your high school stating that you will graduate in 1997 must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
3. Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
4. The grant will be made only to a candidate who intends to enroll full time in any industrial, technical or trade school, other than correspondence schools, which are accredited by the national Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.
5. Applications must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered mail or certified mail only, and be **postmarked no later than the first Monday of April each year (April 7, 1997).**
6. Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
7. Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
8. Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.

Application for the Local 1245 Trade & Vocational School Grant for Members' Children Enrolling in Technical, Industrial, or Trade Schools

Sponsored by Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO

PO Box 4790
Walnut Creek, CA 94596
(510) 933-6060

Candidate Information

Candidate's Name _____ Birthdate _____
Address _____ City _____
State _____ Zip _____ Phone _____
High School _____ Graduation Date _____
Address of High School _____
What school do you expect to attend? _____
Where is it located? _____
What trade or craft will you be studying? _____
Why this particular skill? _____
Candidate's signature _____ Date _____

Statement of Member/Parent

Name of Member/Parent _____
Employer _____ Location _____
I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, _____, is my _____, and that the Candidate will graduate from high school during the term ending _____, 1997.
Signature of Member/Parent _____
Union Card No. _____
This is to certify that the above named Candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1997.
Official's Signature and Position _____

Local 1245 Al Sandoval Memorial Competitive Scholarship

The purpose of this contest is to provide a grant in aid for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education.

1. The grant will be as follows:
\$500 per year, up to four (4) years, as long as a "C" (2.0) average is maintained, and a parent maintains membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1997. A copy of your diploma or a letter from your high school stating that you will graduate in 1997 must be attached to your scholarship application.
3. The scholarship grant will be made only to that candidate who intends to enroll full time in any college certified by their State Department of Education and accredited by the local accrediting association.
4. Application may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed in the Utility Reporter.
5. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
6. All applications shall be accompanied by a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
7. Essays should be submitted on 8-1/2" by 11" paper, on one side, preferably typed and double spaced, with applicant's written signature at the conclusion of the essay.
8. Applications and essays must be mailed to IBEW, Local Union 1245, PO Box 4790, Walnut Creek, CA 94596, by registered or certified mail only, and be **postmarked no later than the first Monday in March of each year (March 3, 1997).**
9. Each year the scholarship shall be presented at the Advisory Council meeting in May; the judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the scholarship award.
10. A suitable trophy or plaque shall be purchased by the Local Union, at a cost not to exceed \$75, to be presented to the scholarship recipient.

The topic for the 1997 Al Sandoval Memorial Competitive Scholarship Essay is:
"LABOR-MANAGEMENT COOPERATION PROGRAMS: ARE THEY EFFECTIVE?"

Application for the Al Sandoval Memorial Competitive Scholarship

Sponsored by Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO

PO Box 4790
Walnut Creek, CA 94596
(510) 933-6060

Candidate's Name _____ Birthdate _____
Address _____ City _____
State _____ Zip _____ Phone _____
High School _____ Graduation Date _____
Address of High School _____
What college or school do you expect to attend? _____
Where is it located? _____
Candidate's Signature _____ Date _____

Statement of Member/Parent

Name of Member/Parent _____
Employer _____ Location _____
I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, _____, is my _____, and that the Candidate will graduate from high school during the term ending _____, 1997.
Signature of Member/Parent _____
Union Card No. _____
This is to certify that the above named Candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1997.
Official's Signature and Position _____