



Nevada deal eases threat to members' jobs

The long campaign by Local 1245 to preserve jobs and quality service at Sierra Pacific Power reached a major milestone last month when the Public Utilities Commission of Nevada reversed course and approved important agreements favorable to the company.

The threat to jobs stemmed from an earlier ruling in which the PUCN said it would deny Sierra Pacific Power and Nevada Power the right to recover certain past costs, referred to variously as "fuel and purchase power" or "deferred energy" costs. Sierra Pacific responded to this ruling by declaring it would not seek to serve as a Provider of Last Resort, in essence saying it could no longer afford to be a provider of metering, meter reading, billing, and customer assistance services.

Further, Sierra Pacific joined in lawsuits in state and federal court seeking to reverse the PUCN decision.

At the same time, Local 1245 accelerated its own campaign to educate Nevada policymakers and opinion leaders about the essential role played by Sierra Pacific employees in providing safe, reliable electric service. That campaign culminated in April with testimony to

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PG&E postpones Telecomm displacements

Pacific Gas & Electric postponed demotion and displacement action in its Telecommunications Department following a July 7 labor-management meeting at union headquarters in Walnut Creek.

The postponement—for an unspecified period of time—was a welcome development in the union's on-going effort to preserve Telecomm jobs.

PG&E had announced in June its plan to displace and/or demote 15 Telecomm employees effective July 10. In response to that announcement, Local 1245 notified PG&E that the Partnership Letter obligated the company to work cooperatively with the union to "determine the labor force required to deliver safe, reliable, and responsive service...."

The company then agreed to meet with the union on July 7.

At that meeting, Local 1245 members expressed strong opposi-



Local 1245 members in Telecommunications at PG&E met with company July 7.

tion to the proposed displacement and demotion (Title 206) action in Telecomm. The union stated its belief that the company is contracting Telecomm work, and that Title 206 action is prohibited when contracting is occurring.

The union urged the company to look for business opportunities that

would increase the work available for Telecomm Techs.

Committee members pointed out that the Telecomm workforce is aging, and that future attrition could impair the company's ability to do the work it needs to do. Eight Title 200 Telecomm vacancies since April 1 have not been filled, the union noted.

The union compared the current situation in Telecomm with the problems PG&E faced in the early 1990s, when downsizing impaired company performance and led to public protests and a CPUC investigation.

The company disagreed with some of the union's assertions regarding contracting. Subsequent to the July 7 meeting the union has filed several more grievances alleging contracting of Telecomm work.

Another meeting has been scheduled for August 22, 2000.

Representing the union at the meeting were: Mark Newman, Doug Kaski, Jim Grady, Sherrick Slattery, Dave Mock, and Marty Brutlag, along with Assistant Business Manager Roger Stalcup and Senior Business Rep. Ken Ball.

Asplundh Tree

Union investigates PTO errors



Business Manager Jack McNally and PTO Investigator Hector Arellano.

Local 1245 has named Asplundh Tree Trimmer Hector Arellano to investigate Paid Time Off problems at the company.

Asplundh Tree has made many mistakes in recording PTO hours, affecting employees in the Bakersfield, Fresno, and Stockton/Yosemite Divisions. The company has asked Local 1245 for assistance in fixing this problem.

Arellano began contacting members in the field and company yards last month to obtain information about PTO errors.

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Service Awards
Ukiah, CA

OCTOBER 7
Stewards Conferences
Bakersfield, CA
Reno, NV
Ukiah, CA

OCTOBER 14
Stewards Conference
San Francisco, CA

OCTOBER 21
Stewards Conferences
Concord, CA
Redding, CA
Santa Rosa

APPOINTMENTS

Rocky Mountain Labor School
Tom Cornell
Vickie Borst
Spring Baker

California Labor Federation, AFL-CIO
23rd Biennial Convention
Jack McNally
Jim McCauley
Mike Davis
Ed Mallory
Jim Findley
Eric Wolfe
Bill Brill
Junior Ornelas
Mike Haentjens
Hunter Stern

19th Annual Western Regional
Summer Institute for Union Women
Adrienne Franks
Arlene Edwards
Brenda Fisher
Fran Andrakin-Baker
Olivia Mercado
Donna Ambeau

IBEW National Women's Conference
Howard Stiefer
Dorothy Fortier
Kathy Tindall
Chris Habecker
Anna Bayless

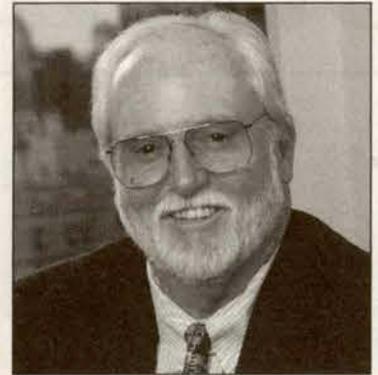
A. Philip Randolph Institute
31st Annual Educational Conference
Dorothy Fortier
Lula Washington

National Council of Senior Citizens
Constitutional Convention
Sarah Kelly

POINT OF VIEW

Price spikes reveal flaws in deregulation scheme

By Jack McNally, Business Manager



June was not a good month for electricity consumers in California.

The June heat wave in western states cost consumers more than \$1 billion for electric energy. It forced major customers to curtail usage. And it subjected residential and commercial customers to rolling blackouts—the first time this has occurred since the introduction of competitive electric markets in California.

Customers of Pacific Gas & Electric and Southern California Edison were lucky—their rates are still frozen under the terms of the 1996 Electric Restructuring law, AB 1890. But the rate freeze has already been lifted at San Diego Gas & Electric, and customers of that utility saw their electric bills spike up by as much as 50%.

What's going on here? Weren't

consumers promised that competition in electric generation would lower their rates? What went wrong?

First of all, it was a mistake to suppose that markets will necessarily lower the price of electricity. In a market, prices rise and fall according to supply and demand. If demand exceeds supply then prices will go up—until new plants are built or power is brought in from some other location.

A genuinely free market in electricity would lead inevitably to wide fluctuations in price as the market cycled through periods of shortages and surpluses.

The California legislature tried to address this issue by creating the Power Exchange (PX), where most residential consumer electricity is bought and sold, and the Indepen-

dent System Operator (ISO), which is responsible for making sure there is sufficient electric supply to serve all customers.

More specifically, the ISO is responsible for securing the generation and transmission resources needed to achieve planning and operating reserve criteria no less stringent than those established by the Western Systems Coordinating Council and the North American Electric Reliability Council. To date, the ISO has not met this obligation.

The ISO management—and the various stakeholders who make up the ISO—generally agree that California needs more generation and more transmission upgrades and additions to meet the growing demand for power. In many cases, California relies on generation outside of the grid, so adequate transmission infrastructure becomes critical.

But the way things are currently structured, utilities are stymied in their efforts to build needed transmission upgrades. Generators effectively delay the upgrade by insisting that generators be allowed to bid against the proposed transmission upgrade. Yet the lack of transmission reinforcement could prevent new generation from being delivered to where it is needed.

The generators are behaving just as any market would require them to act—in their own interest. Unfortunately, this isn't necessarily the same thing as the public interest.

Bay Area electric consumers were especially hard hit by the hot spell in June. The load was so high that with the exception of one scheduled shut down all generation was running, and it was still not enough. Generation was available outside of the Bay



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Osborn hired as Nevada business rep

Randy Osborn, a Mechanic/Welder at Sierra Pacific Power's Valmy Power Plant in Nevada, has been hired as a union business representative assigned to Nevada.



Osborn

Osborn is a 15-year IBEW member and was a union pipefitter for 10 years prior to that.

Osborn served on the Local 1245 negotiating team during the last round of general bargaining with Sierra Pacific Power. He replaces Business Rep. Lynn Allen, who elected to return to the company.



TREES INC. BARGAINING

Local 1245 Tree Trimmers opened negotiations for a first agreement with Trees Inc. at union headquarters in Walnut Creek on June 28. From left: Kenny Vaughn of Trees Inc., Tree Trimmers Paul Vargas and Marcello Rodriguez, Local 1245 Senior Business Rep. Landis Marttila.

Truckee-Donner pact ratified

A new agreement with Truckee-Donner Public Utility District was ratified by Local 1245 members last months on a 24-8 vote.

The three-year agreement, retroactive to Jan. 1, establishes a deferred compensation benefit that is fully funded by the employer. The benefit consists of 3% of gross (all taxable) compensation beginning this year, and increases to 4% in the

second year and 5% in the third year.

The employer had sought to replace the existing defined-benefit pension plan with a 401(a) deferred compensation plan, but the union successfully resisted that proposal.

"We kept the security of the defined benefit, plus we got a taste of the 401(a)," said Local 1245 Business Rep. Ray Thomas, who led the union's bargaining team. "The committee did a great job."



Thomas

The union also managed to recover the prescription drug benefit, which the company had unilaterally changed prior to bargaining in an effort to pass rising costs onto the employees. The agreement also created a post-retirement medical benefit, which is 100% paid with 20 years of service, with caps.

Other provisions include:

- ◆ A 1% wage increase in each of the three years.
- ◆ A 10% differential for electric foreman and a 3% differential for leadman.
- ◆ Long-Term Disability benefits after 13 weeks rather than 26 weeks.
- ◆ A successor clause.

Negotiating for the union, along with Thomas, were Mike Connell, George Caballero, Steve Wallace, Beverly Johnson, and staff attorney Tom Dalzell.

Nevada members endorse candidates

Members of Local 1245 in Nevada joined other Nevada unionists in endorsing candidates for political office in the upcoming November election. Representing Local 1245 in the proceedings were Sierra Pacific Power employees Spring Baker, Customer Service Representative; Bob Veiera, Troubleman and Local 1245 Advisory Council member; Tom Norlen, Lineman; and Local 1245 Business Representatives Ray Thomas and Lynn Allen. A list of Nevada endorsements will appear in an upcoming issue of the Utility Reporter.



Spring Baker



Bob Veiera and Lynn Allen

Nevada deal eases threat to members' jobs

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Nevada's Legislative Commission by Nevada AFL-CIO leader Danny Thompson, who warned that jobs could be lost and electric service compromised by the PUCN's version of electric restructuring.

The Legislative Commission, which takes action on behalf of the Legislature between legislative sessions, sharply criticized the PUCN for charting a course of electric restructuring that diverged from the Legislature's original intent.

With its July 20 decision, the PUCN appears to have backed away from its original position. The settlements it approved set the stage for the two utilities to recover fuel and purchase power costs, which should enable Sierra Pacific to serve as a default provider—or Provider of Last Resort—for customers who do not opt to go with another Energy Service Provider.

"With the divestiture of its power plants, Sierra Pacific is not in the generation business anymore," noted Local 1245 Business Rep. Ray Thomas, "so having Provider of Last Resort status is very important for preserving jobs that are still there. With this PUCN decision, I think we have headed off what could have been a major disaster for our members and for the customers."

The PUCN decision establishes a timetable for opening the retail market in potentially competitive services, beginning with certain select customer classes on November 1, with all customers to be included by the end of 2001.



Unionists back new trial for Abu-Jamal

When ABC sent Sam Donaldson with a strike breaking "20/20" crew to interview death-row inmate Mumia Abu-Jamal during a recent CWA-NABET strike, Abu-Jamal sent them away, despite his obvious need for media exposure to publicize his demand for a new trial.

Abu-Jamal, himself a journalist and member of the National Writers Union, has said he would rather die than cross a picketline.

The inmate's campaign for a new trial has gained broad support from across the globe, including support from organized labor. Last month the two-million member California Labor Federation passed a resolution calling for "labor action in order to gain a new trial for Mumia Abu-Jamal."

The demand for a new trial has also been endorsed by Amnesty International, which noted that the "politicization of Mumia Abu-Jamal's case may not only have prejudiced his right to a fair trial, but may now be undermining his right to fair and impartial treatment in the appeal courts."

Abu-Jamal has been incarcerated on Pennsylvania's death row for the past 18 years. He was convicted and sentenced to death in July 1982 for the murder of police officer Daniel Faulkner on Dec. 9, 1981. He has steadfastly maintained his innocence since 1981.

The risk of wrongful conviction remains high in the United States, with more than 80 prisoners released from death row since 1973 after evidence of their innocence emerged.

Dirty tricks, overtime attack, sub shop death

A driver for a company involved in a strike by the Teamsters for the last nine months claims that officials of Overnite Transportation paid him \$10,000 to damage property and falsely accuse Teamster supporters of wrongdoing so they would be fired, the New York Times reported. Overnite has repeatedly accused union members of shooting at company trucks and smashing truck windows and has said it is spending hundreds of thousands of dollars a week on security. The driver, Anthony Holly, outlined the dirty tricks in an affidavit presented to federal officials. He alleged that company managers wired \$10,000 to his bank account in return for his help. Holly said he had lied to company officials and the National Labor Relations Board about the actions of two outspoken Teamster supporters, saying they threatened him with violence for crossing the picket line. Overnite fired those two drivers, Kyle Brooks and Paul Holder. Holly later said he regretted having falsely accused the two men of threatening him. "I'm ashamed for doing what I've done," he said. "Overnite had me brainwashed. I thought the Teamsters were crooked Mafia and gangsters. As I got to know them, I saw it's not true."

Overtime Pay Attacked: Despite heated protests by trade unionists, California's Industrial Welfare Commission on June 30 dismantled a portion of the state's overtime law. Thousands of workers who had received overtime pay for a generation or more will now be denied it. Commissioners ignored both the California Labor Code and 500 union members in a standing-room only hall, voting 3-2 to change the law. Employers can now cheat workers out of overtime pay by classifying workers as managers if they perform a series of "occasional" management tasks.

Universities Take Stand: California's system of state universities have announced that they will not allow any university-licensed products to be produced in countries that do not permit workers to organize unions and engage in collective bargaining, Label Letter reported. A spokesperson for the California system said the state's schools "will not tolerate inhumane work conditions, wherever they occur."

Offer to Resign: Taiwan's Premier Tang Fei offered to resign last month to assume responsibility for the death of four construction workers trapped in a flood for three hours on Sunday, waiting for a helicopter that came too late. Taiwan was riveted by TV coverage of the four workers gripping each other tightly as they stood in the rushing waters of the Pachang River in central Chiayi County. Public monuments and government offices were spray-painted with graffiti condemning the government's inaction.

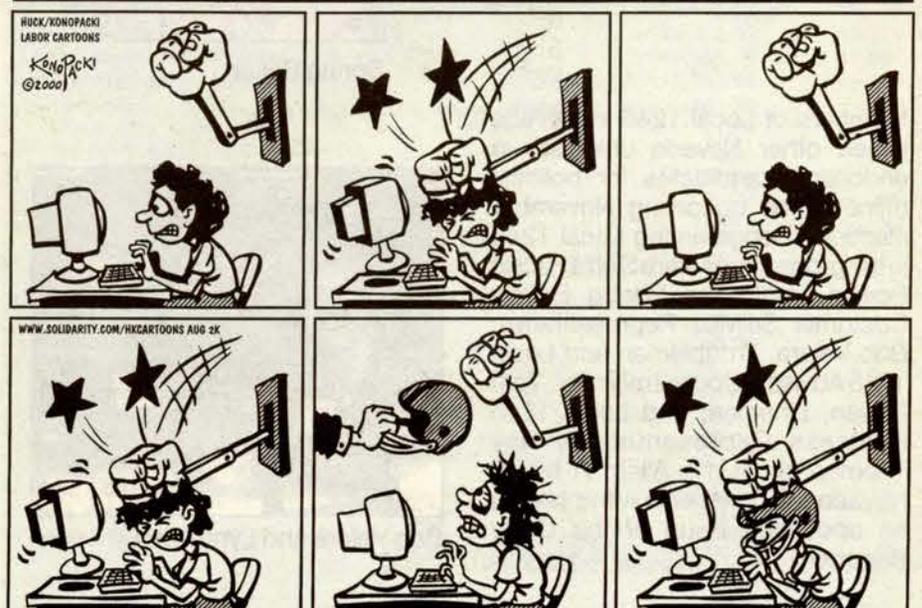
Teamsters Scold Sachs: The Teamsters union has told Goldman Sachs it is "closely reviewing" the billions of pension fund dollars it has with the firm because of the investment bank's dealings with the Mu-

seum of Modern Art, which is embroiled in a bitter labor dispute. "The Teamsters will not tolerate partners that promote anti-worker policies," Teamsters President James Hoffa wrote in a letter to Goldman Sachs. Goldman angered the Teamsters when it underwrote \$76 million of tax-exempt MoMA bonds in March.

Sub Shop Death: The U.S. Department of Labor fined a Littleton, Colo., Subway shop for violations of federal child labor laws in a case in which a 15-year-old was murdered while working late on a school night. The company was fined \$18,625, including an assessment of \$10,000 for employing the murdered 15-year-old past 7 p.m. Children that young cannot work before 7 a.m. or after 7 p.m. The minor, killed Feb. 13, routinely was assigned to shut down the restaurant at closing time, 10 p.m.

SEC Votes Union Yes: Employees of the Securities and Exchange Commission voted last month 968 to 373 for union representation. About 1,800 nonmanagement S.E.C. lawyers, accountants and support workers throughout the country will be eligible to join the National Treasury Employees Union.

How management protects workers from stress.

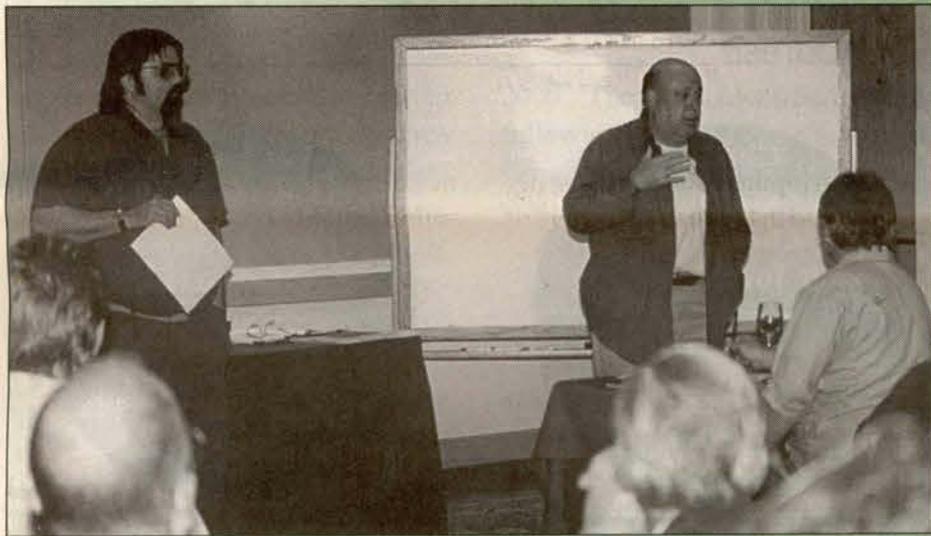




SALINAS



STEWARD TRAINING CONFERENCES



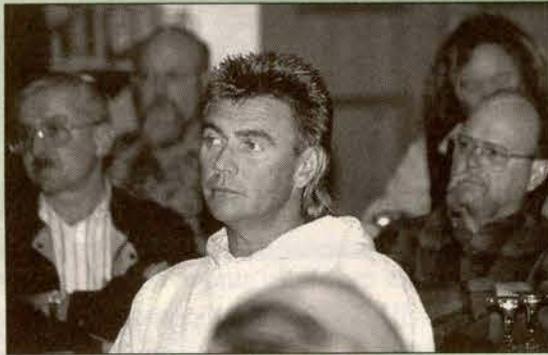
IBEW Local 1245

- Salinas March 11
- Santa Rosa April 8
- San Luis Obispo April 22



SANTA ROSA

SAN LUIS OBISPO



Healdsburg pact ratified

Local 1245 members at the City of Healdsburg on July 6 ratified a new agreement 26-3.

The four-year agreement, effective July 1, provides a 10% wage increase in the first year, with hikes of 8%, 6% and 5% in subsequent years. Other improvements included:

- ◆ Employees received a 7% increase in the calculation of their pensions.

- ◆ The life insurance benefit was doubled, to \$50,000.

- ◆ Employees will be paid a half-hour minimum for all telephone calls during standby week.

- ◆ Employees with 770 hours of accrued sick leave may sell 12 days a year to a deferred compensation account and still cash out at a 50% rate upon retirement.

- ◆ Vacation increase for employees with 20 years of service.

Negotiating for the union were Doug Boaz, Larry Giovannoni, Ginny St. Clair, Todd Woolman, Greg Way, and Local 1245 Staff Attorney Tom Dalzell.

Fifteenth Annual IBEW Local 1245 Golf Tournament

Saturday, Sept. 23

Diablo Creek Golf Course
First Tee Time: 10:00 a.m.

Register Now! Deadline is Sept. 6!



Guests Are Welcome!
4-Man Best Ball Scramble

\$75 Entry Fee
(Includes Cart, Green Fees
and Buffet Breakfast)

- ◆ Team Awards (Cash)
- ◆ Closest to the Hole Contest
- ◆ Long Drive Contest
- ◆ Beat McNally

Diablo Creek Golf Course
4050 Port Chicago Highway
Concord, California
(925) 686-6266

- 1. Name _____
Address _____
- 2. Name _____
Address _____
- 3. Name _____
Address _____
- 4. Name _____
Address _____

Checks
Payable to
"Local 1245
Golf Tournament"

Mail to:
PO Box 4790
Walnut Creek,
CA 94596

*Foursomes are
not necessary*

For Further
Information Call:
Frank Saxsenmeier
925-933-6060 Ext. 338
or 707-939-7611
Hunter Stern
925-933-6060 Ext. 246
or 415-289-9042

POINT OF VIEW

Price spikes reveal flaws in electric deregulation scheme

► From Page 2

Area, but the transmission infrastructure could not handle the additional load. Hence the rolling blackouts.

There are several areas like this in California and the shortages could reoccur when severe heat conditions strike again.

California's electric market design is seriously flawed. The various stakeholders who influence the ISO often are more concerned

about achieving a competitive advantage for themselves than with the welfare of the public as a whole. These stakeholders tie up the ISO in endless debate while transmission needs go unaddressed.

If this continues, California consumers can forget about the promised lower cost for electricity.

It should be obvious to any objective observer that more transmission as well as more generation is badly needed in California. The generation issue is being addressed. Four

power plants currently under construction will bring 2,928 megawatts on line in 2001-2002. The California Energy Commission has approved one additional 700-megawatt plant, and has accepted and completed applications for seven plants representing 4,280 megawatts. Another four plants have file applications which have been accepted by the CEC.

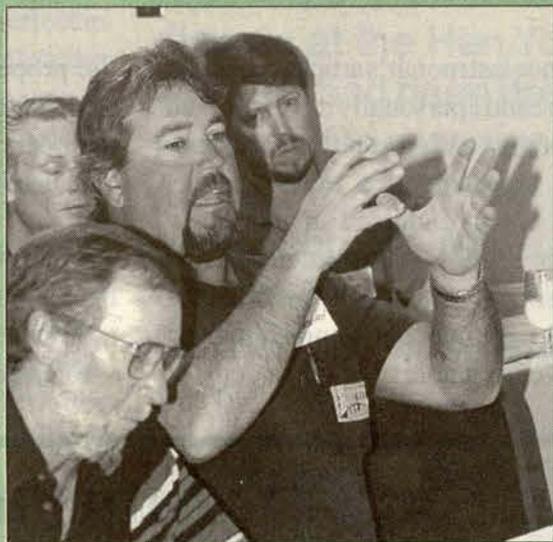
These projects represent 10,492 megawatts of power now in the pipeline.

With all these applications to build

power plants, it seems that policymakers would see the wisdom of pushing for adequate transmission facilities to transmit the new power that will soon be generated.

But viewing these issues from the standpoint of the broad public interest has not been one of the strong points of California's restructured electric industry. And it's not clear who, if anyone, will be looking out for the public interest as this market experiment continues.

OUTSIDE



Jeff Bernard

Photos: Landis Martine



Bobby Sandow and Mike McKinney



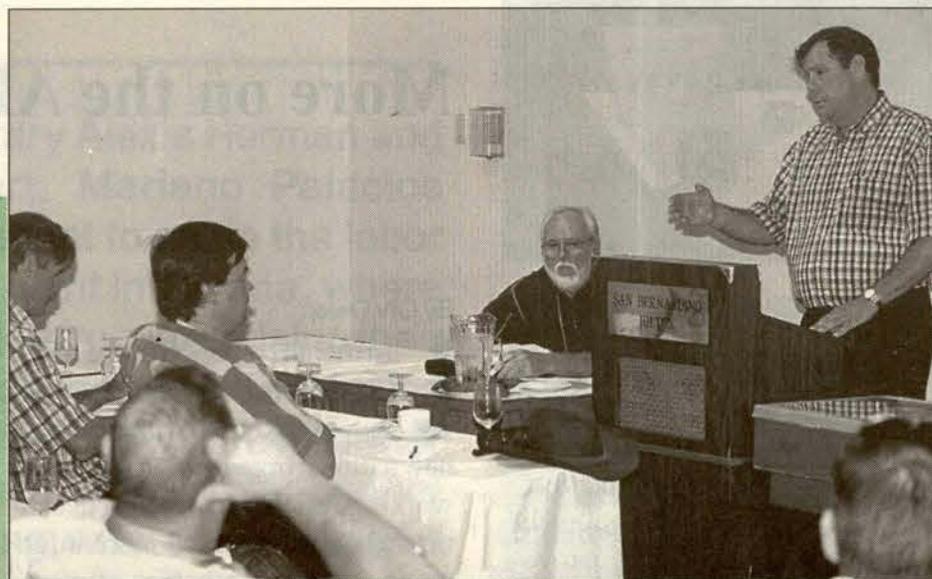
Local 1245 Business Rep. Tom Brown (standing) listens as Advisory Council representative Tom Rowley makes a point.



Troy Harris



Allan McNew



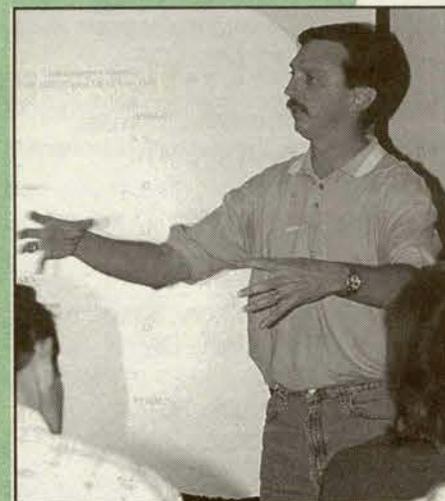
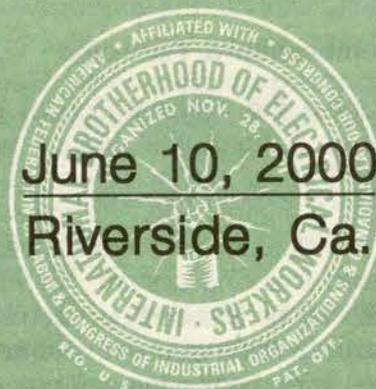
Business Manager Jack McNally and Business Rep. Tom Brown (standing) led the discussion.

Stewards Conference

Local 1245 stewards and a few members with an interest in becoming stewards for Outside Construction met in Riverside on June 10 for a review of union affairs, including jurisdictional issues and the importance of organizing non-union contractors. Leading the discussion were Business Manager Jack McNally and Outside Construction Business Rep. Tom Brown.

Participants

- | | | |
|-----------------|------------------|---------------|
| Greg Brewer | "Hoot" Gibson | Joe Liddicote |
| Bob Sandow | Tom Rowley | Robert Foy |
| Brian Schlenler | Jeff Bernard | LeRoy Rimbie |
| Trevor Kirkland | Bobby Dutton Jr. | Pete Petros |
| Bill Jones | Jason Phillips | Troy Harris |
| Don Ankney | | |
| Ron Sund | | |
| Mike Winner | | |
| Allan McNew | | |
| Dean Evans | | |



Kevin O'Connor, Southern California Edison

CONSTRUCTION



More on the Alliance for Retired Americans

By Orv Owen

Last month I reported on the AFL-CIO proposal to create the "Alliance for Retired Americans," a new national organization for retired working Americans. I also indicated that when we received more information on the mechanics of membership, I would report on them here.

Since last month's article, our union office and I personally have received numerous calls requesting information regarding this new alliance, which was endorsed unanimously by the 1,000 delegates attending this summer's historic convention of the National Council of Senior Citizens. I have been able to obtain a copy of

the proposal to create the new national organization for retired union members, which answers many of the questions that I have been receiving.

Excerpts from the proposal appear below, and will continue in next month's Utility Reporter.

Keep the faith!

Make a Date...

The Local 1245 Retiree Club invites you to join us for companionship, discussion and projects. Current meeting locations are:

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

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

Congratulations!

The Local 1245 Retirees Club congratulates these recently-retired members of the union. We invite you to participate in—or start!—a Retirees Club chapter in your area.

Chiquita Alba, 36 years
Bakersfield, CA

David Bettis, 32 years
Atwater, CA

Travis Chetwood, 34 years
Corasegold, CA

Robert Connelly, 35 years
Bonanza, OR

Salvador Gonzales, 31 years
Clovis, CA

George Goodbary, 33 years
Marysville, CA

Delbert Hulse, 39 years
Pacifica, CA

Alliance for Retired Americans

The Alliance for Retired Americans will be a new national organization representing all retired union members, and other retired working Americans. The Alliance will speak on behalf of all retired union members at the national level, and, through state chapters and local clubs, at the state and local level as well. It will be a sister organization to the AFL-CIO and will be fully supported by, and integrated into, the American labor movement.

Mission

The mission of the Alliance is to speak out on behalf of older and retired workers on issues of importance and concern to them, to educate and communicate with these retirees on these issues, and to mobilize them around these issues.

Membership & Financing

Unlike the National Council of Senior Citizens, the Alliance will represent *all* union retirees in a national organization. And, instead of an individual membership dues-based financing system, the Alliance will be financed by a combination of national union contributions (in proportion to enrollment in the Alliance) along with funding from retired member benefit programs.

This will mean that the Alliance will eventually speak for millions of retired union members, will communicate with and educate mil-

lions of retirees, and will be able to mobilize millions of retired union members in support of the national labor movement.

Union members who retire will be enrolled as "lifetime" Alliance members and will be able to participate in the programs of the Alliance with no further payment of dues—since all these union members have already paid their dues while they were working.

Retirees and others who are not former union members, and who support the goals of the Alliance, will also be eligible to join.

Governance

The Alliance will be governed by a national Executive Board comprised of board members designated by the participating unions, as well as by the AFL-CIO, along with board members selected from the public at large. Representation on the Executive Board will recognize the number of retirees enrolled by the national union. The board will elect the officers of the Alliance, who will be part time and uncompensated.

The President will represent the Alliance in the public arena, will chair all national committee meetings and will be the main political liaison with the labor movement. There will also be a Secretary-Treasurer and several Vice Presidents, in addition to the Board members.

The Board will appoint a full time Executive Director who will have the responsibility for directing the organization on a day-to-day basis. The

Executive Director will be responsible for developing the program and budget of the Alliance, implementing its program and hiring and directing its staff.

Membership Participation

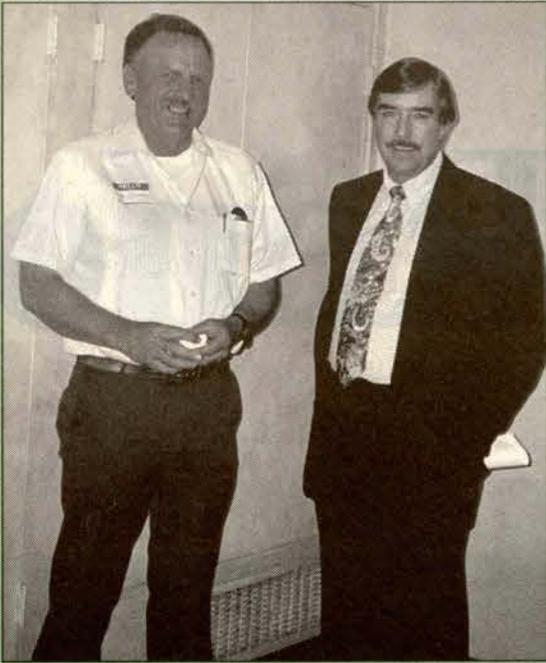
The Alliance will have an annual national policy conference which will develop an issues agenda and provide leadership on the Alliance program. Members representing national unions and state organizations and local clubs will participate in this agenda-setting.

Most members will participate through local clubs and state affiliates of the Alliance, an organizational system that will resemble in some respects the present NCSC organization.

Federation Oversight

The AFL-CIO Executive Council, through its Senior Action Committee, will oversee Alliance activities. The Alliance will, annually, submit a plan and an operating budget to the Executive Council. This annual plan will outline how the Alliance intends to carry out the goals established by the Alliance Executive Board and how these activities are integrated with the work of the AFL-CIO.

Next month
Alliance for Retired Americans:
The Program



Napa, Ca.
April 7, 2000

35 Years

Service Award Honorees

35 years
Robert Connelly

Robert Holmes
Robert Ross
Margaret Cooley
Paul Davis

30 years
Robert Blanc
Michael Bundy
Alice DeLuna
Thelma Dixon
David Estrella
Michael Gavin
Robert Roche
Michael Romo
Robert Guardado
Craig Bianchi
James Dodd
Edward Williams III
Roy Gastelum
Wayne Thompson
Harold Anderson
Louis Meyi
Donald Caviness
Jose Moguel

20 Years
Allen Mitchell
William Brown
Shauna Carlei
Mary Darling
Lino Dolay
Maria Farris
Don Glazier
Robert Grantham Jr.
Josephine Isaac
Phyllis Jones
Steven Kennedy
Richard Lohr
Allen Mitchell
Vernon Morris
Jesse Ruthland
Thomas Torrez
Pacita Villaluz
Sheryl White

25 years
Sonia Magana



30 Years



25 Years



20 Years

Quenching Reno's

R

eno's thirsty. So thirsty, in fact, that the city's growing demand for water in the 1990s outstripped the capacity of Sierra Pacific Power's Glendale water treatment plant.

Sunlight, air and open space are part of Nevada's natural endowment, but water is a more problematic resource. First of all, you've got to locate it.

If you live in Reno, situated on the arid side of the Sierras, that means drilling down 200 or more feet to reach ground water, or capturing mountain river water.

"They're punching wells in the ground all the time trying to find more water," says Richard Brenner, a Sierra Pacific Power SCADA technician and 30-year IBEW member. But 90% of the area's usable water comes from the Truckee River.

"We tap in at 6,000 feet and they bring it down through ditches to pumps, and the pumps bring it up here," says Brenner, referring to Sierra Pacific Power's new Chalk Bluff water treatment facility.

Chalk Bluff, in operation for about five years, can treat 70 million gallons of water a day, far surpassing Glendale's 25 million gallon capacity.

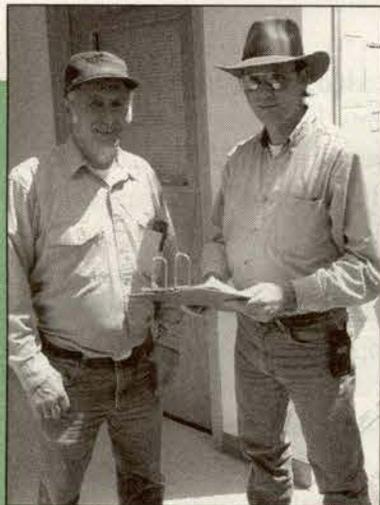
Both treatment facilities are maintained and operated by Sierra Pacific employees represented by IBEW Local 1245. The facilities are highly automated, meaning that computers do most of the heavy lifting, under the guidance of highly-skilled workers.

SCADA techs like Brenner, Loyde Grant and Jim Brandt must be qualified journeyman instrumentation techs, communications techs and electric techs.

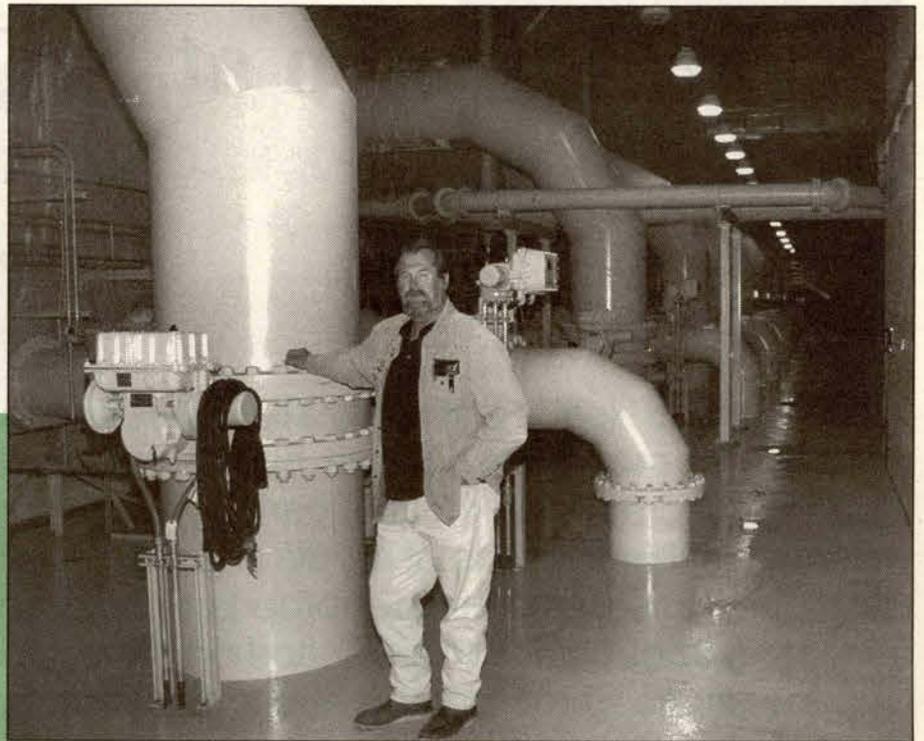


Filtration assures high quality water for the people of Reno and Sparks.

s thirst



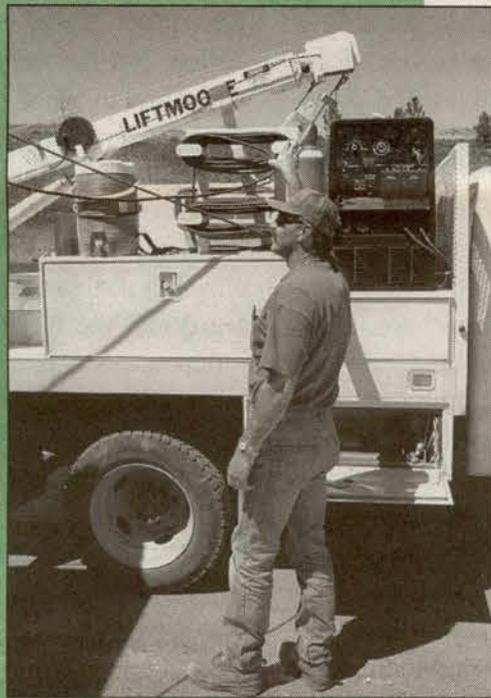
At right: Loyde Grant, SCADA Tech, and Don Porter, Water Treatment Equipment Specialist.



SCADA Tech Richard Brenner, a 30-year IBEW member



Ted Saxe, Water Plant Foreman



Steve Castleman, Mechanic



John Woods, Mechanic, working on influent valve to floculation basin.



Clynden Clarke, Water Plant Operator

"You don't carry a toolbox with you anymore," says Brenner. "You carry a calculator and a lap top computer. This is all programmable logic."

Computers regulate the flow of water through various filtration processes, like the flocculation-sedimentation basin, where chemicals are used to make particles stick together so they can more easily be removed from the water.

The original plan for Chalk Bluff envisioned a facility that was 100% automated. But, as is so often the case in automated processes, it turns out that people are needed after all for "things that still need human tweaking," as Brenner puts it.

In fact, Brenner thinks the plant needs to be staffed with more people, a sentiment shared by Water Plant Operator Clynden Clarke.

"We don't have enough manpower to man all the boxes," says Clarke, noting that 5,268 different points need to be monitored to assure that everything is functioning properly.

Together with the Glendale facility, Sierra Pacific's water treatment effort includes over 200 pump stations in Reno and neighboring Sparks, plus 30 wells and storage tanks. The storage tanks are filled at night and act as a reservoir, ready to be tapped when demand requires. Two underground tanks at the Chalk Bluff facility have a combined storage capacity of 12 million gallons.

Delivering clean water is a tall order here at the edge of the desert, but Sierra Pacific's unionized workers demonstrate on a daily basis that they're up to the job. They have to be.

After all, Reno's thirsty.

Strikers beaten at NAFTA-sponsored hearing

By David Bacon

The Camino Real is a swanky Tijuana establishment full of men in expensive business suits—a modern concrete blockhouse, garishly painted in violently clashing shades of purple and yellow. It's very appearance makes it an appropriate choice for a meeting about labor conflict, and on June 16 it was the scene of a conflict that suddenly turned immediate and violent.

In Salons Uno and Dos, the hotel's largest combined hall, Mexican Labor Sub-secretary Javier Moctezuma Barragan began intoning a list of rights won for Mexican workers by the outgoing administration of President Ernesto Zedillo. Three hundred well-dressed listeners filled the auditorium's seats and lined the walls, appearing to give him rapt attention. Most wore badges with the initials of the CROC (the Revolutionary Confederation of Workers and Peasants), one of Mexico's principal government-affiliated union federations.

As Moctezuma spoke, a small group of two dozen workers entered and walked quietly down the aisle between the seats, carrying banners. Hand-painted letters on torn sheets called for "libertad sindical"—the right of workers to decide for themselves what union they wish to join—and condemned the repression of the two-year-old strike at the Han Young factory.

When the group arrived at the front of the room, its leader, Enrique Hernandez, looked out at the sea of hostile, angry faces as Moctezuma fell silent. Then suddenly, with no warning, men from both sides of the aisle jumped from their seats, screaming as they began beating Hernandez and his companions with their fists.

Hernandez took a blow to the side of his head and went down. His friends turned to flee, but the aisle

behind them was full of men with the CROC badges, fists flying. Hernandez made it to his feet, only to be pushed towards a corner of the hall, where he was knocked down again. His head snapped back, as heavy shoes kicked his cheek. Other kickers went for the ribs. One swung a pedestal, angling for Hernandez's face.

The room broke into chaos, as the advocates of libertad sindical were forced to flee under a rain of blows. Hernandez, once again on his feet, was pushed and buffeted by fists as he backed out of the salon. Pursued by dozens of angry attackers, the workers were pushed through the hotel lobby and out of the main doors.

After a few minutes, Moctezuma came out and stood halfway down the lobby stairs, while Hernandez and his companions demanded that he do something to guarantee their right to be heard. The sub-secretary announced there was a "lack of space." He took a few questions from agitated reporters, and returned to the salon. No invitation or guarantees of safety were forthcoming for the workers left outside.

This would have been simply one more demonstration of the problems in organizing independent unions in Mexico if one other important factor had not lent the situation an air of pitiful irony. The Mexican labor ministry had organized the meeting, a "Seminar on union freedom in

Mexico," to explain two new agreements it signed in May. In those agreements it promised to protect the right of workers to form independent unions.

The case which led to one of the two accords was that of the very people beaten and left outside—the 57 workers whose strike at the Han Young factory was the first by an independent union in the history of the maquiladoras. Not only were these well-known advocates of independent unionism violently expelled, but the very name of their strike and union was so completely absent from the commentary of the assembled dignitaries that it seemed forbidden.

"They threw us out because it was impossible to maintain the pretense that the freedom to organize independent unions exists while we were present in the room, living evidence of the lie," Enrique Hernandez commented bitterly.

Protection Contract

Workers at the Han Young plant, which welds truck frames for Tijuana's huge Hyundai industrial

complex, began their independent union effort in June of 1997. Complaining of low wages and serious safety hazards, they sought to get the company to improve conditions. They quickly discovered, however, that there already was a union representing them, but one which they knew nothing about. It held no meetings, and no union representative had ever appeared at the job to resolve problems.

Like countless other Mexican workers, the Han Young employees were working under a "protection contract," an agreement in which the company made monthly payments to a CROC union leader. In return, the CROC guaranteed the company would be able to maintain low wages and poor conditions without labor conflict.

"There are about 650,000 union contracts in Mexico, but only 50,000 of them are real negotiated agreements," explains Jose Luis Hernandez, vice-president of Mexico's new national democratic union federation, the National Union of Workers. "The rest are simply protection agreements. The people

Hernandez made it to his feet, only to be pushed towards a corner of the hall, where he was knocked down again. His head snapped back, as heavy shoes kicked his cheek. Other kickers went for the ribs. One swung a pedestal, angling for Hernandez's face. The room broke into chaos, as the advocates of libertad sindical (free trade unionism) were forced to flee under a rain of blows.

who benefit from them are a kind of Mafia. To get rid of these agreements is going to require a virtual war."

When the North American Free Trade Agreement went into effect in January, 1994, however, enforcing labor rights in Mexico became a responsibility of more than the Mexican government alone. All three NAFTA countries, including the U.S. and Canada, agreed to another treaty, the North American Agreement on Labor Cooperation, which pledged each to enforce its own labor laws, and set up a process for hearing complaints that labor rights were being violated.

In the ensuing years, almost 20 complaints have been filed. Of them all, the highest-profile cases have been those at Han Young, and at another plant in Mexico City, ITAPSA. At both factories, U.S. and Mexican unions have alleged that workers were prevented from exercising their legal right to organize independent unions.

Dangerous Conditions

Additional complaints also alleged that Mexico has failed to enforce its health and safety laws at the factories. The ITAPSA complaint charged especially dangerous conditions, with workers routinely exposed to asbestos, a known source of lung cancer.

Under the NAFTA process, the National Administrative Office in the U.S. Department of Labor held a series of hearings. As a result of extensive testimony by workers and independent union officials, the NAO concluded that serious violations of Mexican law had occurred.

In May, U.S. Labor Secretary Alexis Herman and her Mexican counterpart, Mariano Palacios Alcocer, signed agreements to settle the Han Young and ITAPSA cases. Mexico agreed to hold two seminars to discuss better protection for workers organizing independent unions, and better enforcement of health and safety laws. The Tijuana meeting was the first of the two. Another is scheduled this summer in Mexico City, where ITAPSA is located.

In May, U.S. Labor Secretary Alexis Herman and her Mexican counterpart, Mariano Palacios Alcocer, signed an agreement to settle the labor dispute at the Han Young plant in Tijuana, where workers had been prevented from exercising their legal right to organize independent unions. Mexico agreed to hold two seminars to discuss better protection for workers organizing independent unions. The Tijuana meeting, where union activist Hernandez was beaten, was the first of the two seminars.



Enrique Hernandez (with finger raised), general secretary of the independent October 6 union, accuses the Mexican deputy labor secretary Moctezuma Barragan (not shown) of allowing the beating of independent unionists at a meeting organized by the Mexican government to discuss the right to form independent unions. Armando Reyes, left, and Ramiro Orea, center, are organizers of an independent union for street sellers in Ensenada. All were beaten and expelled from the meeting at Tijuana's swanky Camino Real hotel.

The agreements, however, do not require the Mexican government to do anything concrete to change the situation of workers in either plant. "We're extremely disappointed," says Robin Alexander, director of international affairs for the United Electrical Workers, a US union which supported the independent Mexican Authentic Labor Front (FAT) in its fight at ITAPSA. "We expected there would be a more significant outcome."

The UE, FAT and the union at Han Young had particularly high hopes for the complaints about lack of enforcement of health and safety laws. While NAFTA has no penal-

ties for denying workers their right to form independent unions, Mexico could have been fined a percentage of its export earnings, a potentially huge amount of money, for health and safety violations. With the settlement agreements, that possibility was removed.

FAT's general secretary Benedicto Martinez credits the good intentions of the NAO, but says he's lost faith in the process. "Nothing will actually change at ITAPSA, and the Mexican government has a long history of finding reasons not to enforce its own laws protecting workers," he cautions.

The problem of the lack of en-

forcement is particularly acute at Han Young, where the independent October 6 union won the legal right to represent workers two-and-a-half years ago. The plant's owners were then legally required to negotiate and sign a contract, but have yet to do so. When workers struck in 1998, the Baja California labor board ruled their strike illegal.

The Mexican 15th District Federal Court has overruled that decision three times, the last time in April, and has ordered the labor board to protect the workers' right to strike. Yet for two years, the board has refused to implement those orders. Instead, Tijuana and Baja California authorities have called in the police to remove the strikers' picketlines, burn their strike flags, and escort strikebreakers into the plant. In Mexico, it is illegal for a company to hire and operate with strikebreakers during a legal strike.

"The settlements haven't remedied our situation at all," charges Jose Peñaflor, the lawyer for October 6. "The violence today has its roots in efforts by corrupt union leaders to hold onto their protection contracts. The problem is the enforcement of the law. Despite what the government says in meetings like the one today, Mexico's labor policy is actually hardening. It's clearer than ever that it won't permit any kind of independent union on the border."

Big Embarrassment

For the U.S. Labor Department, the beatings at the Camino Real have to be a big embarrassment. Four Department of Labor representatives attended the seminar, led by Louis Karesh, deputy secretary and head of the NAO. "I'm disappointed to see what happened," he said, but tried to present a positive interpretation. "I was glad to see Moctezuma came out to talk to the workers."

The Clinton administration's position linking trade policy and labor rights has placed the NAO and Karesh under a spotlight. In Seattle, the administration argued that free trade agreements could protect workers rights while boosting profits for

Nike strikes back against schools

Nike, the giant apparel and sports gear company, appears more than a little upset that an increasing number of colleges are signing up with the Workers Rights Consortium (WRC) in efforts to stop sweatshop production of college-licensed apparel, Label Letter reported.

First, the company told Brown University, the first school to sign up with the WRC, that Nike would terminate its contract to provide hockey equipment to Brown's men's and women's hockey teams if Brown tries to hold Nike to the WRC's factory-monitoring code. The code includes provisions for inspections by independent groups and human rights organizations.

Next, Phil Knight, Nike's chairman and the biggest private donor to the University of Oregon (UO), said he will make "no further donations of any kind" to UO because he objects to its having joined the WRC. Knight had been expected to give \$30 million to help renovate UO's football stadium.

UO President David Frohnmayer said the school was joining the WRC to "help us support the ethical and moral values we believe are the heart of global workplace issues."

Then, Nike announced it was breaking off talks to renew a six-year, multimillion-dollar licensing agreement with the University of Michigan because it joined the WRC. The agreement included Nike providing scholarship funds, plus shoes, uniforms and other equipment to all varsity teams.

"Michigan remains committed to its premier athletic program and [to] respect for international human rights," the university said.

The United Students Against Sweatshops (USAS) and others developed the WRC as a counter to the Fair Labor Association (FLA). USAS maintains the FLA is company controlled and toothless.

Strikers beaten at NAFTA hearing

► From Page 13

large corporations. It pointed to NAFTA's labor side agreement as proof of its claim. In the wake of Congress' vote on China's trading status, Vice-President (and presidential candidate) Al Gore went even further, claiming that he would guarantee the enforcement of labor rights in future trade negotiations.

Moctezuma held out the same promise to Mexican workers, declaring in his speech Friday that "NAFTA has as a purpose increasing the respect for workers' rights." Mexico has developed "a new labor culture of harmony and cooperation between workers and employers" as a result of NAFTA, he added.

Yet the actual record of the side agreement doesn't provide much precedent. In fact, as a result of all the complaints filed since 1994, only one of the many workers fired for independent union activity has been rehired, and not a single contract signed. Karesh says that because the treaty is government-to-government, "we can't get a particular worker's job back, or try to resolve cases in favor of particular groups of workers."

Saying he'd hold further dialogues with the Mexican government as a result of the attack on Hernandez and the others, Karesh pointed out that the Mexican government did promise two important reforms in the settlement agreements. It said that workers would be able to choose the union to represent them by secret ballot in future elections, a change from the current procedure which requires that workers announce their vote in public. And it agreed to publish a list of all union contracts, which would make protection contracts public knowledge for the first time, especially to those workers who labor under them.

But will even these commitments be enforced? "I believe we will begin to see an impact," Karesh says, "but will there be immediate change? I don't think so."

Act of Treachery

The UNT's Jose Luis Hernandez called the situation "absolutely absurd." Noting that Moctezuma had personally invited him to the seminar, and guaranteed that the October 6 union would be given a chance to speak and make proposals, Hernandez called the beatings an act of treachery. "We didn't have a problem of physical space in the hall, but of political space in our country. The Mexican government signs these agreements to project a certain image, but in reality there's a lack of political will to enforce them. The government depends on this system of protection contracts, both to attract foreign investors who want low wages, and because this system supports them politically."

Hernandez announced to the Han Young workers after they had beaten a strategic retreat to their downtown Tijuana office that he intended to lay the problem before the AFL-CIO. "What's happening here affects U.S. workers too, since companies are relocating production to Mexico to take advantage of our situation," he says.

For over two years, the Han Young strikers have been slammed by Baja California authorities and government-affiliated unions for the support they've received from US unions. Despite the increase in nationalist rhetoric in this year's elec-

tion campaign, however, Hernandez says that those ties are important to the survival of workers on both sides of the border. "In the last few years, it's clear to us that the AFL-CIO has a different attitude now towards Mexicans, both here in Mexico and in the US," he notes. "We're cooperating and supporting each other much more now than in the past. We'd like to see the AFL-CIO take this case to the US administration."

UE's Robin Alexander says unions have to face the fact that the NAFTA process itself is fatally flawed. In order to protect workers rights adequately, "we need a separate entity that has teeth, that has the power to require enforcement," she says. "It's obvious now that NAFTA won't sanction governments when they violate workers rights, and that companies can't be held accountable either. We don't want more meetings and further study. We want real changes."

On the other hand, for Moctezuma Barragan, the situation couldn't be better. In ending the Tijuana seminar, he complimented his audience, telling them that "in Baja California, society has a clear democratic mission, characterized by open and frank discussion."

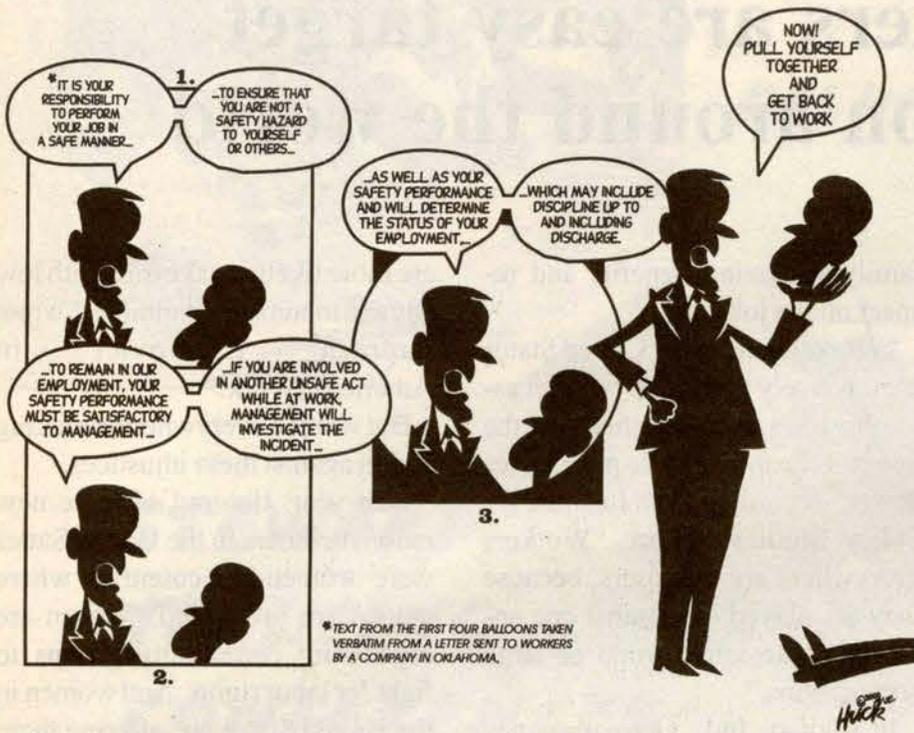
The workers expelled from the meeting weren't in much of a position to argue.

David Bacon is a labor journalist based in the San Francisco Bay Area.

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By the Local 1245
Safety Committee



Inspection targets gas valves

Pacific Gas & Electric has started an inspection of all brass valves used on industrial gas cylinders containing argon, helium, nitrogen, nonflammable gas mixtures or any other cylinders that were manufactured by Sherwood with CGA 580 connections.

There is a risk of valve failure with this equipment that could cause very serious injury if operated. It is not known if these valves are even in the company's operations. The fear is if they are, they may be already connected to a pressure system.

The valves are brass TV series with CGA 580 connections manufactured by Sherwood in the 48th week of 1999 and the 3rd week of

2000. They are identified by the following stamping on the wrench flat of the valve body:

CGA 580 48-99 or CGA 580 03-00

These valves are not to be operated. If they are found to be connected to a pressurized system, they are not to be touched at all. The vendor will be contacted. If they are found stored and not connected then they are to be clearly marked "DO NOT USE", and the vendor will replace it.

Local 1245 members at employers other than PG&E should also be on the lookout for these valves.

George Belmares, groundman

Union brother Inocencio "George" Belmares was fatally injured June 30 while working as a groundman for Sturgeon Electric in El Cajon, Ca.

Brother Belmares, 29, first became an IBEW member in 1993. Prior to working in Outside Construction Belmares worked through Local 1245's PG&E Hiring Hall.

The incident is being investigated by Local 1245, Sturgeon Electric and Cal-OSHA.

The union extends its condolences to friends, family, and co-workers of Brother Belmares.

Swimming pool safety

Swimming pools are great fun, but only if you keep safety in mind. If you take precautions before jumping in, accidents are less likely to happen.

Here are some tips to keep the pool area safe:

- ◆ Use a float line to show where deep water begins.
- ◆ Mark water depths on the deck and near the edge of the pool and on the inside ledge.
- ◆ Keep a first-aid kit and lifesav-

ing equipment nearby. You should have a long pole with a shepherd's loop on one end, a long rope and at least one ring-shaped life preserver.

- ◆ Use outlets protected by ground fault circuit interrupters for appliances that must be near the pool. Use only battery operated radios or televisions in the pool area.
- ◆ Use and store chemicals safely.
- ◆ Use an approved pool safety cover that will support at least 275 pounds per square foot and that fits your pool properly.

Child safety at the pool

Children need supervision while playing in the swimming pool. This should be a no-brainer, but it's tempting to become complacent. Don't.

Here's a checklist to make sure the kids have a safe pool experience:

- Those who supervise kids should know how to swim.

■ Make sure that inexperienced swimmers know not to cross into deep water.

- Require small children to use approved swim vests. Don't rely on inflatable armbands.
- Install a childproof fence at least four feet high to enclose the pool.
- No sharp object near the pool.

"Stress management? Management is responsible for the stress in the first place!"



Current members of the Local 1245 Safety Committee are: Stoney Burke, Alameda Power & Telecommunications; Keith Hopp, Pacific Gas & Electric; Ralph Muraca, City of Santa Clara; Mark Rose, Davey Tree; Al White, Pacific Gas & Electric; Rod Wright, Modesto Irrigation District; and Assistant Business Manager Art Murray.



Women workers are easy target for exploitation around the world

Whether in the US or in foreign lands, women are uniquely vulnerable to workplace discrimination, repression, sexual harassment and abuse.

Women constitute 70% of the 1 billion poorest citizens in the world, those who live on less than \$1 a day, according to the International Labor Organization.

Consider Sonia Beatriz Lara Campos, a 23-year-old who worked as an inspector in a garment factory owned by Doall Enterprises in El Salvador. Campos worked 12-hour workdays with mandatory evening and weekend hours.

Her manager "would say to us that we should work until we died," Campos told the New York-based National Labor Committee. Her experiences were also reported in the AFL-CIO's America@Work.

Campos said the company would sign up the women for health care, but wouldn't let them go to the doctors' appointments. But managers did find time to administer pregnancy tests to new employees to ensure they would not have to pay maternity benefits.

Campos said when the women didn't work fast enough, managers "would hit us, throwing pieces of clothing at us." Campos herself was hit three times.

Earning 60 cents an hour, Campos and her co-workers made the shirts that carried top fashion labels like Liz Claiborne and Perry Ellis. Campos was eventually fired after talking with anti-sweatshop activists from Columbia University.

Campos' experience may have taken place far from the borders of the United States, but her fate is closely intertwined with that of US workers.

Because it is so easy for corporations to exploit women in developing nations, companies search the globe for countries where workers are not able to win decent wages,

family-sustaining benefits and respect on the job.

"Workers across the United States are adversely affected by global assembly lines, as corporations use the threat of cheap imports to push wages down," according to an Institute for Policy Studies' report. "Workers everywhere are the losers, because they are played off against one another by the same group of large corporations."

In Elkhart, Ind., German-owned Bayer is closing its plant and moving production to Mexico, threatening the jobs of 550 workers, including some single mothers. In 1991, many of these same workers in Elkhart took concessions in exchange for a promise from the company to build a second plant in their town. Instead, Bayer built the plant in Beijing.

As corporations like Doall Enterprises and Bayer take the low road, working women in every country pay a high price. Increased globalization means that companies can easily move around—or simply threaten to move. In many cases, they are able to squeeze concession from workers, trapping workers everywhere in a race to the bottom of the economic ladder.

"Companies will operate where they can exploit the most. Because of tradition and family responsibilities, women often are disadvantaged in training and opportunity, so they

are more likely to take jobs with low pay and inhumane conditions," wrote Laureen Lazarovici in America@Work.

But women everywhere are taking action against these injustices.

Last year, two out of three new union members in the United States were women. In countries where unions are prohibited, women are organizing community groups to fight for labor rights. And women in the United States are offering them solidarity and assistance.

The AFL-CIO, together with the Center for Policy Alternatives and the Ms. Foundation, recently sponsored a forum in New York City to discuss women's roles in the global economy and strategies for improving working women's economic status throughout the world.

Unions are also getting involved in the World March of Women 2000. More than 3,000 women's groups in 151 countries are mobilizing to launch worldwide organizing efforts aimed at ending violence against women and poverty.

The events, which began on International Women's Day March 8, will culminate Oct. 17, the United Nations International Day for the Eradication of Poverty, when women representing every participating country will present their demands to the United Nations in New York City.

Because it is so easy for corporations to exploit women in developing nations, companies search the globe for countries where workers are not able to win decent wages, family-sustaining benefits and respect on the job.

WOMEN WORKERS' HISTORY

Victory in Paterson

With the Great Depression of the 1870's over, workers were in no mood for further pay cuts. In Paterson, New Jersey employer greed collided with worker anger to produce one of the biggest strikes ever known in the United States of that era.

When Robert and Henry Adams, owners of textile mills in Paterson, announced the third pay cut in less than a year, the 550 unorganized mill workers, mostly women and children, walked out. On June 20, 1878, they appealed "to their fellow workmen and women throughout the United States to aid them in their struggle against starvation and poverty.



Several demonstrations and processions took place during the strike. A highpoint was a demonstration of some 10,000 on July 20, which featured a march through Paterson to the Passaic Falls. Wearing their prettiest dresses, the defiant mill women carried placards proclaiming "we ask to live comfortably and educate our children."

When the Adams brothers brought strikebreakers from New England, the strikers met them at the railroad station, convinced them not to scab, and paid their way back home with funds raised in the community. After nine months, the company gave in—and offered a wage increase instead of a pay cut.

IBEW Local 1245 FINANCIAL STATEMENT

FOR THE YEAR ENDED DECEMBER 31, 1999

INDEPENDENT AUDITOR'S REPORT

March 21, 2000

To the Officers and Members of the
International Brotherhood of Electrical
Workers, Local No. 1245
Walnut Creek, California

We have audited the accompanying statement of Financial Position arising from cash transactions as of December 31, 1999 and the related Statements of Cash Receipts and Disbursements of the International Brotherhood of Electrical Workers, Local No 1245 for the year and quarter ended December 31, 1999. These financial statements are the responsibility of the union's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 1, these financial statements are prepared on the cash basis of accounting, which is a comprehensive bases of accounting other than generally accepted accounting principles.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash transactions of Local No. 1245 for the year and quarter ended December 31, 1999 and its net assets at December 31, 1999 in accordance with the basis of accounting described in Note 1 to the statement.

DALMAS ACCOUNTANCY CORP.
Certified Public Accountant

EXHIBIT A
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245
STATEMENT OF FINANCIAL POSITION
ARISING FROM CASH TRANSACTIONS
December 31, 1999

ASSETS			
Cash Accounts and Stock Fund at cost:			
General Fund:			
Bank of the West - checking accounts	\$ (86,784.90)		
Bank of the West - money market	<u>185,931.84</u>	\$99,146.94	
Cash funds			5,350.00
Investments: (Note 1) FMV			
Prudential Securities - money fund			23,716.86
Collateralized notes			2,038,268.00
Merrill Lynch-CMA Money Fund			1,394,544.16
-Corporate Bonds			855,279.00
-U.S. Government Securities			2,088,580.00
-Mutual funds			574,687.00
Bank of the West-Aim-ShortTerm Treasury Portfolio			3,864,551.93
Franklin Income Fund			<u>964,728.62</u>
Total General Fund			11,908,852.51
Checking Account - Political Donation Fund			<u>2,770.01</u>
Total Current Assets			11,911,622.52
200 shares PG&E common stock - at cost			3,388.17
Loans receivable-Francella memorial			7,000.00
Fixed assets, (Note 1):			
Automobiles (43) at cost	750,815.64		
Less: allowance for depreciation	<u>384,160.55</u>	366,655.09	
Furniture and office equipment - at cost	1,107,461.56		
Less: allowance for depreciation	<u>839,578.11</u>	267,883.45	
Total Assets			<u>\$12,556,549.23</u>

LIABILITIES AND NET ASSETS

Liabilities:			
IBEW per capita portion of December receipts to forward	\$ 176,311.67		
Prepaid dues-PG&E	160,430.20		
Vacation payable	<u>132,259.49</u>		
Current Liabilities			\$ 469,001.36
Net Assets:			
Unrestricted	12,084,777.86		
Political Donation Fund	<u>2,770.01</u>	12,087,547.87	
Total Liabilities and Net Assets			<u>\$12,556,549.23</u>

The accompanying Notes are an integral part of these financial statements.

EXHIBIT B
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
For the Year Ended December 31, 1999

POLITICAL DONATION FUND

Cash balance, December 31, 1998	\$ 1,214.77
Receipts:	
Portion of Local Union dues deposited directly to this fund	19,645.00
Removal of old outstanding checks	<u>504.00</u>
Total receipts and balance	21,363.77
Disbursements:	
Service charges	48.51
Friend of Elihu Harris for Assembly	1,000.00
Dave Freeman for Assembly	2,000.00
Check printing charge	102.24
Torlakson for Assembly and State Senate	482.00
John Burton for State Senate	10,000.00
Rod Wright	500.00
Bowen for State Senate	1,000.00
Re-elect Major Willie Brown	750.00
Steve Peace for Senate	500.00
John Burton for State Senate	1,000.00
Dues refund	11.01
Friends of Mindell Penn	100.00
Steve Harvey for Richmond City Council	100.00
Dela Fuente for City Council	250.00
Goldberg for Assembly	<u>750.00</u>
Cash balance, December 31, 1999	
Bank of the West checking account	<u>\$ 2,770.01</u>

FINANCE REPORT

The accompanying Notes are an integral part of these financial statements.

EXHIBIT C
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS-UNRESTRICTED NET ASSETS
For the Year Ended December 31, 1999

Cash balance, beginning December 31, 1998		\$ 10,714,741.96
Receipts:		
Local Union portion of receipts:		
"A" members' dues	\$ 182,186.10	
"BA" members' dues	7,419,412.33	
Initiation fees	18,874.39	
Reinstatement fees	637.50	
Agency fees	119,769.11	
Working dues	1,176,211.86	
Retirement Club dues	18,749.30	
Hiring hall dues	<u>112,602.00</u>	9,048,442.59
Reimbursements to General Fund:		
Interest and investment income	462,506.42	
Dividends	240.00	
Workmens compensation dividends	2,783.85	
Refunds and reimbursements:		
Union Shopper	10,424.16	
Other receipts	9,313.87	
Automobile sales	5,383.50	
Outstanding checks written off	20,008.69	
Insurance reserve rebate	<u>59,955.00</u>	570,615.49
International portion of receipts:		
"A" members' per capita	361,040.27	
"BA" members' per capita	2,076,745.42	
Initiation fees	18,874.40	
D.B.A.F. fees	270.00	
Reinstatement fees	3,157.50	
Agency fees	56,129.11	
Difference in per capita	<u>256.60</u>	2,516,473.30
Total receipts	<u>12,135,531.38</u>	
Total balance and receipts	<u>22,850,273.34</u>	
Disbursements, per Page 10 of Schedule of Disbursements	<u>10,941,420.83</u>	
Cash balance, December 31, 1999, Details in Statement of Financial Position	<u>\$ 11,908,852.51</u>	

The accompanying Notes are an integral part of these financial statements.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1245
SCHEDULE OF CASH DISBURSEMENTS-UNRESTRICTED NET ASSETS
For the Year Ended December 31, 1999

Affiliation fees:		
International Brotherhood of Electrical Workers	\$ 2,006,356.94	
San Francisco C.L.C.	5,400.00	
Santa Clara C.L.C.	8,580.00	
Alameda C.L.C.	9,600.00	
Northern Nevada C.L.C.	1,650.00	
Nevada State AFL-CIO	4,200.00	
Nevada State Electrical Association	840.00	
Sacramento C.L.C.	9,600.00	
Contra Costa C.L.C.	8,550.00	
California Federation of Labor	73,500.00	
California State Association of Electrical Workers	33,600.00	
Marin County C.L.C.	819.00	
San Joaquin and Calaveras C.L.C.	2,100.00	
Butte-Glenn C.L.C.	1,200.00	
Napa-Solano C.L.C.	1,926.00	
Kern-Inyo-Mono C.L.C.	1,350.00	
Fresno-Madera C.L.C.	3,000.00	
Sonoma, Mendocino, Lake C.L.C.	1,920.00	
Merced-Mariposa C.L.C.	1,350.00	
Stanislaus-Tuolumne C.L.C.	1,116.00	
Marysville C.L.C.	480.00	
Humboldt-Del Norte C.L.C.	603.00	
Five Counties C.L.C.	852.00	
Monterey County C.L.C.	1,440.00	
Government Coordinating Council	600.00	
San Mateo C.L.C.	3,150.00	
Idaho State AFL-CIO	137.76	
Coalition California Utility Workers	2,700.00	
Joint Executive Conference-S.C. Electrical Workers	60.00	
Joint Executive Conference-N.C. Electrical Workers	100.00	
Tri Counties C.L.C.	1,920.00	
Congress of California Seniors	44.00	
Forum-Alameda Retired Members	25.00	
Maritime Trades Post Council	600.00	
TCC-6	457.70	
9th District Manufacturing	120.00	
North Eastern Nevada C.L.C.	300.00	
C.U.E.	253,242.45	
Contra Costa Labor Council L2L	1,350.00	
Santa Cruz County C.L.C., AFL-CIO	540.00	
California Labor Federation-Retirees dues	12.00	
C.U.R.E.	<u>229,500.00</u>	
	<u>2,674,891.85</u>	

Staff expenses:		
Salaries		\$ 3,280,016.88
Expenses		358,048.88
Automobile expenses		12,777.17
Administrative expenses		662.15
Fitness plan		1,368.50
Automobile purchases		<u>58,406.28</u>
		<u>3,711,279.86</u>

Research and Education:		
Subscriptions and publications		24,111.97
Public relations		437.33
Scholarship fund		<u>2,500.00</u>
		<u>27,049.30</u>

Office salaries:		
Administration office salaries		310,555.95
Bargaining unit salaries		<u>413,318.54</u>
		<u>723,874.49</u>

Office expenses:		
Rent		119,437.70
Telephone		136,592.19
Postage mail service and meter expense		53,708.91
Print room/printing		35,449.52
Supplies		18,473.09
Equipment maintenance		14,010.70
Data processing		109,374.73
Equipment rental		1,096.64
Utility Reporter		131,235.11
Miscellaneous		30,854.70
Bank charges		759.99
Furniture and equipment purchases		222,603.75
Utilities and janitorial		3,450.00
Christmas cards		<u>335.00</u>
		<u>877,382.03</u>

	Salaries Paid or Reimbursed	Expenses	Total
Committee salaries and expenses:			
Executive Board meetings	\$ 6,181.53	\$ 13,257.18	\$ 19,438.71
Advisory Council	18,877.45	75,726.72	94,604.17
Trustee Committee	5,078.67	2,035.18	7,113.85
Review Committee	615.84	1,773.38	2,389.22
Safety Committee	14,624.85	6,260.44	20,885.29
Shop Steward expenses	2,122.45	12,358.59	14,481.04
Other conferences	15,348.04	85,328.44	100,676.48
Labor Management		16,667.22	16,667.22
Central Labor		369.76	369.76
Organizing	6,981.65	3,843.72	10,825.37
Executive Board Trial Bd. Expenses		444.44	444.44
Grievance/FF/LIC		<u>4,667.60</u>	<u>4,667.60</u>
	<u>69,830.48</u>	<u>222,732.67</u>	<u>292,563.15</u>

Various Other Committees:			
Citizen Utility	178.00	43,744.85	43,922.85
Sierra Pacific Power	8,581.23	16,807.27	25,388.50
U.S. Bureau of Reclamation	706.08	251.68	957.76
Outside Line	2,835.30	2,270.79	5,106.09
Sacramento Muni Utilities District	25,153.17	11,672.14	36,825.31
Regional Transit	21,369.94	5,144.39	26,514.33
Outside Line Conference		569.42	569.42
Pacific Gas Transmission	12,486.90	17,736.01	30,222.91
Modesto Irr. District		310.00	310.00
Merced I.D.	298.70	312.87	611.57
City of Oakland		296.59	296.59
Davey Tree	3,665.40	3,758.52	7,423.92
Arbor Tree	2,593.84	2,947.86	5,541.70
Truckee Donner P.U.D.		363.96	363.96
Paradise I.D.		61.11	61.11
City of Berkeley		103.07	103.07
Wapa	555.84	979.21	1,535.05
TCI	498.70	447.24	945.94
Jt. Grievance		237.92	237.92
Regional S/S Conference	16,713.57	13,445.10	30,158.67
Local Union Election		13,379.60	13,379.60
Leadership Conference		19,584.70	19,584.70
Leadership	2,535.56	7,239.44	9,775.00
PROVCO	495.68	443.57	939.25
Wells rural		71.29	71.29
EPA PROVCO		360.94	360.94
Nevada I.D.		70.24	70.24
Mt. Wheeler		25.73	25.73
De reg PG&E		189.77	189.77
Nevada de-regulation		11,124.83	11,124.83
City of Redding		1,428.06	1,428.06
City of Santa Clara	290.48	27.99	318.47
Plumas-Sierra Rural	72.77	146.90	219.67
City of Roseville		40.00	40.00
Asplund	2,555.92	1,867.75	4,423.67
Tri Counties	46.48	151.65	198.13
City of Fernley	624.38	96.13	720.51
Charter Comm.	1,070.00	982.24	2,052.24
Foster Wheeler	1,658.40	263.51	1,921.91
Duke Communications		1,110.87	1,110.87
Bella Vista		400.00	400.00
Avista Utilities		<u>97.08</u>	<u>97.08</u>
	<u>105,296.34</u>	<u>180,252.29</u>	<u>285,548.63</u>

	Salaries Paid or Reimbursed	Expenses	Total
PG&E Negotiating Committees:			
Departmental:			
Arbitration	\$ 3,842.32	\$ 18,908.07	\$ 22,750.39
Interim Negotiations		640.84	640.84
Diablo Canyon	4,233.98	472.65	4,706.63
Gas servicemen	203.00	41.78	244.78
Negotiations	122,451.00	95,865.94	218,316.94
Clerical job	11,670.22	187.00	11,857.22
Misc. General office		181.03	181.03
G.C. Negotiations		2,929.70	2,929.70
Meter Readers	162.71	237.32	400.03
Misc. Physical	5,566.64	67.00	5,633.64
Benefits		225.14	225.14
Call Center		274.16	274.16
EP Neg.	850.93	94.32	945.25
Electric T & D		44.79	44.79
CMTE		20.90	20.90
General rate case		46,282.39	46,282.39
Moss Landing		409.93	409.93
Hydro		683.55	683.55
	<u>151,910.50</u>	<u>164,636.81</u>	<u>316,547.31</u>
Membership expenses:			
Supplies-Local			\$ 185.22
Supplies-Intl.			10,129.00
Union shopper purchases			8,079.07
Golf tournament			443.28
Miscellaneous fees			5,295.00
			<u>24,131.57</u>
Membership benefits:			
Group life insurance			96,421.92
Unit drawing award			600.00
Individual drawing award			600.00
Service award dinners			33,072.26
Social fund			9,100.00
Flowers and donations			53,016.04
Fair give-a-ways			200.00
			<u>193,010.22</u>
Payroll taxes:			
Employee portion:			
U.S. income tax withheld			(613,925.54)
FICA withheld			(274,316.45)
California income tax withheld			(177,438.97)
SDI withheld			(9,093.96)
U.S. income tax forward			613,925.54
FICA forwarded			274,316.45
California income tax forward			177,438.97
SDI forward			9,093.96
Local Union portion:			
FICA			272,300.68
California Unemployment			5,072.98
U.S. Unemployment			3,699.56
			<u>281,073.22</u>
Employee benefits:			
Health and Welfare plans			562,274.35
Group life insurance			89,392.82
Pension plan (Note 4)			578,916.38
Other costs, pension plans			66,149.80
Administration fees, pension plan			8,800.00
			<u>1,305,533.35</u>
Other disbursements:			
Legal fees		\$ 48,774.36	
Hall rentals		60,907.08	
Workmen's compensation insurance		34,089.56	
Dues refunds		2,359.66	
Audit fees		15,680.00	
PRD fees		6,574.30	
Charitable donations		1,309.90	
Insurance bond-Pension/401k		6,713.00	
Insurance bond		941.00	
Payroll deduction		1,073.94	
Insurance-auto		36,718.53	
Insurance-property		1,365.00	
Miscellaneous taxes		2,029.52	
IBEW educational account		10,000.00	
		<u>228,535.85</u>	
Total Disbursements			<u>\$10,941,420.83</u>

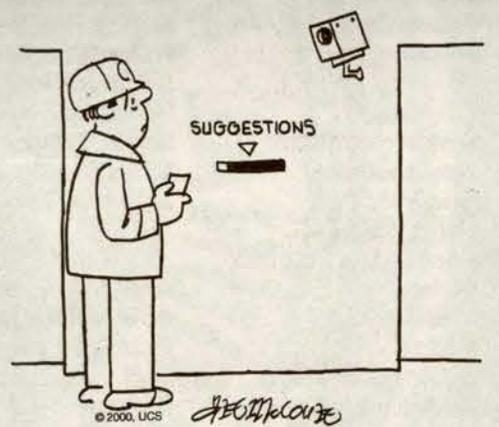
Life

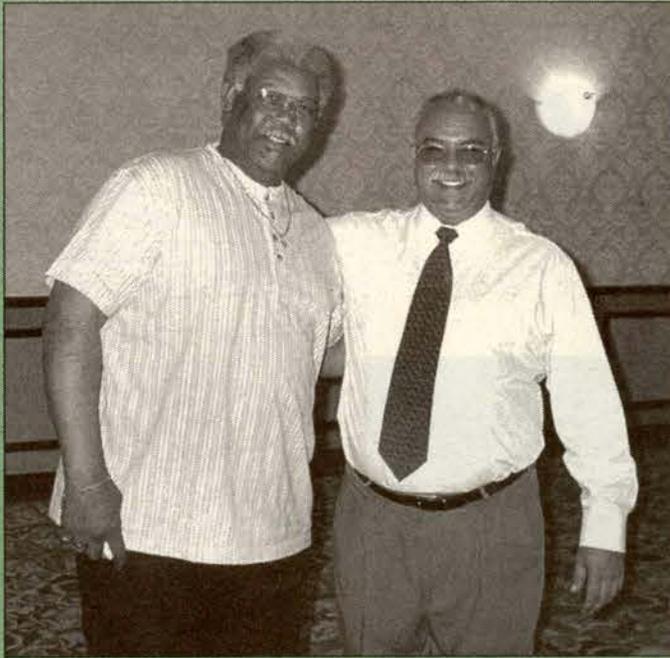
"He's happy that he's going to the front office, but not as happy as we are!"



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Work





35 Years

Geary Jackson (left) is congratulated by Business Rep. Jim Lynn.

Fresno, Ca.
May 13, 2000

Service Award Honorees

35 Years

- Bomben, F.
- Bourbon, Jim
- Bourbon, Richard
- Hedrik, Edward
- Jackson, Geary
- Minkler, Gary N.
- Peveril, Warren

30 Years

- Armendariz, P.
- Arredondo, Samuel
- Bonham, Thomas J.
- Carter, Glenda S.
- Claiborne, John H.
- Craven, Wesley
- Faust, Gary
- Fleming, Larry
- Foreman, Wm. L. Jr.
- Fries, Glen
- Fullmer, William
- Gaeta, Louie J.
- Guzman, Dan
- Helm, Melvin R.
- Hernandez, Esteban
- Ladendorff, Ernest
- Mason, Neal
- Maudlin, Merl C.
- Olson, Louis E.
- Ott, James G.
- Radovich, Savo S.
- Reis, Larry
- Sanchez, Arnold Jr.
- Sanders, John E.
- Sandoval, Trinidad
- Scheidt, Robert C.
- Simons, Jon P.
- Smith, Roger
- Sweatt, James H.
- Takashashi, Dennis
- Udell, Eldon L.
- Vulich, Richard A.
- Williams, Guy

25 Years

- Acosta, Alfred E.
- Bonilla, Frank
- Comer, William D.
- Cruz, Robert F.
- Davila, Larry
- Dominguez, Antonio
- Estrada, Raymond
- Lujan, Richard
- Martinez, Anthony
- Matthews, Thomas
- Medeiros, Gerroll
- Meurer, John C.
- Powers, Gary
- Prieto, Carlos
- Puente, Jesse A.
- Raney, Frankie
- Robertson, Frank
- Santoyo, John
- Schirling, Rose
- Scotti, Jeffrey M.
- Villasana, Jess J.
- Zarasua, David R.

20 Years

- Ashcraft, K.
- Auble, Randy B.
- Baiz, Merry G.
- Barker, Sheri J.
- Bellamy, R. Jr.
- Bennett, Connie
- Bigham, Johnny
- Busch, Jacquelin
- Cederlof, Brian S.
- Clet, Michael S.
- Contreras, Joseph
- Erickson, Paul M.
- Friesen, Robin L.
- Furtado, Donna K.
- Grigsby, Samuel L.
- Grossen, W. E.
- Hagopian, James M.
- Hensley, Randal S.

- Hester, Gail L.
- Hoffman, Gloria J.
- Hostetter, Mary
- Hubbell, Pauline
- Johnson, Ted
- Kelly, John L.
- Kelly, Noreen K.
- Lopez, Rachel
- Luttrell, Beverly A.
- Maloney, Alan B.
- Martinez, Regina F.
- Martinez, Sharon
- McGuire, Martha B.
- Monohon, Karen A.
- Morrili, Dan
- Nelson, H. L.
- Norris, John M.
- Obermann, Mark O.
- Parker, Laurie A.
- Phipps, Melinda
- Pineda, Robert L.
- Price, Debbie G.
- Prince, Tana
- Ramirez, Celia
- Regalado, Susan
- Reno, Jack G.
- Rodriguez, Ernest L.
- Rosenwinkel, Cathy
- Rubbo, Jeff A.
- Schmall, Greg A.
- Simms, Allen C.
- Smart, Robert Q.
- Stewart, Scott M.
- Stout, Darrel R.
- Tibbs, Laura L.
- Tobey, Carol A.
- Valdez, Adam
- Wagner, Kathleen
- Walston, Carl D.
- Winn, Charles R..



30 Years



25 Years



20 Years