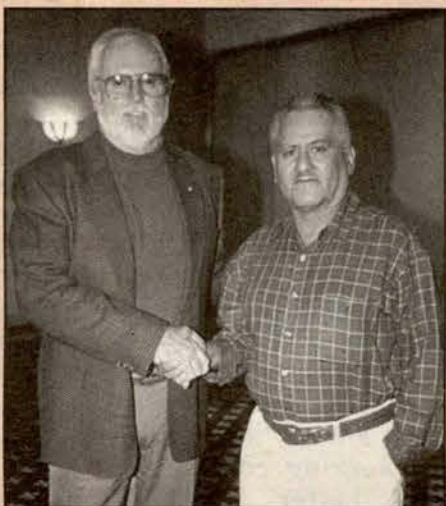


## Will Nunez

### A 'true unionist' leaves Advisory Council



**W**ill Nunez announced last month he will be leaving the Local 1245 Advisory Council after nearly 30 years of service. Nunez, who has represented Sacramento Regional Transit on the Advisory Council since 1968, was initiated into Local 1245 in 1962.

"He's been an active union member for a very long time," said Business Manager Jack McNally, shown above thanking Nunez for his years of service. "He's a true unionist at heart. I'll miss the guy." Said Nunez, who will retire to Guadalajara: "I love my union. It will always be close to my heart."

## Local 1245, PG&E reaffirm partnership

**T**he labor-management partnership between Local 1245 and Pacific Gas & Electric Co. was reaffirmed in writing last month by Business Manager Jack McNally and PG&E President Gordon Smith.

The letter, signed Oct. 2, commits both parties to work cooperatively to promote employment and income security for PG&E employees and profitability for the company. It renews an agreement signed in 1995 between McNally and Stan Skinner, Smith's predecessor.

The agreement reflects a shared belief at the highest

levels of labor and management that competitive markets pose a serious challenge to PG&E's business, and that intensive labor-management dialogue is crucial to the company's success. The letter reaffirms that labor-management committees—with rank-and-file union member participation—will remain a key component of that dialogue, and that discussion of productivity issues will go hand in hand with discussion of job security concerns.

The partnership grew out of heated battles over downsizing in 1994-95, when the union charged that workforce reductions were harming service reliability as well as PG&E's ability to respond effectively to emergencies. In April of 1995, PG&E acknowledged these concerns, cancelled 800 layoffs, and pledged to work jointly with the union to determine the workforce needed to deliver safe, reliable and responsive service.

Since then, the partnership has spawned dozens of labor-management committees and produced numerous agreements dealing with both efficiency and job security issues.

## 'Buffalo' Horn was devoted to union

**L**ocal 1245 mourned the recent death of Ed Horn, who served as the union's vice president in the 1970s.

"Ed was a real staunch union guy," said Business Manager Jack McNally. "He believed in the union and spent a lot of time teaching unionism to younger people—about the value and importance of the union. He was a great guy."

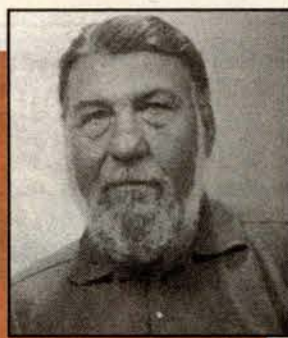
"Ed was a stand-up-and-be-counted kind of guy," said Local 1245's current vice president, Jim McCauley. "He was a good man. A character. I respected him."

McCauley called Horn his political mentor, the man who helped teach him how to take effective action. "He'd always tell me: instead of chopping down the

tree, prune the tree until it's to your satisfaction."

Union members who were around for the union election of 1974 might recall that Horn used the nickname "Buffalo" in running for vice president. According to McCauley, Horn created the nickname for himself as a campaign tactic in that year's election, where he faced stiff competition from C.P. "Red" Henneberry. Horn theorized that Henneberry, the incumbent vice president, had been successful in past elections because he possessed a nickname.

"So he came up with the nickname 'Buffalo' and ran against Red Henneberry," McCauley remembered with a smile. "And he won!" McCauley said Horn was

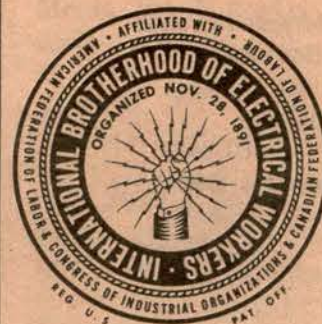


Ed "Buffalo" Horn

well-respected by the members in the Concord yard where he worked.

"He had great knowledge of pension and medical benefits," McCauley said.

In addition to his service as vice president, Horn represented the East Bay on the Advisory Council and served on the negotiating committee in bargaining with PG&E.



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## CALENDAR

November 8  
Stewards Conference  
Burlingame, Ca.

January 30  
Service Award Dinner  
Ukiah, Ca.

January 31  
PG&E Stewards  
Regional Training Conference  
Santa Rosa, Ca.

January 31  
Service Award Dinner  
Santa Rosa, Ca.

February 13  
Service Award Dinner  
Salinas, Ca.

February 14  
PG&E Stewards  
Regional Training Conference  
Salinas



Full Text of  
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on Partnership:  
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# UTILITY REPORTER

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## Workers here and abroad

# Rolling the union on . . .

**Dubious Pay:** With factory managers often diverting sales revenue to their private accounts, workers in Russia and other countries of the former Soviet Union at times receive the products they make as compensation, such as those in the Ukraine who recently got paid in coffins rather than rubles, WorkingUSA reported. A factory in Volgograd, which recently converted from military to civilian production, has been paying workers with the product they produce: dildos.

**Overtime Owed:** Checks for back ages totaling \$847,000 have been is-

sued to more than 700 current and former employees of Willis Roofing in Las Vegas as part of a settlement with the Labor Department for not paying overtime for two years.

**Sacramento Janitors:** Religious and community leaders in Sacramento, Ca., joined with more than 100 janitors and labor supporters for an evening prayer vigil last month, calling on building developers to provide living wages, family health care and dignity on the job. Janitors who clean major Sacramento office buildings, including Hewlett Packard's, have been trying to gain union representation for two years through the Service Employees' Justice for Janitors.

**Downsizing's a Dud:** A Whorton School study found that, on average, downsizing and restructuring has had little, if any, positive impact on earnings or stock performance by US companies, WorkingUSA reported. Another survey of 62 major US companies found that 70% of their workers had serious problems of low morale and mistrust of management due to downsizing.

**Japanese Solidarity:** Japan's largest union, RENGO, has declared a boycott of nearly two dozen New Otani Hotels in Japan. The boycott is in support of workers at the Los Angeles New Otani, who have been working with Hotel Employees and Restaurant Employees Local 11 to organize but have been met with anti-union actions, including firing of workers for their pro-union activities.

**Striking Nike:** Employees of companies in Indonesia and Vietnam who make Nike shoes conducted short strikes last spring to protest low pay and repressive working conditions, Label Letter reported. Nearly half the 10,000 employees of a Nike subcontractor in Indonesia struck for two days because the company had not raised their pay to that nation's new minimum wage—\$2.50 a day. Nike representative Jim Small expressed concern that "Indonesia could be pricing itself out of the market" because wages there have increased by 300% in the last two years.

**Electric Victory:** The Utility Workers won an NLRB election at American

## Unit notice

Unit 4422, Arbor Tree, now meets on the third Wednesday of the month at 4:30 p.m. Next meetings are Nov. 19 and Dec. 17. Meeting location is The Pizza Place in Templeton. For further information, contact Business Rep. Mike Haentjens at (805) 489-4546.

Electric Power Co. for a 214-member traveling maintenance unit, the Southern Region Service Organization. The workers are home-based at six power plants in three states and can be assigned temporarily to any one of eight plants in the region, which made organizing difficult.

**Frontier Strike Victory:** The six-year strike at the Frontier Hotel in Las Vegas, during which not one union member crossed the picket line, ended Oct. 28 in victory when the hotel was sold. Kansas businessman Phillip Ruffin, who reportedly is paying more than \$165 million for the resort, has reached an agreement with the five unions representing about 550 workers. The pact restores full seniority rights to all workers who want to return to the Frontier.

## APPOINTMENTS

### SOUTH SAN JOAQUIN IRRIGATION DISTRICT

#### Negotiations Committee

Rosemary Bologna  
Joe Catanzarite  
Jerry German  
Luz Juarez  
Kevin Smith

### CITY OF LODI

#### Negotiations Committee

Barry Fisher  
Al Smatsky  
Richard Willett

## CONFERENCES & CONVENTIONS

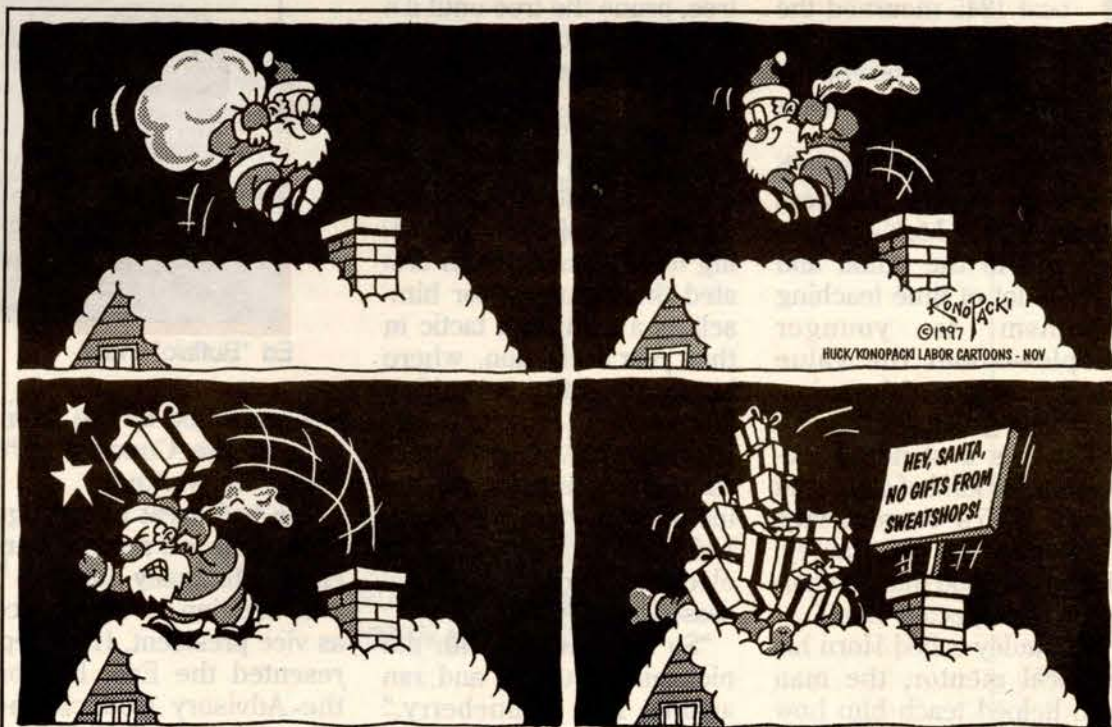
### COALITION OF LABOR UNION WOMEN

Biennial Convention  
Dorothy Fortier  
Kathy Tindall

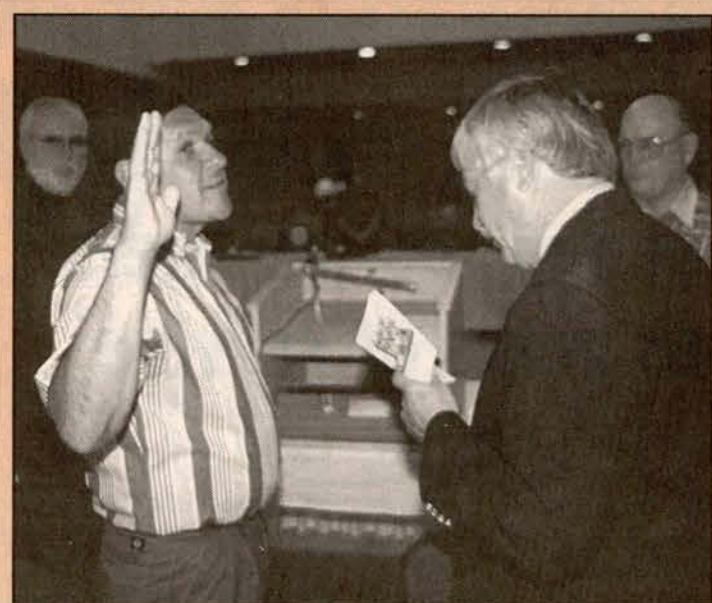
### CALIFORNIA LABOR FEDERATION

Labor Victory '98  
Fresno

Chuck Davis  
Chris Habecker  
Jim Lynn  
Ed Mallory  
Oakland  
Mike Davis  
Joel Ellioff  
Dorothy Fortier  
James McCauley  
Hunter Stern  
Stockton  
Anna Bayless  
Gary Hughes  
Olivia Mercado



**Support the Holiday Season of Conscience - Say NO to child labor and sweatshops!**  
For more info: National Labor Committee, 275 7th Avenue, New York, NY 10001, 212/242-3002 - FAX 212/242-3821



GUTIERREZ SWORN IN

Local 1245 Vice President Jim McCauley (right) administered the oath at this month's Advisory Council meeting to Rick Gutierrez, who was recently appointed to fill the vacant Cable Companies Advisory Council seat.

## Utility Reporter honored

The Utility Reporter won the Saul Miller Journalism Award for General Excellence for its coverage of the 1996 election campaign.

Contest judges commended the paper for its "comprehensive survey of candidates" for Congress and the California Legislature, including the publication of district maps.

The Utility Reporter's "General Excellence" award came in competition against all other participating local

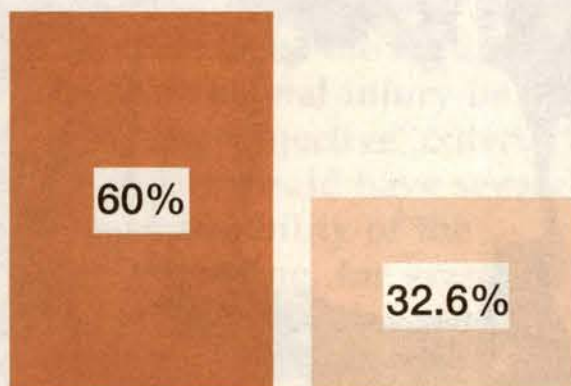
union newspapers in the country. The contest was jointly sponsored by the AFL-CIO and the International Labor Communications Association.

This year's ILCA contest drew 1700 entries from 191 union publications, competing in a variety of journalistic categories.

The Utility Reporter's executive editor is Business Manager Jack McNally. Communications Director Eric Wolfe serves as managing editor.

## Union Workers Have Greater Job Security

Union members work under the terms and conditions agreed to in collective bargaining. They have grievance procedures and a voice in workplace decisions. Compared to nonunion workers, they have better training, pay and benefits and more job security—measured by the number of years they stay on their jobs. Union workers are nearly twice as likely to have been in their current jobs for 10 or more years.



Percent of workers with the same employer for 10 or more years

Union

Non-Union

Source: AFL-CIO analysis of April 1993 Current Population Survey Data

## Partnership clears another hurdle

Jack McNally, IBEW 1245 Business Manager

The labor-management partnership at PG&E has endured two-and-a-half years of competitive pressures, regulatory chaos, and budgetary squeezes. Now the partnership has made it over another hurdle: a changing of the guard in PG&E's top management.

The new partnership letter signed by President Gordon Smith and myself last month affirms that labor and management will work together to promote employment and income security for PG&E employees and to promote profitability for the company. I believe this affirmation of the partnership is good for union members, and a smart move by PG&E.

I'm sure there were some skeptics—in labor as well as management—when Stan Skinner and I signed the original partnership letter in April of 1995. That was to be expected. After all, many labor-management cooperation programs in this country have failed—usually because workers' concerns about job security played second fiddle to management's concerns about profitability.

The partnership with PG&E has succeeded so far because it was based on the concept of mutual respect. Job security issues have been on the table from the start, beginning with PG&E's cancellation of some 800 layoffs in April of 1995.

Since then the union has had a sizable voice in many issues relating to job security, including the creation of the hiring hall to cushion regular employees against future downsizings, bargaining a severance package for power plant workers and other employees affected by electric restructuring,

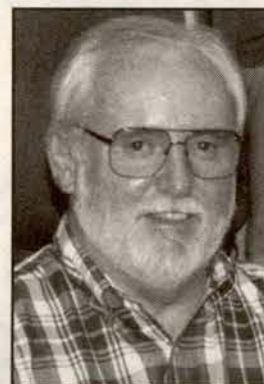
and an agreement on "contracting principles" that safeguards job security when the company feels its necessary to contract out work. At the same time, the company has benefited from increased flexibility, including an easing of restrictions on the co-mingling of Division and General Construction employees.

Agreements of this sort don't come easily. They require both sides to adopt new ways of approaching old problems.

Jointly-sponsored "mutual gains" training seminars have helped hundreds of union members and managers learn "interest-based" bargaining skills during the past two years. The creation of labor-management committees to tackle substantive issues has helped sharpen problem-solving skills while building mutual respect between supervisors and rank-and-file union members.

Let's not forget the shape PG&E was in two-and-a-half years ago, when this partnership was launched. The company was reeling from devastating storms, ill-conceived downsizings, severe maintenance problems, employee disillusionment, and public scorn. Production and morale were in the toilet, and there can be no doubt that's where they would have stayed without the labor-management partnership.

I am convinced that PG&E today is better prepared to face the competitive chal-

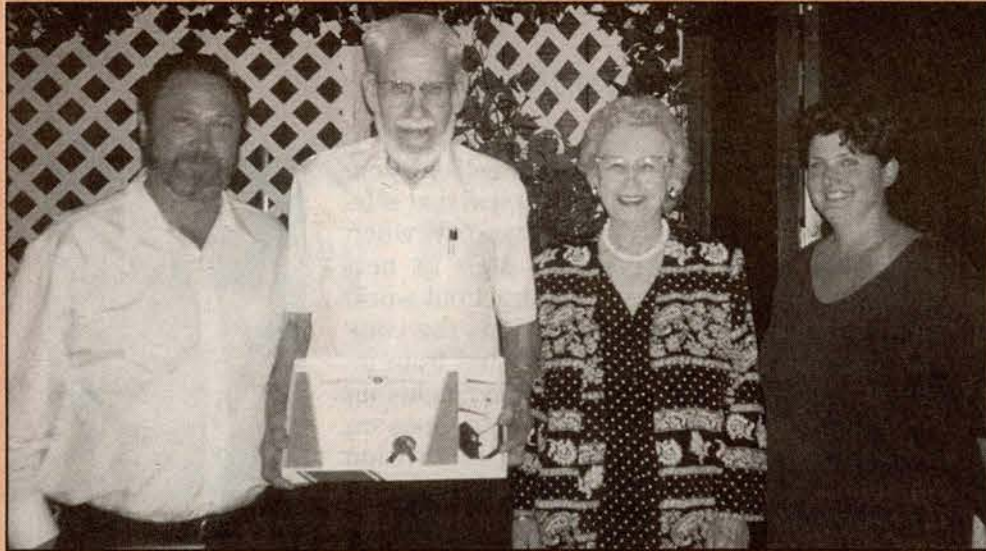


lenge because it chose cooperation over confrontation in April of 1995. Gordon Smith has assured me that PG&E remains fully committed to the partnership process, and the partnership document we signed on Oct. 2nd should put to rest any doubts anyone might have about our mutual intent to keep this partnership on course.

Obviously there will continue to be points of disagreement between management and labor. Partnership doesn't offer guarantees of peace and tranquillity—it offers a constructive way of dealing with areas of labor-management conflict.

I found it very encouraging when Gordon Smith recently assured me that, with the exception of generation, the company is going to fight vigorously to retain the work it has traditionally performed. This is a fight PG&E can win if it retains the respect and loyalty of its employees. And a continuing commitment to partnership is the best way to make that happen.

**Gordon Smith has assured me that PG&E remains fully committed to the partnership process, and the partnership document we signed on Oct. 2nd should put to rest any doubts anyone might have about our mutual intent to keep this partnership on course.**



## 50 Years

Business Rep. Gary Hughes (left) and Executive Board member Anna Bayliss (right) present award to William Moden.

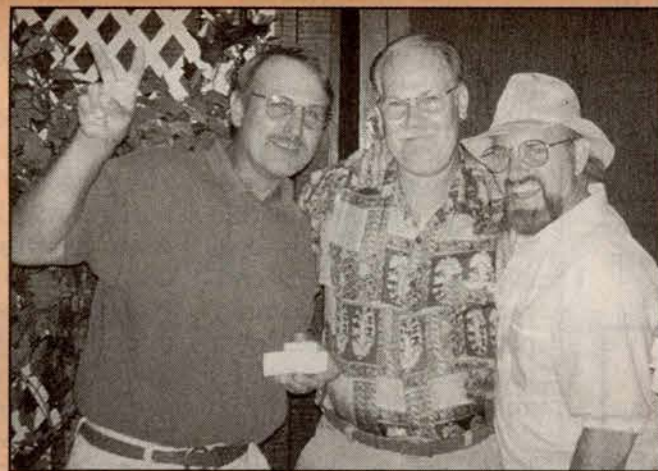
# Stockton Pin Dinner recognizes members for years of service

July 18, 1997



## 30 Years

*Congratulations!*



## 25 Years



## 20 Years

### 50 Years

Homer Hamilton  
William Moden  
Norman Zwinge

### 35 Years

Frank Pimentel

### 30 Years

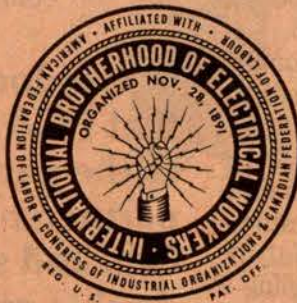
Lee Boggs  
Martin Griffith  
Richard Guyton  
Larry Johannaber  
Delbert Schulze

### 25 Years

Larry Barone  
Clay Follett  
Peter Hansell  
Darrel Jelley  
Rosie Patch  
Mike Russell  
Gary Stagno  
Stanley Teausant

### 20 Years

Joseph Bobian  
Demenick Dicce  
Sharon Gore  
David Keeney  
Jeannette Landucci  
Patrick McCartney  
Maria Olaso  
Larry Peralta  
Norman Price  
Steve Reiswig  
Pedro Torres



## Union Plus<sup>SM</sup> Credit Card Scholarship Applications Available

Applications for the 1998 Union Plus Credit Card Scholarship Program are now available. Now in its seventh year, this highly successful Union Privilege program again will provide \$150,000 in awards to students representing AFL-CIO unions.

The program offers one-time cash grants of \$500 to \$4,000 to help defray the costs of higher education. Union members as well as their spouses and their children who meet the following criteria may apply for a Union Plus Credit Card Scholarship:

### Eligibility Guidelines

- The applicant is a union member, or the spouse or dependent child (as defined under IRS regulations) of a union member.
- The member has belonged for one continuous year (satisfied by May 31, 1998) to a union participating in the Union Plus Credit Card Program. The member does not have to have a union credit card to apply for the scholarship.
- The applicant must be accepted into an accredited college or university, community college, or recognized technical or trade school at the time of the award.
- The applicant cannot be a graduate student.

### Award Criteria

Awards are based on academic achievement and potential, character, leadership, social awareness, career goals and financial need. Applications are judged by a committee of impartial post-secondary educators. Over \$790,000 in scholarships have been awarded since the program began in 1991.

To receive an individual application please send in a postcard with your name, address, telephone number and international union name affiliation to:

Union Plus Credit Card Scholarship  
P.O. Box 9389  
Minneapolis, MN 55440-9389

*Completed applications must be postmarked no later than Jan. 31, 1998 to be considered.*

**Union Plus  
Credit Card  
Scholarship**



### 'SWAT' TEAMS APPROVED

Local 1245 and Pacific Gas & Electric last month completed an agreement to create a "SWAT" team to supplement the Help Desk at the company's Call Centers. The SWAT team at each center is to be composed of Service Representative volunteers who are the senior qualified bidders to Senior Service Representative positions. The agreement grew out of discussions by the Call Center Labor-Management (94-53) Committee. Representing the union on that committee are (clockwise, from right): Karen Russell and Gail Coffin, San Jose; Christine Schimeck, Sacramento; Assistant Business Manager Dorothy Fortier; Felicia Mack, Sacramento; Melinda Phipps and Kim Reed, Fresno; Steve Starling, San Francisco. Also serving on the committee are John Martinez, Sacramento; Debra Hall, Fresno; and Donna Ambeau and Fran Baker, San Francisco.

## 'Livelyhood' journeys to Working America--on TV

Nationally renowned humorist Will Durst will host a new television series about the changing nature of work.

"Livelyhood", which premieres on PBS stations around the nation on Friday, Nov. 21, explores the changing landscape of work, the balancing act of career and family commitments, how workplace decisions impact the broader community, and new models of labor-management cooperation.

Durst travels cross-country from Milwaukee to Hawaii and Tuscaloosa to New York to meet working people who share their funny, sometimes poignant experiences of work, family and community. The program strives to reveal the complexity of issues that American workers face while celebrating the dignity of working for a living.

But the key attraction for many viewers will be Durst himself. A popular entertainer at Bay Area labor functions, Durst has honed his crowd-pleasing skills at comedy clubs throughout the country.

In "Shift Change," the hour-long series opener, Livelyhood will look at how working Americans adapt to change due to downsizing, the global economy, temporary jobs, and new technology. While serving as a guide through the changing work-

ing landscape, Durst gets his hands dirty. He takes a lunch break in North America's deepest coal mine and finds rhythm in waste at the San Francisco City Dump.

Among the people Durst visits are Ann Lee Russo, a telephone operator for 55 years, and Hal

Rosenbluth, CEO of a corporate travel agency whose lucrative reservation offices in a drought-devastated North Dakota farm town proved to him that blending urban know-how with rural work ethic is more profitable than shipping jobs overseas.



### 'DADA' MEETS PRESIDENT

Long-time Democratic Party activist and Local 1245 member Nagaraja "Dada" Rao met Bill Clinton during the president's recent visit to San Francisco to address the National Mayor's Conference. Rao spent three days assisting the White House staff during Clinton's visit.

# Competition comes to Nevada

**R**esidents of the Truckee-Carson Irrigation District in northern Nevada will vote this month on whether to end a 30-year relationship with Sierra Pacific Power Co. and entrust their electric system to an out-of-state utility company.

The TCID board of directors believes the district could obtain lower rates by calling it quits with Sierra Pacific, where employees are represented by Local 1245, and contracting instead with Idaho Power to provide electric supply and distribution services. Sierra Pacific, however, warns that turning the system over to Idaho Power could jeopardize service reliability and harm the local economy.

The TCID referendum offers a foretaste of controversies to come as Nevada prepares to deregulate electric service. (See story, "Nevada Legislature Approves Markets.") Assembly Bill 366, enacted last July, permits Nevadans to choose electricity suppliers beginning Dec. 31, 1999, but leaves Sierra Pacific in charge of transmission and distribution for customers in its service territory.

However, as an independent public entity with its own service territory, TCID has the authority to arrange for the purchase and distribution of electricity to its 10,000 customers in Churchill, Lyon, Washoe and Storey Counties. In this sense TCID is pioneering the role of energy broker before competitive markets come into full force at the turn of the century.

Pioneering, of course, is an exercise in risk-taking. Until recently, TCID has shown no interest in putting at risk the safety and reliability of the electric service it provides. In 1968, TCID entered into a 30-year agreement to lease its electric system to Sierra Pacific, which has operated, maintained and upgraded the system to the benefit of TCID customers ever since.

With that lease now running out the TCID board of directors is preparing to resume control of the system and believes it can cut a better deal by turning to Idaho Power, a non-unionized investor-owned utility now operating primarily in southern Idaho, eastern Oregon, and a tiny portion of northern Nevada. However, the existing lease requires TCID to compensate Sierra Pacific for the capital improvements it has made to the system over the past 29 years. To raise the cash, the board is asking TCID customers to approve the issuance of \$30 million in revenue bonds, promising that the bonds can be repaid from revenues generated by the electric system.

The TCID board argues that dumping Sierra Pacific will enhance local control of electric resources and reduce electric bills—without sacrificing system reliability. But these claims seem shaky at best.

Currently there are 23 Sierra Pacific employees living in the Fallon-Fernley area served by TCID, providing routine and emergency service in every kind of weather for

## Assembly Bill 366

## Nevada Legislature approves markets

The Nevada Legislature in July approved legislation in July to create competitive markets in electric generation beginning Dec. 31, 1999.

Assembly Bill 366 will permit customers to purchase electricity directly from generating companies or from marketers who buy power and re-sell it. Electric transmission and distribution services will not initially be subject to competition and will still be provided by Sierra Pacific Power Co.

Electric utilities currently serving Nevadans will be responsible for providing electric service to customers who are unable to—or who choose not to—select an alternative suppliers.

The price of residential service by Sierra Pacific or other suppliers must not exceed what is already charged for that service on July 1, 1997, for at least two years after competition begins.

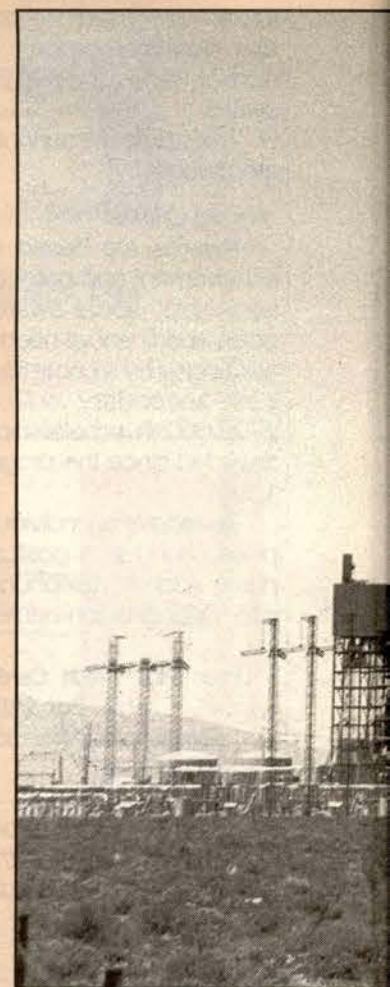
In a provision similar to California's electric restructuring law, shareholders must be compensated fully for all unmitigated stranded costs (investments made by utilities that may no longer be economical once competition begins).

Each alternative electric provider must obtain a license from the Nevada Public Service Commission, which has been renamed the Public Utilities Commission of Nevada (PUCN).

The provisions of AB 366 will apply to rural electric cooperatives, cities, counties or other

local governmental entities that apply for a license or directly or indirectly act on behalf of an alternative seller outside their service area.

A small portion of the electricity sold by every seller of energy must be from renewable source beginning Jan. 1, 2001.



Idaho Power already has a foot in the door. It succeeds in taking over distribution issues for TCID customers. (Photo by [unclear])

# s to Nevada

Truckee-Carson Irrigation District, Nevada will vote this week to end a 30-year contract with Sierra Pacific Power Co. and replace it with an out-of-state utility.

Sierra Pacific believes the district is giving up too much by letting it quit with Idaho Power. Those who are represented by the district's board of directors lead with Idaho Power and distribution. The board warns that turning over the district could jeopardize the local economy.

With that lease now running out, the TCID board of directors is preparing to resume control of the district and believes it can cut a better deal by turning to Idaho Power, a non-unionized investor-owned utility now operating primarily in southern Idaho, eastern Oregon, and a tiny portion of northern Nevada. However, the existing contract requires TCID to compensate Sierra Pacific for the capital improvements it has made to the district over the past 29 years. To get the cash, the board is asking TCID customers to approve the issuance of \$30 million in revenue bonds, promising that the bonds will be repaid from revenues generated by the electric system. The TCID board argues that dumping Sierra Pacific will enhance local control of electric resources and reduce electric bills—without sacrificing system reliability. But these arguments seem shaky at best. Currently there are 23 Sierra Pacific employees living in the Fallon-Nye area served by TCID, providing routine and emergency service in every kind of weather for

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any greater dedication to serving the local community than the Sierra Pacific employees who have lived there for years? Will a company headquartered in Idaho match Sierra Pacific's record of corporate support for local community activities? (See story: "A Tradition of Support")

## Cheaper Power?

Cheaper power is the holy grail of deregulation—a precious prize that fires the imagination but has a way of remaining out of reach.

There is no way to substantiate TCID's claim that ditching Sierra Pacific will bring lower rates, because market influences—which cannot be predicted—will have an increasing role in determining the price of electricity in Nevada and elsewhere in the coming decade. Competitive markets could bring lower rates for generation, but they could just as easily lead to wild price fluctuations or even price gouging

What sort of risk does this pose for TCID? A substantial one, considering that just three customers account for 40% of the revenues in TCID's electric system. If those three customers turn elsewhere for their power supply when a competitive market goes into operation, the remaining TCID customers could be forced to shoulder the entire cost of paying off the revenue bonds.

Even if the price of generation proves to be marginally lower, changing providers probably won't affect distribution costs significantly—unless the new provider intends to cut back service.

And that's where concerns over system reliability begin to arise.

## Reliability at Risk?

Despite reassurances by the TCID board that service reliability will not be jeopardized, when push comes to shove, reliability is a function of work, not public relations rhetoric.

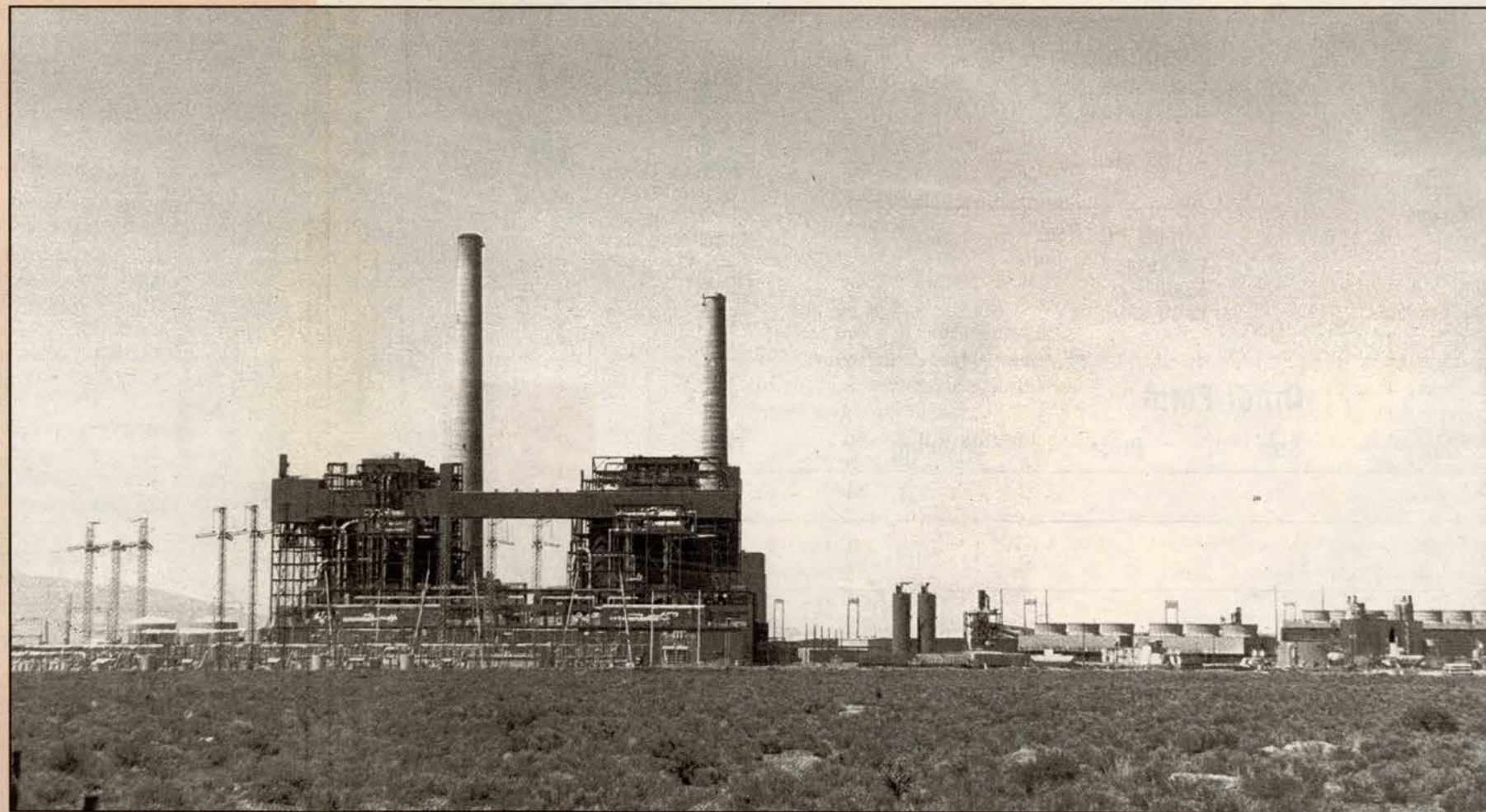
Sierra Pacific has been able to craft

McNally has called the "culture of service." Will out-of-state employees without union representation have this same pride of place, this same connection to community, this same commitment to service?

A gamble of this magnitude may be appropriate for a visitor to one of Nevada's casinos, but it hardly seems a prudent move by an agency like TCID which is responsible for the reliability of a vital service to the community.

Sierra Pacific has offered several options to TCID for preserving their relationship, including a new lease agreement, a service contract, or an outright buyout which would relieve TCID of the obligation to reimburse Sierra Pacific for the debt accrued under the existing lease agreement.

On Nov. 18, TCID voters will have to decide whether casting off Sierra Pacific is likely to produce a financial windfall, or merely invites a host of new problems.



Idaho Power already has a foot-hold in Nevada, including a 50% ownership interest in Sierra Pacific Power's coal-fired Valmy plant (above). If Idaho Power succeeds in taking over distribution services for the Truckee-Carson Irrigation District, it will raise job security issues for Sierra Pacific employees and reliability issues for TCID customers. (Photo: Eric Wolfe, 1991)

customers who are also neighbors. How does it enhance "local control" to replace locally-based employees, whose headquarters is in nearby Reno, with out-of-state employees whose headquarters is in Idaho? Will out-of-state employees bring any greater dedication to serving the local community than the Sierra Pacific employees who have lived there for years? Will a company headquartered in Idaho match Sierra Pacific's record of corporate support for local community activities? (See story: "A Tradition of Support")

### Cheaper Power?

Cheaper power is the holy grail of deregulation—a precious prize that fires the imagination but has a way of remaining out of reach.

There is no way to substantiate TCID's claim that ditching Sierra Pacific will bring lower rates, because market influences—which cannot be predicted—will have an increasing role in determining the price of electricity in Nevada and elsewhere in the coming decade. Competitive markets could bring lower rates for generation, but they could just as easily lead to wild price fluctuations or even price gouging

by huge energy conglomerates who establish market dominance.

What *can* be known with certainty is that TCID customers eventually will have to pay off the \$30 million in revenue bonds, plus interest, if the Nov. 18 referendum is approved.

What sort of risk does this pose for TCID? A substantial one, considering that just three customers account for 40% of the revenues in TCID's electric system. If those three customers turn elsewhere for their power supply when a competitive market goes into operation, the remaining TCID customers could be forced to shoulder the entire cost of paying off the revenue bonds.

Even if the price of generation proves to be marginally lower, changing providers probably won't affect distribution costs significantly—unless the new provider intends to cut back service.

And that's where concerns over system reliability begin to arise.

### Reliability at Risk?

Despite reassurances by the TCID board that service reliability will not be jeopardized, when push comes to shove, reliability is a function of *work*, not public relations rhetoric.

Sierra Pacific has been able to craft

and maintain system reliability in part because its highly-skilled, unionized workforce has the training, the experience, and the personal dedication needed to make the system work—qualities that Local 1245 Business Manager Jack McNally has called the "culture of service." Will out-of-state employees without union representation have this same pride of place, this same connection to community, this same commitment to service?

A gamble of this magnitude may be appropriate for a visitor to one of Nevada's casinos, but it hardly seems a prudent move by an agency like TCID which is responsible for the reliability of a vital service to the community.

Sierra Pacific has offered several options to TCID for preserving their relationship, including a new lease agreement, a service contract, or an outright buyout which would relieve TCID of the obligation to reimburse Sierra Pacific for the debt accrued under the existing lease agreement.

On Nov. 18, TCID voters will have to decide whether casting off Sierra Pacific is likely to produce a financial windfall, or merely invites a host of new problems.

## Sierra Pacific Power Co.-- A tradition of support for the local community

Maintaining safe and reliable electric service is the primary contribution that Sierra Pacific Power employees make to TCID customers in Churchill County, but it's not the only one.

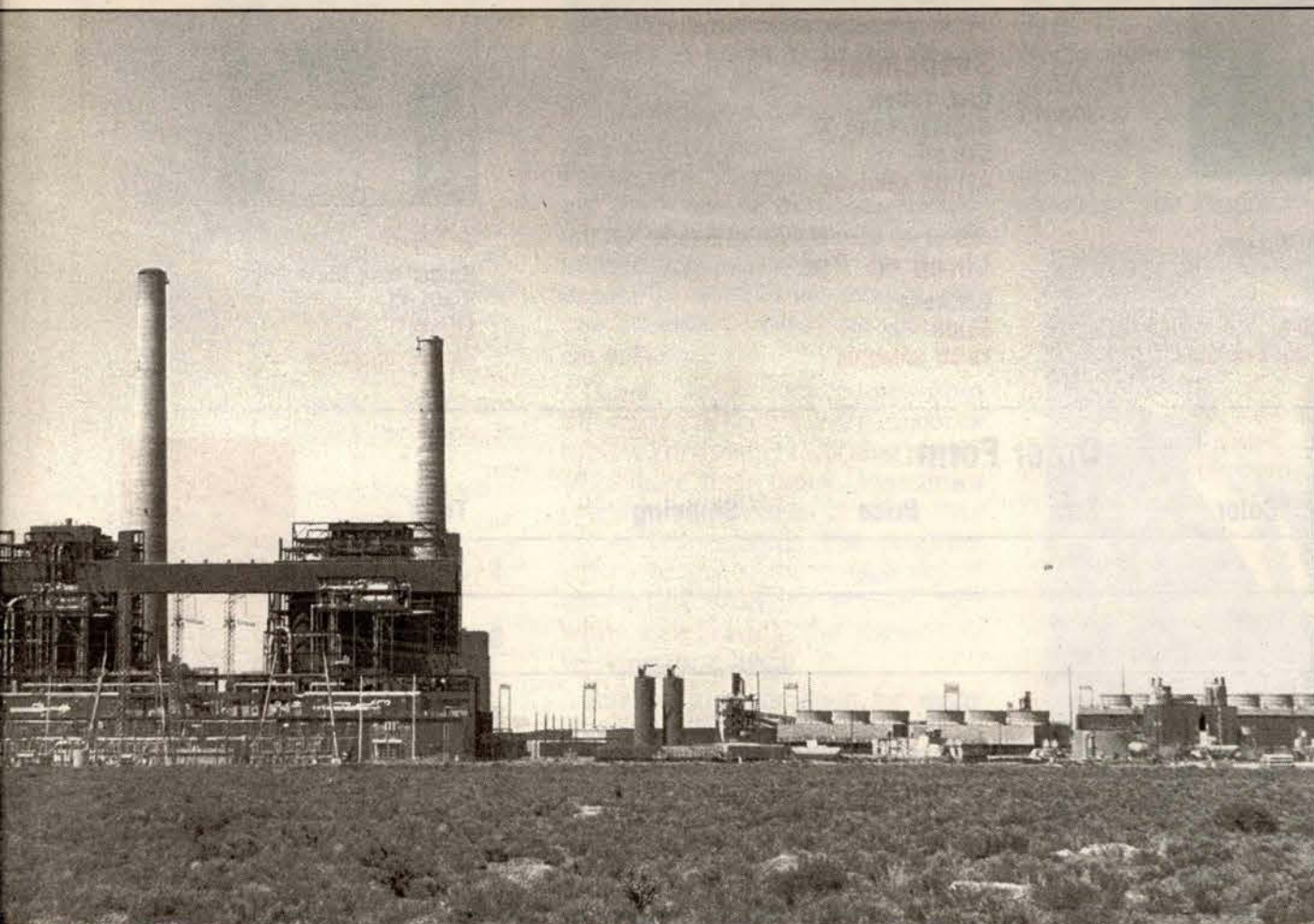
Employees engage in a wide range of community activities, like Partners in Education and the local 4-H. Sierra Pacific employees donate to the United Way of Northern Nevada, participate in the American Heart Association's annual fund-raiser, and can be found volunteering at the Retire Senior Volunteer Program and the local Boy Scouts.

Sierra Pacific employees were instrumental in providing and installing the first handicap playground equipment in the Laura Mills Park, the only place in the county where such equipment can be found. Employee volunteers assisted with an animal and human safety training program, with the company serving as a co-sponsor.

Other employees have worked in conjunction with the Cooperative Extension to put on an energy awareness seminar.

In addition, the Sierra Pacific Foundation had made contributions over the past five years to the following Churchill County organizations (among others):

Churchill County High School Grad Night, Churchill County Library, Churchill County Livestock Leaders Council, Fallon High School Rodeo Club, Churchill County Senior Citizens Center, Fallon Air Show, Fallon Rose Society, Fallon Volunteer Fire Department, Fernley Volunteer Fire Department, Wadsworth Volunteer Fire Department, Churchill Arts Council, Churchill Council on Alcohol & Other Drugs, and the Churchill County Science Fair.



old in Nevada, including a 50% ownership interest in Sierra Pacific Power's coal-fired Valmy plant (above). If Idaho Power services for the Truckee-Carson Irrigation District, it will raise job security issues for Sierra Pacific employees and reliability (Eric Wolfe, 1991)

**IBEW  
1245** PIN

Goldtone  
\$2.00  
+\$0.50 shipping



### IBEW Hat!

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



### More Hats

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

# IBEW LOCAL 1245 UNION SHOPPER

### Stadium Jacket

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

### Sweat Shirt/Crew

Blue, Gray, Black, White  
M/L/XL/2X  
\$15.00  
+\$3.00 shipping  
(Allow 2-4 weeks for delivery)



### Jacket

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

### Sweat Shirt/Hooded

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

### Bucket Bags

Lineman Logo in Center  
\$7.00  
+\$1.50 shipping

### Club Shirt

(No pocket)  
Black, Mint, Blue, Peach, Jade  
Logo on chest  
M/L/XL/2X  
**REDUCED PRICE!!**  
\$12.00  
+\$2.50 shipping

### IBEWomen Charm

14K Goldplated  
\$5.00  
+\$0.50 shipping

### Suspenders

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

### Lineman Pin

Goldtone  
\$5.00  
+\$0.50 shipping

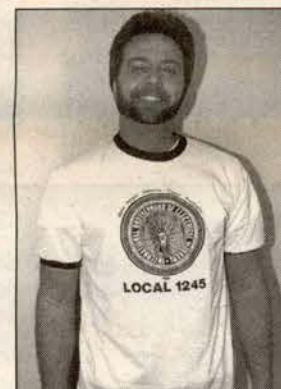


### Coffee Mug

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

### Golf Shirt

(With Pocket)  
Navy, Red, Royal, White, Maize  
Logo on sleeve  
M/L/XL/2X  
**REDUCED PRICE!!**  
\$12.00  
+\$2.50 shipping



### T-Shirt

Ringer with IBEW Logo  
S/M/L/XL  
\$8.00  
+\$1.50 shipping

✂ Please cut here ✂

## Order Form

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

Ship To:

GRAND TOTAL

\$

Name

Street Address (No P.O. Boxes!)

City/State

Zip

Phone #

Mail completed form with check or money order payable to:  
IBEW Local 1245  
c/o Office Manager  
PO Box 4790  
Walnut Creek, CA 94596

## Workers score ergonomic victory

**W**orkers won a major victory when Sacramento Superior Court Judge Ford ruled in September that California's new ergonomic safety standard did not go far enough to protect workers from workplace hazards.

Judge Ford ruled that the state Occupational Safety and Health Standards Board exceeded its jurisdiction when it crafted a very weak standard. The Standards Board was under orders from the California Legislature to issue a regulation "to minimize the instances of injury from repetitive motion."

Judge Ford first became involved in the case when the Standards Board—composed entirely of Republicans—simply refused to act by the January 1995 deadline established by the Legislature. Ford ordered action, and a regulation was finally issued in July of this year.

The California Labor Federation immediately attacked the standard as weak and ineffective, designed to minimize the responsibilities of California businesses rather than to minimize injuries to California workers.

Judge Ford's ruling came in response to petitions filed by the California Labor Federation and the AFL-CIO, as well as from several injured workers. Petitions to void the entire regulation were submitted by industry through several trucking associations.

The court dismissed all

aspects of industry's petition, but granted significant relief to labor. Labor wanted to remove elements from the regulation that limited its applicability, but did not want to void it entirely. The judge ruled that the Standards Board did not have authority to exempt small work places (under 10 employees) from the new regulation. This means that 79% of California employers who employ 1.6 million California workers will now be covered by the new standard.

The judge also ruled that several of the "triggers" for the regulation were too narrow. He removed the requirement that a musculo-skeletal injury be diagnosed using "objective" criteria, a requirement that would have severely limited the applicability of the regulation—excluding, for example, most back injuries. He also removed the requirement that injuries be predominantly caused (51%) by workplace activity.

Finally, the judge struck from the regulation the part which in essence told employers that anything they did was good enough. That portion of the regulation would have shifted the burden to Cal-OSHA, the agency's enforcement arm, to prove that the employer knew about a measure that would not impose additional unreasonable costs and that was substantially certain to cause a greater reduction in injuries, and then failed to implement that measure.

The regulation is a simple one. All work places are now covered. The regulation will

come into play when at least two musculo-skeletal injuries within a year have been reported (after the effective date of the regulation) by employees to the employer.

Since these injuries are cumulative, the fact that they first manifest before the regulation should not exclude them from coverage by the regulation. If such injuries are continuing and reported now to the employer, they should trigger application of the regulation.

The injuries need to have been diagnosed as musculo-skeletal injuries by a licensed physician, but workers have the right to see their own physician immediately upon injury if they have filed a form requesting such with their employer, but in any event they have that right after 30 days. The injuries need to be from identical work activity, meaning that the employees were performing the "same repetitive motion task, such as but not limited to word processing, assembly, or loading."

Once the regulation comes into play, the duties of the employer are also simple. First the employer must evaluate the work site. Second, the employer must control, in a timely manner, the exposures that caused the problem. If correction of the hazards is not possible, the exposures shall be minimized to the extent feasible. The usual approaches to occupational safety and health apply, including engineering controls (such as work station redesign) and administrative controls (such as job rotation, work pacing, and work breaks).

Third, the employer must provide training, including an explanation of their program, including information about exposures associated with repetitive motion injuries, about symptoms and consequences of the injuries, about the importance of reporting symptoms and injuries, and about the methods used by the employer to correct the hazards and minimize the injuries.

**The judge removed the requirement that a musculo-skeletal injury be diagnosed using 'objective' criteria, a requirement that would have severely limited the applicability of the regulation—excluding, for example, most back injuries. He also removed the requirement that the injury be predominantly caused (51%) by workplace activity.**

## Safety Matters

By the Local 1245  
Safety Committee

### Poison control

**C**all a poison control center as soon as you suspect a poisoning.

Once symptoms appear they may include:

- Change in skin color
- Drowsiness
- Shallow breathing
- Convulsions
- Nausea
- Stomach pain
- Dizziness
- Redness on hands, face or throat
- Unconsciousness

Be prepared to tell the poison control center what is on the label of the substance eaten, when it was eaten, how much was

eaten, what the victim's condition is.

Some precautions to take are:

- Throw away all expired prescription and over-the-counter medicines and containers on a regular basis.

- Keep household products and medicines in cabinets that are hard to reach and that are equipped with child-proof locks.

- Always read cautions on labels.

- Remember: all plants with a creamy or milky sap are probably poisonous, except dandelions.

### Good doggie!

**O**ver one million people are reported to have been bitten by a dog each year. Many more instances are believed to go unreported.

To avoid being bitten, use some of these simple guidelines.

1. Look for tell-tale signs: beware of dog signs, pet dishes, bedding, toys chains, or holes in the ground.

2. Before entering a property rattle the gate, jingle your keys and call out.

3. Never assume it's

friendly.

If a dog approaches you, try these things:

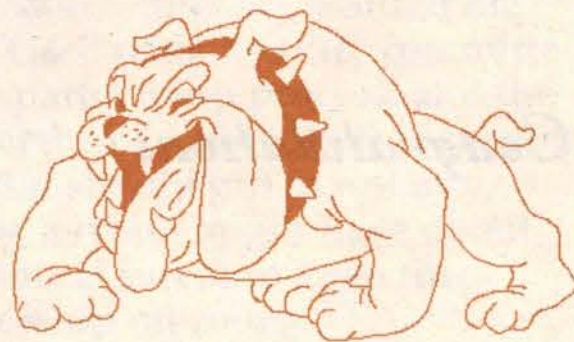
1. Speak to the dog in a calm voice.

2. Keep still and try to stay calm.

3. Hold your ground and show some dominance by firmly saying "No," "Sit," or "Down."

4. If attacked, "feed" the dog something else to distract it—your jacket, a stick, or something else nearby.

Report all aggressive, loose dogs or incidents of actual bites.



## Members honored at Monterey Pin Dinner



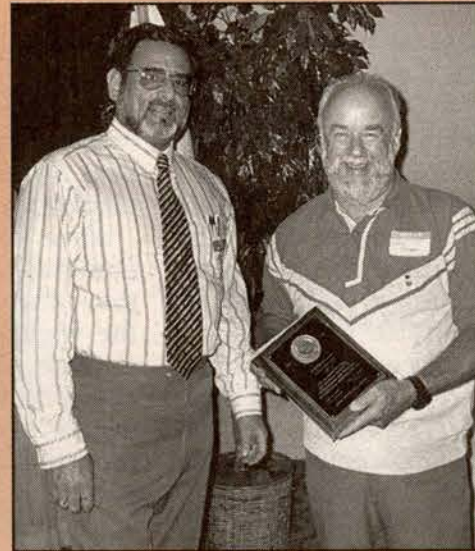
30 Years



25 Years



20 Years



Business Rep. Ed Caruso (left) presents award to Jim Mauzey.

40 Years

June 6, 1997

### 40 Years

Manuel Ferreira  
James Mauzey

### 30 Years

John Ferrara  
John Gonzales  
George Majors  
Ronald Morris  
J.D. Sotelo

### 25 Years

Paul Azevedo  
James Boatman  
William Bravo  
Charles Chapman  
Art Cordoba  
Sharon Davidson  
Steve Diaz  
David Gillis  
George Hernandez  
Jeff Kennedy  
John L. Lewis  
Jack Marley  
James Marley  
David Miller  
Stephen Moreno  
Lonnie Moseley  
David Pusley  
Larry Rocha  
Richard Sorg  
Mark Thomas  
Kenneth Turner  
John Weininger

### 20 Years

Steve Borges  
James Franklin  
Peter Gaudoin  
Louie Machado  
Vincent Martinez  
Sharon McIntosh  
Artie Mendes  
Adam Mendolla  
David Miguel  
Barbara Saunders

*Congratulations!*



# You can retire from a job, but not from life

By Orv Owen

Last month Richard Murphy and I had the privilege to represent Local 1245 Retirees Club at the National Council of Senior Citizens Western States Regional Conference held in Palm Springs, Ca.

Delegates from Retiree Clubs from Alaska, Hawaii, Washington, Oregon, California, Nevada, Arizona, New Mexico and Idaho attended this conference. I was impressed with the dedication and energy of all these retired activists in support of issues not only affecting seniors, but also affecting our brothers and sisters in the work force.

Retiree Clubs, National Council of Senior Citizens and the Congress of California Seniors are activists for the common good and service for all our citizens. They were established and developed to serve as lobbyists and communicators for senior citizens and working people and they have performed extremely well. They keep us informed on issues that affect seniors directly and were very instrumental in protecting our Medicare and Social Security when these valuable programs were under attack in the US Congress.

I was continually reminded during workshops and speeches that these retired activists share the same views that I have about retirement. That you may retire from the job, but you cannot retire from life. That the struggle goes on for dignity and justice in your retirement years as it did and continues to do for working people all over the world.

Fortunately, in this country workers have the right to band together and bond together for their common good in providing fair wages for their labor and for dignity and justice on the job.

In this country we have a representative government elected by the people. In our working years we had the right to remove our labor to gain dignity and jus-



SAN JOSE RETIREES CLUB MEETS

Among those attending a recent meeting of the San Jose Chapter of the Local 1245 Retirees Club were: Ralph Weidling, Robert Sherburne, Alice Marie Peterson, Orv Owen, Watie Anthney, Percy Rome, Ron Meier, Don Hardie, Jack Hill and John Perkins.

tice. In our retirement years we have an equally effective right and responsibility: the power of our vote. But we

must use our vote in order to protect and enhance the standards of living that we fought so hard for in the

past. To do less, we would not be keeping faith with those who came before us. Keep the faith!

**We must use our vote in order to protect and enhance the standards of living that we fought so hard for in the past. To do less, we would not be keeping faith with those who came before us.**

## Congratulations to the newly-retired!

The Local 1245 Retirees Club extends its congratulations to these recently-retired members of the union. We invited you to participate in a Retirees Club chapter in your area, or to start one in your area if there is none! Call Julie Rodriguez at 510-933-6060 Ext. 208.

Name	Residence	Yrs/Srvc.
Robert Carlson	Avenal, CA	38
Lyll Chalker	Bandon, OR	31
Jim Clark	Citrus Height, CA	12
Robert Hubbard	Cottonwood, CA	25
Roy Kennada	Salinas, CA	38
James McKenna Jr.	San Mateo, CA	16
Jack Nugent	Wespoint, CA	35
Julieta Opiana	Millbrade, CA	27
Ernani Pineda	So. San Francisco, CA	15
Alfredo Protacio	Daly City, CA	24
Ali Reza	Palo Alto, CA	6
Barbara Solso	Boulder Creek, CA	12
Richard Thuillier	Oakland, CA	17
Thomas Willoughby	Sacramento, CA	13



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.

## Working capital

The AFL-CIO has announced the creation of the Center for Working Capital, a new non-profit organization established to promote responsible capital stewardship of workers' retirement assets.

"Just as we work hard for our money, we are going to make sure that our money works just as hard for us," said AFL-CIO Secretary-Treasurer Richard Trumka.

The Center aims to foster policies that enhance workers' retirement security.



"I'm retired, but I still get up early. I like to go down to the subway and laugh at everybody who still has to work."

# Partnership Agreement:

IBEW Local 1245 • Pacific Gas & Electric Co.



**Pacific Gas and  
Electric Company**

77 Beale Street  
P.O. Box 770000  
San Francisco, CA 94177  
415.973.7000

October 2, 1997

## PG&E COMPANY EMPLOYEES:

PG&E Company and IBEW Local 1245 reaffirmed today their commitment to continue the labor-management partnership process that was established in April 1995 to address issues related to the maintenance and operation of gas and electric systems to ensure the delivery of safe, reliable, and responsive service to PG&E customers.

The principles of Letter Agreement 94-53 will be utilized to establish labor-management cooperation committees to address the following issues:

- Determine the labor force required to deliver safe, reliable, and responsive service, and to address issues related to storm response, infrastructure maintenance, etc.
- Determine appropriate Performance Based Ratemaking targets to be used in future CPUC proceedings.

PG&E Company and IBEW Local 1245 reaffirm their commitment to work together in a collaborative manner to address issues critical to PG&E's ability to compete now and in the future, and to promote profitability for PG&E, and employment and income security for PG&E employees. It is in our mutual best interest - the company's, the union's, and the employees' - to ensure PG&E's success.

GORDON R. SMITH  
President and CEO  
PG&E Company

JACK McNALLY  
Business Manager  
IBEW Local 1245