



Recall: No! Bustamante: Yes

IBEW Local 1245 joined the two million members of the California Labor Federation in urging California voters to vote "No" on the recall of Gov. Gray Davis.

Unions also urged voters to vote for Cruz Bustamante as Davis's replacement in case the recall measure passes.

The recall campaign, launched by disgruntled politicians unwilling to accept the will of the voters who elected Davis just last November, threatens to undo four years of legislative gains for working people, including:

- Restoration of overtime pay
- Paid family leave
- Increased Workers Compensation benefits and increased Unemployment benefits

Anti-union Republicans, unwilling to abide by the will of the voters in last November's gubernatorial election, hope to unseat Davis and replace him with movie star Arnold Schwarzenegger.

Wealthy business interests have been pouring large sums of money into Schwarzenegger's campaign, and it's not hard to understand why. The actor has hired virtually the entire policy team of former Gov. Pete Wilson, the man who successfully repealed the 8-hour overtime law during his administration and opposed every legislative effort to assist working people and curb corporate abuses.

See Back Page

CPUC Public Hearings

Union speaks up for bankruptcy settlement

During public hearings last month, Local 1245 appealed to the California Public Utilities Commission to approve the proposed settlement of Pacific Gas & Electric's bankruptcy case.

The settlement would allow PG&E to pay off some \$13 billion in debts incurred during the energy crisis of 2000-2001, and to lower electricity rates by \$350 million a year starting Jan. 1.

Although the settlement agreement was negotiated by PG&E and members of the CPUC staff, the full commission must still approve it during a vote tentatively scheduled for December.

Advisory Council member Jim Findley, appearing in Santa Rosa, urged commissioners to approve the agreement so that Californians "could get this chapter behind us" and try to restore reasonable rates

"sometime in the future once we get this debt taken care of."

Speaking at the Fresno hearing, Business Rep. Hunter Stern called the settlement important to Local 1245 members because it ensures PG&E's financial viability.

"A financially healthy PG&E

will provide job security for Local 1245 members and allow our members to perform the

work necessary to keep gas and electric service safe and reliable."

Business Rep. Landis Marttila, speaking in San Mateo, noted that PG&E "operated at a huge loss to keep the lights on" during the energy crisis and that the



Findley



Stern



Marttila

File photo

File photo

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PG&E Table Agreement

Wage gains will be retroactive to Jan. 1

The Local 1245 Bargaining Committee, Business Manager Perry Zimmerman, President Ed Mallory and the entire Executive Board have endorsed a "Yes" vote on the new PG&E table agreement negotiated on Aug. 25 with the assistance of a federal mediator.

The table agreement, which applies to the Physical bargaining unit, provides that the 4% general wage increase for 2003 will be retroactive to Jan. 1 and will apply to overtime and 401(k) earnings.

In a separate Letter Agreement, the company agreed to provide the same retroactivity provisions to the Clerical bargaining unit.

The agreement, if ratified, would bring to a close nearly 12 months of

negotiations. A first table agreement was rejected overwhelmingly last December by both the Clerical and Physical members, while a second table agreement voted on in May was narrowly passed by the Clerical Bargaining Unit but rejected by the Physical Bargaining Unit.

The August 25 table agreement contains all the provisions of the agreement voted on in May, but has the additional provision of full retroactivity for the 2003 wage increases. It also creates a joint committee to monitor the changes in the LTD plan.

Details can be viewed on-line at www.ibew1245.com (Internet) and www.hr/ibew (PG&E Intranet).

"Ratifying this agreement will

allow members to quickly receive a retroactive wage increase," said Business Manager Perry Zimmerman. "And it will allow members who retire after Jan. 1, 2004 to receive higher pensions under the improved pension formula."

PG&E characterized the table agreement as the company's "last, best and final" offer.

Ballots were tentatively slated to be mailed to members of the Physical Bargaining Unit on Sept. 5. To be valid, completed ballots must be received by the union at the designated post office box no later than 10 a.m. on September 23.

Also see Business Manager's column, page 2

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SEPTEMBER 13
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Vacaville, CA

SEPTEMBER 17
Service Awards
Elko, NV

SEPTEMBER 27
Service Awards
Bakersfield, CA

OCTOBER 18
GRAND OPENING
WEAKLEY HALL
Vacaville, CA

APPOINTMENTS

CITY OF SANTA CLARA

Negotiating Committee
Doug Baldanzi
Ralph Muraca
George Tway

FRONTIER COMMUNICATIONS

Negotiating Committee
Thomas Greer
Sheila Lawton
Larry Martin
Monte "Toot" Nelson
John Shepphird
Eric Tanaka
Denise Sands

FOSTER WHEELER

Negotiating Committee
Jose Valdivia
Tony Williams

LINDMORE IRRIGATION DISTRICT

Negotiating Committee
Robert Rodriguez

TURLOCK IRRIGATION DISTRICT

Negotiating Committee
Roderick Brenes
Richard Lane

PORT OF OAKLAND

Negotiating Committee
Larry Russ

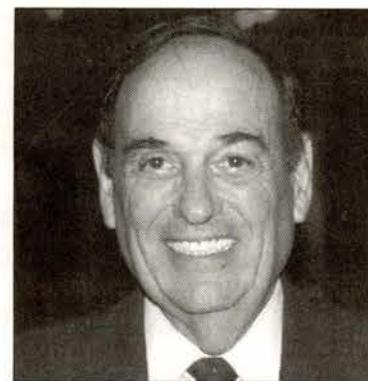
CITY OF FERNLEY

Labor Management Committee
Michael J. Nevarez
Dale K. Groves

YOUR UNION

PG&E agreement merits support

By Perry Zimmerman, Business Manager



There is only one logical subject for this month's column, and that is the contract offer that is now being considered by our PG&E members in the Physical bargaining unit. Unlike the second offer, Local 1245's bargaining committee and executive board fully support this offer, as do I.

Why do I support this package? For three reasons—the good parts of the package are very good, there are strong reasons to accept the parts of the package that when looked at individually are troubling, and the alternatives to ratification are not attractive.

I will not spend much time with the good parts of the package, because I think that most of our members understand them.

The wage offer is the best that we have seen in 20 years, and compared to the projected increases in the cost of living it is probably the best that we have ever seen. Under the proposed contract, the average Physical bargaining unit member's straight-time wage will increase \$3.51 an hour—\$7,308.44 a year—over the next 15 months.

Not too shabby, especially if you throw in some overtime.

The pension increase is the single largest increase that we have ever negotiated, and its two-level approach paves the way for the next improvement. With a lump sum payment equal to full retroactivity, we were able to maintain a principle that was very important to many of our

members, much more important than the average lump sum payment of \$1756.00 for straight-time.

What about the troubling components of the package?

Many members are not pleased with the 3.75% copayment on the medical premiums. The company has argued that even with a 3.75% copayment, PG&E's copayment would still be the lowest of all investor-owned utilities on the west coast. That is not what persuaded me. I was persuaded by what this concession got us.

With the 3.75% copayment, we transferred \$27 million of premium costs from the company to the employees over the next four years, at the same time that we obtained \$83 million in improvements for post-retirement medical benefits. Any time that you can give \$27 million and get \$83 million, I think that you take the deal. In a workers' paradise, we might be able to obtain improvements without any concessions. In this real world, I think that a cost/benefit analysis clearly supports accepting the copayment.

Secondly, some members are worried about the new LTD language that limits coverage to two years for employees who do not qualify for social security disability. Again, I saw this as part of an overall positive trade off.

In these negotiations, we obtained three important improvements in LTD. We reduced the waiting period from six months to five months. We eliminated the automatic reduction of the LTD benefit for the first six months of LTD based on an assumption that social security dis-



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Zimmerman: PG&E agreement merits members' support

► From Page 2

ability would be paid in the future. We got rock-solid language guaranteeing a worker's right to return to their job at or very near their headquarters with a doctor's release. These improvements will benefit every one of the approximately 100 employees who go on LTD each year, as well as the many employees with less than 15 years of service who went on LTD before 2000.

In return, we gave the two-year limitation for employees who do not qualify for social security disability. Over the years, just more than half the employees who go on LTD have qualified for social security disability. That means that in the average year, there will be 50 employees who will have to leave LTD after two years. Of those 50, some would have lost their right to continued LTD anyway because of the existing two-year limitation on stress claims. Many others will be eligible to retire after two years. Others will be able to return to work, either with

a release from their doctor or under the terms of the Americans with Disabilities Act. In the end, only a very few employees will be adversely affected by the two-year limitation, as opposed to the many who will benefit from the positive changes.

In the best of all worlds, we would not have to make concessions to get improvements. Here, though, the benefit of the improvements obtained far outweigh the impact of the concession, making this, in my opinion, a good deal. Again, I was not concerned with LTD programs at other utilities. I saw a chance to get improvements for many, and took.

Third, some members have objected to the fact that Clerical employees would also receive the lump sum payment equal to full retroactivity. I have two messages for those who are upset about this. On a principled level, any trade union leader would take the position that we took here, which is the position that we have taken in the past. Union principles demand this type of approach.

On a practical level, I believe that

the Physical bargaining unit owes a debt to the Clerical bargaining unit for having ratified the second offer. Shortly after the Clerical unit ratified the agreement and locked in the pension increases, the company's plans for reorganization ended when a deal was struck with the CPUC. With that deal, the company's strong desire to have a concession from Local 1245 on severance pay disappeared, and that concession was, we believed, a strong component of the company's willingness to make pension improvements. If Clerical had not ratified the agreement and locked in the pension improvements, there are many, myself included, who believe the company would have come to the table with a new proposal that included neither the pension improvements nor the severance concession. With half the house under one pension plan, the other half of the house was, I believe, protected.

Finally, I support the package because the alternatives to this package are not attractive. This was the company's last, best, and final offer.

No more. Nothing, nada, zip. That means that a no vote could only lead three ways - rolling over the existing agreement for a year, cancellation of the agreement without a strike, or cancellation of the agreement with a strike. Like every other union leader that I know, I consider strike an option. Like every other union leader that I know, I also consider strike the option of last resort, to be avoided if at all possible. There are times when a strike is a necessity, such as the strike against a tree trimming contractor in the early 1990's in the face of a substantial wage reduction. I don't see that type of scenario here. I think that it is time to move on, to put the bankruptcy and these negotiations behind us.

I think that our negotiators, both the professionals from my staff and the rank and file members, did an excellent job in these negotiations. I think that the results of their work warrant a yes vote. As always, I welcome your comments by telephone or e-mail.

Health care bill nears finish line in legislature

As the Utility Reporter went to press the California Legislature was preparing to take action on a bill to vastly expand health insurance coverage for workers in the state.

If passed and signed by Gov. Davis, more than a million uninsured Californians would receive health coverage from their employers, who would be required to pay for 80% of health care coverage for

employees and their families, while workers would pay the rest.

The bill, SB 2 by John Burton, is backed by the California Labor Federation and the California Medical Association, but is opposed by the California Chamber of Commerce.

Companies with more than 20 employees would have to provide health insurance to their employees or pay a fee to a state fund that would obtain coverage. Businesses with

more than 200 employees would also have to provide insurance for employees' dependents. The original bill would have required coverage by almost all employers, no matter what their size, but intense lobbying by business groups watered down that provision.

Under the terms of the bill, temporary agencies and farm labor contractors would be considered employers.

The California Labor Federation estimates the bill would cover about half of uninsured workers and about a quarter of currently uninsured children. The program could provide indirect benefits to workers who are already insured because there would be fewer uninsured workers relying on the state-funded Medi-Cal program.

Unit updates

Unit 4910, Outside Line Service, is a new unit that meets at the Riverside union hall, 1074 La Cadena Dr. Meetings will be held at 2 p.m. on the third Saturday of each month.

Roy Dunkin
Business Rep.

Unit 4911, Outside Line Construction-North, will meet at the new Local 1245 hall in Vacaville effective Oct. 11 and on every second Saturday of the month thereafter. Meeting time remains 10 a.m.

David Crawford
Business Rep.

Local 1245 members can help by immediately contacting their state Assembly member and urging a "Yes" vote on SB 2, and by contacting Gov. Davis and urging him to sign the bill when it reaches his desk. E-mail Gov. Davis at governor@governor.ca.gov or call him at (916) 445-2841. You can find contact information for your legislators on-line at www.leginfo.ca.gov/yourleg.html.



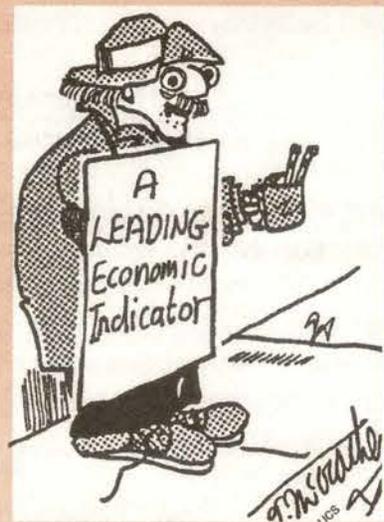
Worst slump since 1930s

Jobless and underemployed workers are suffering the worst job slump since the Great Depression, according to "Labor Market Left Behind," an Economic Policy Institute report released Aug. 27.

With a net 3.2 million private-sector jobs lost in the United States since President Bush took office, the current recovery has been the worst for job growth on record since the Bureau of Labor Statistics (BLS) began tracking unemployment in 1939, the report found.

The report says that even if predictions of stronger growth in the second half of 2003 prove accurate, unemployment will stay near 6% through most of 2004.

This is only the second recovery since World War II in which unemployment has not yet started to fall 29 months into a recovery, the report says.



Slave labor, no magic & Thai power

Government inspectors from Brazil's Ministry of Labor have freed 849 workers being held in conditions of slavery on a Brazilian coffee farm, the BBC reported. So far this year inspectors have freed more than 2,000 workers from forced labor. Most slave laborers are used to clear forest on Amazon cattle ranches.

► **Too Much:** Giving civilian federal workers a pay raise of more than 2% next year would jeopardize the war on terrorism, President Bush said in a recent letter to congressional leaders. A House appropriations subcommittee has included a 4.1% raise in its version of the budget. Bush continues to support further tax cuts for the wealthy, but this huge drain on federal funds apparently has no adverse effect on the war on terrorism.

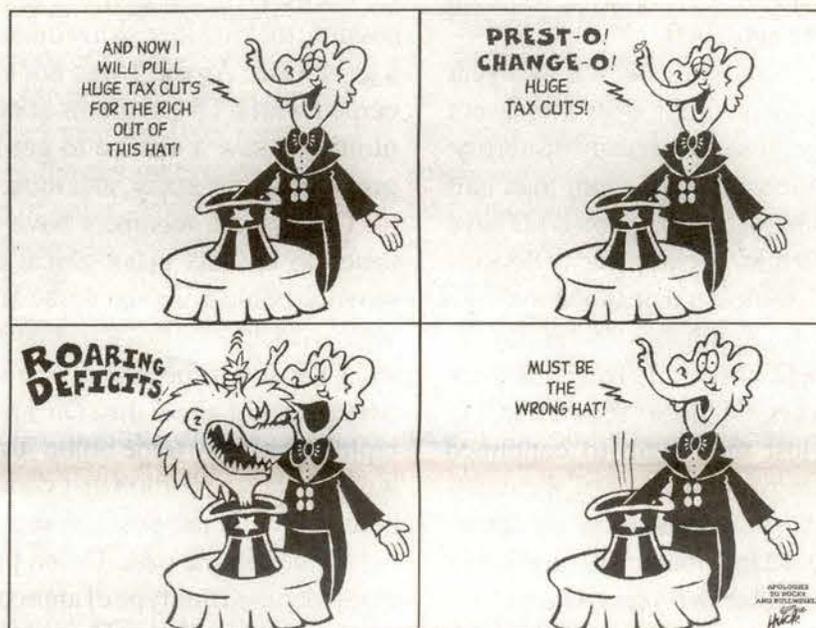
► **No Magic:** The National Union of Textile, Garment and Tailoring Workers of Nigeria disputed the idea that privatization of the electric industry will improve the reliability of the power supply, allAfrica.com reported. Noting recent improvements in electric supply and distribution, the union said, "We are convinced that there is no magic that will be brought into the energy sector with a mere private sector participation."

► **Thai Power:** The proposed restructuring and privatization of the Electricity Generating Authority of Thailand has provoke protests from Thai labor unions and the 20-million member International Federation of Chemical, Energy, Mine and General Workers Union (ICEM), which has lodged a formal complaint to the Thai government. The ICEM said the government's Electricity Generating Authority is under public mandate "to provide safe, affordable and accessible energy to meet the needs of citizens and society as a whole."

Retiree Health Plan: The Union for Workers in the Electricity Sector petitioned Jordan Electric Power Co. for more benefits for its 2,600 workers, the Jordan Times

reported. The union wants the company to provide a lump sum payment to employees at the end of service, and to continue offering health insurance after retirement to workers.

Tax cuts leading to staggering deficit



For fiscal 2004, which starts this fall, the non-partisan Congressional Budget Office projects a \$644 billion deficit— 5.8% of the US gross domestic product.

The Bush administration hopes the public will attribute this staggering deficit to the costs of war. But data compiled by the CBO indicates that in 2003 and 2004, the cost of enacted tax cuts is almost *three times as great* as the cost of war, even when the cost of increases in homeland security expenditures, the rebuilding after September 11, and other costs of the war on terrorism—including the action in Afghanistan—are counted as "war costs," along with the costs of the military operations and subsequent reconstruction in Iraq.

Over the next 10 years, the CBO projects that the budget will accumulate a \$1.4 trillion deficit. But the deficit is kept that "small" only by the use of political smoke and mirrors.

The US Treasury uses the Social Security surplus to offset its cash shortfalls—some \$2.4 trillion over the next 10 years. Let's be real and add that into the debt projections, because in 10 years retiring Baby Boomers are going to be wanting that money. Congress is also likely to make the last three years of tax cuts permanent, enact a Medicare prescription-drug package, and move to prevent the alternative minimum tax from hitting 30 million taxpayers.

These changes add \$3.6 trillion to the deficit, for a total projected deficit of \$7.4 trillion—five times greater than the official \$1.4 trillion. And this assumes the US spends nothing on Iraq after Oct. 1, 2005.

Fiscal responsibility?

PG&E 'heros' out all night restoring power

(Editor's Note: This letter was sent electronically to the union's website on Aug. 22 and is reprinted here with permission of the author)

To the Webmaster:

Just wanted to thank you for an excellent web site. I am the wife of a troubleman and it has been such an

informative site during this troubled time.

By the way, if ever there was vivid proof of how valuable these men and women of IBEW1245 are just take a look at what is going on in Northern California right now. We have had one horrendous night of thunder, lightning and hail and heavy

rain. There isn't a PG&E worker that I know of that is home staying dry, safe and protected... they are all out, and have been all night, seeing that the power gets back on.

They are my heros!

Suzette Hook
Woodland, Ca.



Speak Out!

Got something to share with your fellow union members? Send letters (with name and phone number) to:

Utility Reporter Letters
IBEW 1245
PO Box 2547
Vacaville, CA 95696

Note: We can't print personal attacks or letters dealing with union politics. Opinions expressed in Speak Out are those of the individual authors and do not necessarily reflect the views of IBEW Local 1245.

New names for union's Memorial Wall

When Local 1245 moved its headquarters from Walnut Creek to Vacaville on June 30, current staff weren't the only ones making the trip. A place of honor was reserved for departed leaders and activists on the union's new Memorial Wall.

Originally erected at the Walnut Creek headquarters in the mid-1990s by a group of Local 1245 volunteers, including Bryant Bolan and Rich Cowart, the Memorial Wall preserves the memory of Local 1245 members who made a special contribution to the union. When the union decided to build a new headquarters in Vacaville, finding a place for the Memorial Wall was part of the planning. The Local 1245 Executive Board, which makes the final decision on all additions to the Wall, decided to expand the Wall to include 13 additional members. They are listed below, along with the 13 members previously honored.

Original Honorees

L. L. Mitchell, Senior Assistant Business Manager & Union Co-Founder
Mike Brocchini, Treasurer
Mark Cook, Business Representative
Ron Fitzsimmons, Assistant Business Manager
Larry Foss, Senior Assistant Business Manager
Richard K. Hoyer, Steward
Roy Murray, Business Representative
Curt Peterson, Business Representative
Dave Reese, Business Representative
Lee Thomas Jr., President
Joe Valentino, Business Representative
Mert Walters, Senior Assistant Business Manager
John Wilder, Assistant Business Manager

Most Recent Honorees

Jay Burton, Executive Board
Ron Field, President
C.P. Henneberry, Executive Board
Ed Horn, Executive Board
Al Kasnowski, Business Representative
Jay Killgore, Advisory Council Member
Lyman Morrison, Executive Board
Pat Nickeson, Advisory Council Member
Tom Riley, Retirees Club
Jerry Robinson, Business Representative
Al Sandoval, Business Representative
Bill Twohey, Business Representative
Wayne Weaver, Business Representative

The final test of a leader is that he leaves behind him in other men the conviction and the will to carry on.

Walter Lippmann



50 Years: Hal Carpenter (left) is congratulated by Business Manager Perry Zimmerman.

Chico, CA
March 22, 2003



35 Years



30 Years



25 Years



25 Years

The Honorees

55 YEARS
 Aicega, Michael

50 YEARS
 Carpenter, Hal N.

35 YEARS
 Blevins, James J.
 Cabrera, Emelio J.
 McNabb, Billy R.
 Newton, Dennis L.
 O'Connor, Gary J.

30 YEARS
 Albert, Michael
 Brutlag, Martin V.
 Bultema, Robert D.
 Day, Russell A.
 Hamm, John M.
 Jessee, Robert
 Jones, George Jr.
 Madison, James D.
 Moore, Paul
 Moulder, Phillip D.

Parsons, Michael
 Pata, Timothy M.
 Payan, Joe
 Pearson Larry L.
 Petersen, James R.
 Ricardy, Richard H.
 Richardson, Calvin R.
 Salvatorelli, Nick
 Slawson, Randall D.
 Small, Michael
 Sweeney, Craig C.
 Teal, Jennifer
 Whitley, Darrell
 Williams, Douglas

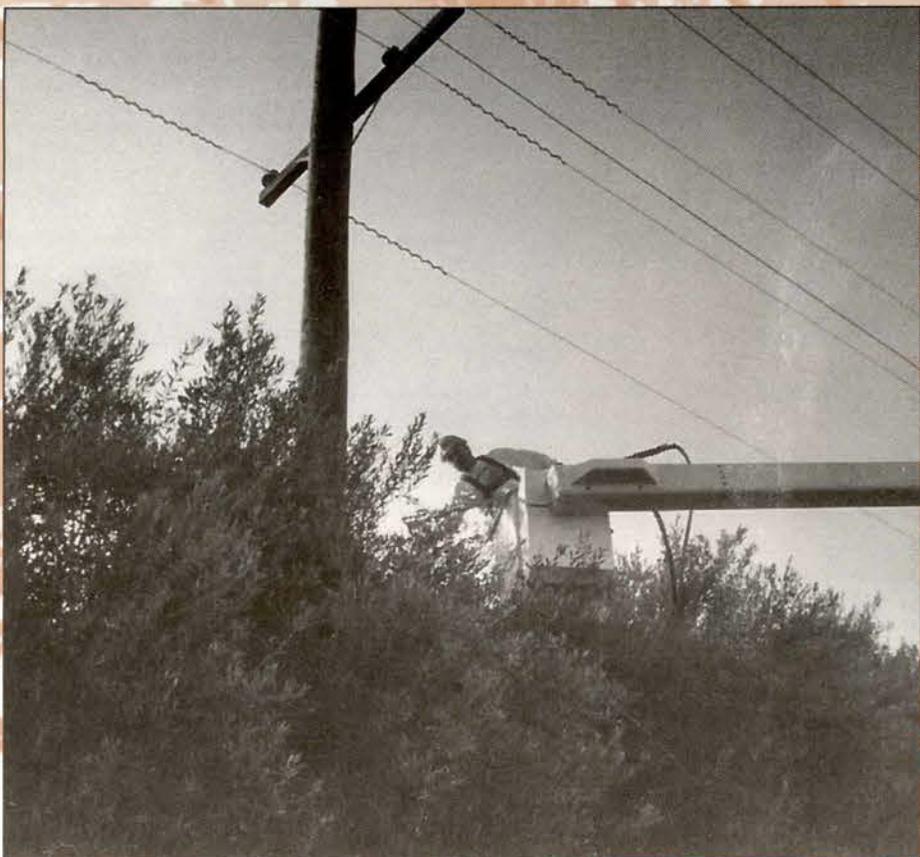
25 YEARS
 Bowman, Timothy E.
 Brown, Wayne L.
 Bryant, Howard F. II
 Chin, Donald
 Clark, Robert
 Clark, Steven S.
 Colvard, James R.
 Connelly, James J.
 Coon, Gregory T.
 Dearman, Larry J.

Devlin, Thomas D.
 Estes, Raymond G.
 Ford, Tommy E.
 Hutcheson, Mike G.
 Johnston, Kenneth A.
 Lancieri, Michael J.
 Llamas, Don G.
 Marley, Marcia R.
 Martin, Fred G.
 Matousek, Charles
 Moore, Kevin J.
 Moreland, Carol A.
 Moulder, Robin E.
 Murillo, George J.
 Navarro, Donald R.
 Nicks, Ira L.
 Parker, James T.
 Pongegrow, Paula M.
 Ramirez, Fidencio
 Rogers, Ron
 Sotelo, Maxine
 Thomas, Robert L.
 Warren, Richard R.
 Wells, June A.
 Ybarra, Frank S.
 Wilson, Thomas J



Davey Tree Climber David Fyfe, left, and Foreman David Vallejo at work in San Pablo, Ca.

LINE CLEARANCE TREE TRIMMING



Utility Tree Foreman Alberto Vera (above and right) at work in Woodland, Ca.



Photos by Junior Ornelas

Union pursues Windy Tree

Local 1245 is keeping up the pressure on non-union contractors performing line clearance tree trimming work on Pacific Gas & Electric power lines.

PG&E's continued use of non-union contractors directly threatens Local 1245 members because the presence of poorly-paid non-union employees on PG&E property inevitably puts downward pressure on union wages and benefits. (See photos on this page of union tree trimmers at Utility Tree and Davey Tree.)

In recent weeks Local 1245 has been reaching out to Windy Tree employees in the Sonora and Oakdale areas in the northern part of PG&E's Yosemite Division, according to Local 1245 Business Representative Junior Ornelas.

"We're getting a warm reception," said Ornelas.

It's not hard to see why employees would want to consider the union alternative. Tree trimmer foremen working for union contractors make, on average about \$18 in wages. When health insurance, vacation and pension are included, the total package is about \$25 an hour.

By contrast, a foreman at Windy Tree makes just \$13 an hour. Climbers make \$8 an hour.

"The compensation is lousy," said Ornelas. "Not only are wages really low, Windy provides no holidays, no vacation pay whatsoever and no pension that we know of. There are also some questions about whether overtime is being paid in the proper manner."

While Windy Tree does offer some medical coverage, the employees are paying quite a bit for it, according to Ornelas.

Windy Tree has only about 10 employees currently working on PG&E property, but Windy is also farming out work to C.D. Tree, another non-union contractor.

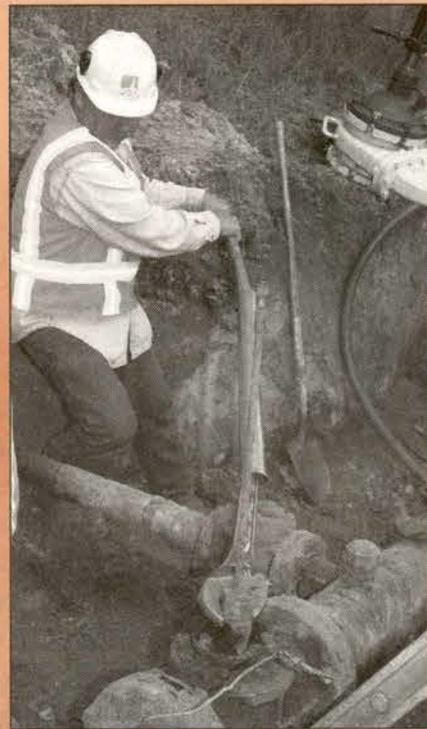
"We believe C.D. has about 8 crews, some in San Joaquin Division, and some in northern Yosemite," Ornelas said.

In making contact with non-union workers, the union is continuing to document the quality of the work being performed.

"We're especially concerned about safety issues and the qualifications of the people performing the work," said Ornelas. "Whether they're union or not, we're concerned about the safety of these workers on the job."



Pre-tap line-up is performed by (from left) Barry McDonald, Dean Harley and Jim Conroy.



Operating the six-inch valve is Richard Peter.



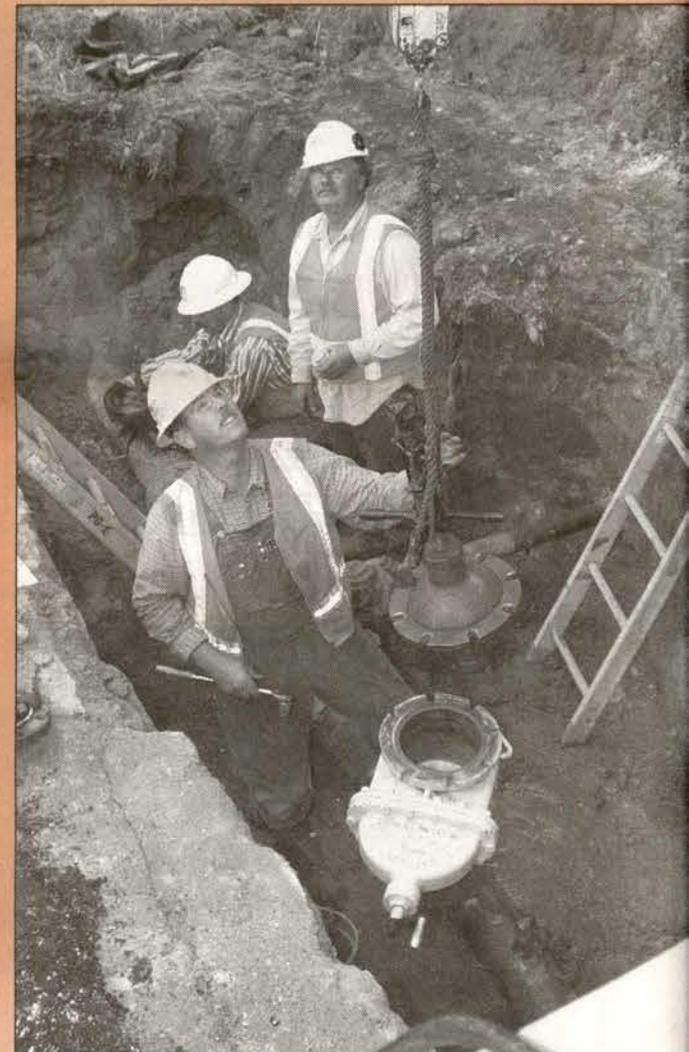
Richard Arthur, cleaning bolts



Jim Conroy lubricates six-inch shell cutter before taping out pressure control fitting.



Gathering for the tailboard prior to starting the job are, from left: Barry McDonald, Richard Arthur, Richard Peter, Jim Conroy and Dean Hartley.



Installing the nine-inch gate valve. From left: Jim Conroy, Barry McDonald and Richard Peter.

Valve replacement

**PACIFIC GAS & ELECTRIC CO.
SANTA ROSA GAS DEPARTMENT**



Richard Peter (left) and Richard Arthur prepare high pressure by-pass hose.



Jim Conroy installs the bolts to hold nine-inch gate valve on pressure control fitting.



Richard Peter (left) and Barry McDonald trap out two-inch Mueller save-a-valve.



Jim Conroy and Richard Peter weld in new three-inch valve.



Tony Vega



Barry McDonald prepares flange for by-pass.



Jim Jensen

After a routine check revealed a defective inlet valve on a gas line in Santa Rosa last spring, a PG&E crew was sent to set things right. In order to replace the broken three-inch valve without interrupting service, the crew used a 6-inch Mueller valve to bypass the broken one. The crew then cut out the old valve and welded in a new one.

Working the job were Gas Mechanics Jim Conroy and Richard Peter, Apprentice Gas Mechanic Richard Arthur, Gas Control Tech Barry McDonald, Equipment Operators Dean Hartley and Tony Vega, and Apprentice M&C Mechanic Jim Jensen.



Six-inch plugging unit with high pressure by-pass and regulator.



40 Years: Craig Winn (second from right) receives IBEW watch from Business Reps. Mike Haentjens, Dan Lockwood and Assistant Business Manager Dorothy Fortier.

**San Luis Obispo, CA
April 5, 2003**



30 Years



25 Years



25 Years



25 Years: Business Rep. Mike Haentjens right, is congratulated by fellow Business Rep. Dan Lockwood for a quarter-century of union membership.

The Honorees

40 YEARS

Winn, C. H.

35 YEARS

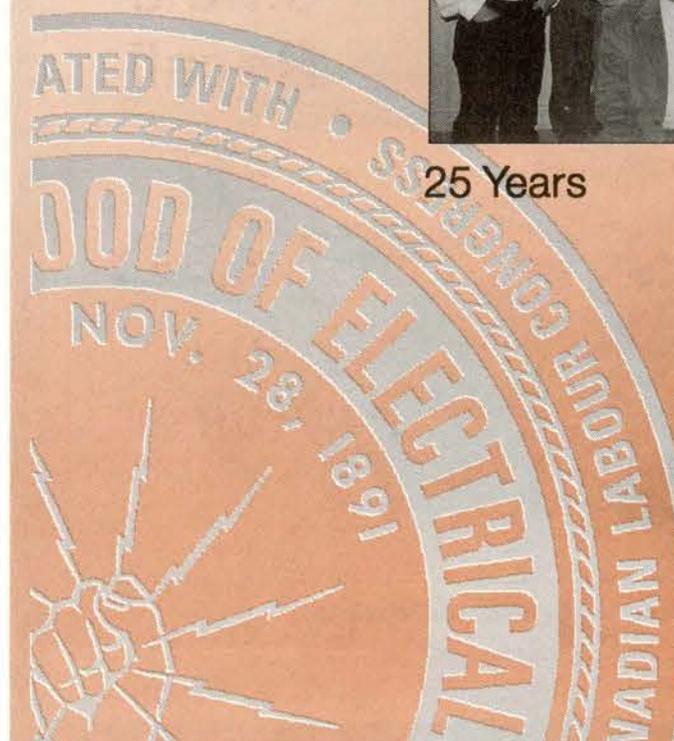
Farley, G. D.
Kirby, Ronald
Varner, Alvin Jr.

30 YEARS

Afana, Laura
Bezerra, R. J.
Bonini, Daniel
Camacho, Felix Jr.
Casillas, Fred Jr.
Connerly, Harold
Davis, Hugh S. Jr.
Janowicz, Joe Jr.
Laster, Philip K.
Layous, Joseph J.
Lawrence, Richard Jr.
May, Stephen
Maysey, Michael K.
McGregory, J. R.
Peysar, Lanny
Power, Jeff
Rowe, James
Simms, Ronald
Tamaki, Luke
Ward, Steve C.

25 YEARS

Ackerson, Kelly M.
Armstrong, Stephen C.
Bauer, Roger E.
Brooks, Bonnie
Casiday, James M.
Davenport, David A.
Dykstra, James J.
Edie, Robert A.
Ellis, Robert D.
Haentjens, Mike
Hays, Nancy L.
Hilliard, Richard E.
Holloway, Lynda I.
Knutson, Kevin N.
Lacross, Marc
Mancebo, John R.
Mayfield, Joe C.
Mayfield, Marlene J.
McNeil, Michael A.
Molnar, Nicholas
Nolan, Brent D.
Patti, Paul M.
Payton, Larry J.
Peak, Andrew
Perez, Mario V.
Peterson, Floyd
Rademacher, Tim F.
Taylor, Mark E.
Wagner, G. H.
Whiteley, James W.



Union urges approval of bankruptcy settlement

► From Page 1

CPUC, and by extension the people of California, had an obligation to return PG&E to corporate stability.

Hearings in San Luis Obispo attracted more than 40 speakers, according to Business Rep. Dan Lockwood, who said no one spoke out against the settlement agreement.

Lockwood told the commissioners that the settlement agreement would keep PG&E under the regulatory control of the CPUC, rather than allowing part of PG&E to fall under the jurisdiction of the Federal

Energy Regulatory Commission.

"FERC has demonstrated that it has little regard for the energy needs of the State of California when it



Lockwood

refused to act on the out-of-control price manipulation during the energy crisis." The CPUC provides greater security than FERC for

the ratepayers as well as for the employees of PG&E, Lockwood said.

The settlement agreement has

been endorsed by numerous local labor organizations and by the 2.2 million-member California Labor Federation.

Under the terms of the agreement, part of PG&E's debt would be paid with about \$4 billion in surplus electricity charges banked by the utility since energy prices went down. An additional \$8 billion in debt would be paid off over time, financed by ratepayers.

Shareholders of PG&E Corp. would contribute \$1.7 billion by forgoing stock dividends until at least mid-2004.

Weakley Hall Grand Opening October 18, 2003

Local 1245 members, along with families and friends, are invited to attend the grand opening of Ronald Weakley Hall, the new headquarters of Local 1245 in Vacaville, Ca., scheduled for October 18th from 11 a.m. to 5 p.m.

Ronald Weakley, the union's principal founder and business manager for 20 years, is tentatively scheduled to attend the ceremony.

Weakley Hall is located at 30 Orange Tree Circle in Vacaville, a stone's throw from Interstate 80.

I-80 Eastbound: Take the I-505/Orange Drive Exit and exit onto Orange Drive. Turn left at the light. Turn right on Orange Tree Circle.

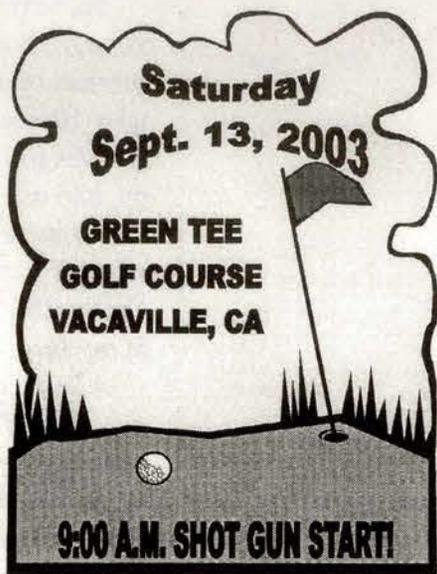
I-80 Westbound: Take I-80 to Leisuretown Exit. Go left and up over the freeway. Go right on Orange Drive. Go left on Orange Tree Circle.

17th Annual Perry Zimmerman's IBEW LOCAL 1245 GOLF TOURNAMENT



WINE HOLE CONTEST!

CLOSEST TO THE HOLE CONTEST!



Saturday
Sept. 13, 2003

GREEN TEE
GOLF COURSE
VACAVILLE, CA

9:00 A.M. SHOT GUN START!

See
You
There!

LONG DRIVE CONTEST!

BEAT THE BUSINESS MANAGER CONTEST!



Guests
Are Welcome!

TEXAS B.B.Q
AND AWARDS
IMMEDIATELY FOLLOWING

For further information, call Jim McCauley (707) 452-2710 or John Mendoza (510) 331-6729

'No'
on the
Recall

'Yes'
for
Bustamante

You have two votes
on October 7.
Use them!

Dumb & Dumber

By Bob Burkle

What would constitute the dumbest injury? Have you ever asked yourself that question?

When an accident occurs and someone gets hurt, people rightly assume the person injured already feels bad enough. Therefore, even if they are thinking, “Man, that was dumb,” responsible people are not likely to say it out loud.

The one injury I never want is the dumbest injury. Not all injuries are dumb, so what is the definition of the “dumbest” injury? The answer lies within the principle I call the “Dumb and Dumber Formula”:

The easier it would have been to prevent an accident and/or injury, the dumber it is to have omitted those preventative measures.

Before I go any further, let me say this article is not meant to be high and mighty about never doing anything wrong. Also, I don’t mean to make light of anybody that’s ever been injured. I’ve done my share of dumb things in my career, so these words of wisdom are addressed to myself as well as all of you.

The dumbest injury could be any number of situations. Maybe you can dream up a few yourselves. In my way of thinking, the dumbest injury might very well be one of two scenarios. In both scenarios, I’m doing the simplest of jobs—checking voltage, setting a meter, or hooking up a service. You get the picture—I’m doing a task that we have categorized as being basic within our skill sets.

So, there I am, doing my little chore. I skip a step, because I’m feeling confident, or “it’s only secondary,” or I just want to get done and get back to the house. I’m feeling confident. I’m assuming all the equipment is working properly and all the connections have been correctly made. Bamm – 10,000 amps of fault current in my face. Now, *that* would be dumb as hell, because I could have detected something wrong with that one easy step that I omitted. OK, so that’s not good, but it could have been worse if I wasn’t wearing my gloves and glasses.

Now, what would be dumber? You guessed it.

Dumb & Dumber Formula:

The easier it would have been to prevent an accident and/or injury, the dumber it is to have omitted those preventative measures.

I’m doing that same little chore, and maybe this time I use all of my testing equipment, follow all the steps, but I skip going to find my leathers (rubbers, if it’s wet or 480), and glasses, for a real dumb reason. My glasses and gloves are in the truck, and I don’t want to walk all the way back to get them. Damn, that sounds familiar, doesn’t it? My task is going well, until I slip right at the wrong time and *boom*—I get burned or make electrical contact, or both.

So, there I am, laying in the hospital bed, EKG monitor on my heart, thinking about skin grafts. I’m worried about my career. I’m worried about my body parts all working again. In the midst of all this worry, I know I have to explain the incident over and over to my loved ones, my workmates, and the boss, knowing I could have greatly lessened my injuries, or prevented them, by just taking a minute to use the proper protective gear. That would make me feel awfully dumb. No doubt, as I filled out the accident report, it would become clear how easily-prevented this accident could have been. I would have already figured that out by then, though.

So, next time you’re taking rotation, checking voltage, hooking up a little old street light or service, or any chore that is routine and simple, take 10 seconds to reach for your gloves and glasses, roll your sleeves down, put your hard hat on, and use that wiggy.

There have been a couple of times in my career, when I have shuddered to think, “If I hadn’t checked that, I could have had a good old fire right in my face.”

After accidents, many times I’ve heard guys say, “There’s no way that could have happened.” Interestingly enough, I’ve also heard guys say, “I knew that was going to happen.” It sounds silly, but it makes sense, in a way. Sometimes, a part of our brain tries to tell us instinctively when a situation has the potential to be deadly.

If we listen to that part of our brain, and take the necessary action, we are being smart. If we don’t, we might be setting ourselves up to be dumb or dumber.

Respect your health and safety by being smart and safe.

City of Santa Clara Lineman Bob Burkle is the newest member of the Local 1245 Safety Committee.

DOT alters rules for drivers

By Richard Lane

Last December, the Utility Reporter discussed changes in the law related to offenses committed by commercial drivers while driving a non-commercial motor vehicle.

As reported, the Federal Motor Carriers Safety Administration had sought to make commercial motor vehicle drivers responsible for their driving habits in both their private and professional vehicles. The intent of Congress was to enhance highway safety by greater regulation of professional drivers regardless of what vehicle they were driving.

Effective Jan. 29, 2003 the FMCSA has amended its CDL rules. According to an article published in Today's Trucking magazine, the

Department of Transportation was petitioned to amend the rules by the International Brotherhood of Teamsters, the Transport Workers Union of America, the Transport Trades Department of the AFL-CIO, and the Amalgamated Transit Union.

The unions had also attempted to shorten the disqualification periods of driving under the influence of alcohol or a controlled substance while driving a non-CMV. That request was denied.

The ruling noted that the Motor Carrier Safety Act of 1999 mandated that certain serious offenses, like drug or alcohol related violations in a non-CMV carry the same disqualification period, based on the seriousness of the offense.

Confined space deaths

By Richard Lane

Two dairy workers were killed after entering a confined space filled with deadly methane gas in February 2001. Now a Merced County, Ca. grand jury has handed down a ten-count indictment to dairy foreman Alcino Sousa Nunes and manager Patrick J. Faria of the Aguiar-Faria and Sons Dairy.

According to the Modesto Bee, both men face up to four years in prison and \$250,000 in fines for involuntary manslaughter as well as a fine of \$1.5 million to the dairy.

Although this incident did not occur in an industry served by Local 1245, it is a telling example of what can result from failure to monitor a confined space prior to entry and the penalties associated with the failure to follow Cal-OSHA regulations.

The two deaths occurred when Jose Alatorre, 24, and Enrique Noquez Araiza, 29, climbed down into a 30-foot sump pit to clear a drain and were overcome by methane gas trapped in the bottom of the pit. Attempts to rescue them by other dairy workers were unsuccessful because there was no retrieval system available.

Cal-OSHA mandates that workers be trained to operate in confined spaces, that the air be monitored and respiratory protection be provided. Workers must also wear a harness and another person must be available to lend assistance.

In the past, violations which resulted in injury or death might result in a lawsuit or a fine. Today, prison terms are becoming a more prevalent enforcement tool.

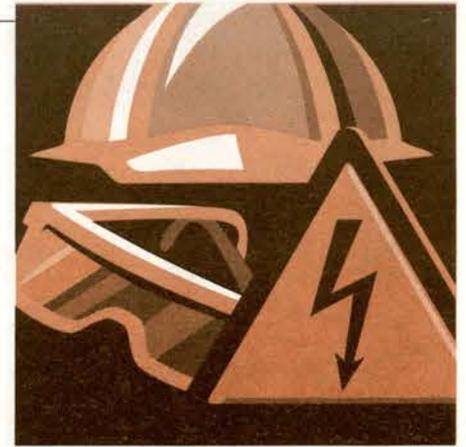
Safety Tailboard

Receive an IBEW cup and cap for submitting a safety question selected for publication in the Utility Reporter's Safety Tailboard. Safety Tailboard is an open forum for discussion and learning about safety issues. Submit your question, along with your name and phone number, to:

Safety Tailboard,

c/o Jim McCauley, IBEW 1245, PO Box 2547, Vacaville, CA 95696

By the Local 1245
Safety Committee



Stairway to injury

Have you ever had that gut-wrenching feeling of being on a ladder and having to ride it to the ground because it kicked out?

How about going over backwards, helplessly grabbing for air?

Ever been on a step ladder and said to yourself, "I can reach that," then suddenly the ladder is not under you?

Be aware of proper ladder placement for extension ladders. Know the distance from the wall versus the height you need.

Also remember that step ladders can become quite dangerous when the center of gravity is not directly over the center line of the ladder.

Be careful—you might be climbing the ladder to the emergency room.

Art Torres

Be street wise

The economy of our nation is a little down at the moment. Unemployment is up, making crime more attractive to some people.

The news is full of assaults, robberies, car jackings, and rapes.

Crime takes place in darkness and daylight—it can happen anytime or any place.

When out on the street performing our jobs, it is important for everyone on the crew to keep an eye out for each other.

Be careful around dark secluded areas. Try to work in pairs or have co-workers close by.

Be aware of groups of two or more coming at you. Never leave your personal items lying on the outside of your vehicles—they could make you appear an easy target.

Don't let your guard down too far. Someone could be watching and waiting for an opportunity.

Be street wise to prevent any harm coming to you or your crew from criminal activity.

Crime is a year-round activity. The poor economy may be exacerbating the situation. Don't allow yourself to become a victim.

Stoney Burk



Current members of the Local 1245 Safety Committee: Stoney Burk, Alameda Power & Telecomm.; Keith Hopp, Pacific Gas & Electric; Al White, Pacific Gas & Electric; David Vipond, Citizens Communications; Rich Lane, Turlock Irrigation District; Art Torres, Sacramento Municipal Utility District; Gil Suarez, Davey Tree; Bob Burkle, City of Santa Clara; and Assistant Business Manager Jim McCauley.



Time for working women to earn equal pay

WOMEN WORKERS' HISTORY

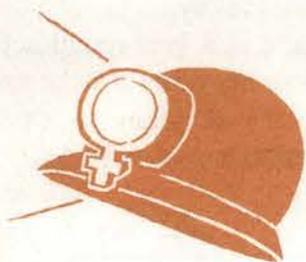
Miners Rebel

A crisis in the miners' union led to the formation of a new, progressive union at a Pittsburgh convention on Sept. 9, 1928. Taking their place at the founding of the National Miners' Union were 42 women representing women's auxiliaries.

Miners in Indiana, Ohio and western Pennsylvania had undergone long bitter strikes in 1927-1928. The women in the mining communities had been at the heart of those struggles. Many of them had braved (and in some cases beaten up!) Coal and Iron police, company thugs and state troopers and had withstood jail and tear gas.

Mrs. Ora Boyce, a black woman who represented the Indiana women's auxiliaries, became part of the new union's National Executive Committee.

"The NMU organized the women in the coal towns as well as the men," writes historian Philip Foner. "Women's auxiliaries played an invaluable role during strikes, and women were given a voice in formulating strategy."



A female organizer, Frieda Trugar, was assigned to set up women's auxiliaries in mining camps in Pennsylvania, West Virginia, Illinois, Ohio, Kentucky and Tennessee. The auxiliaries campaigned for a program that included: the abolition of company stores; free medical and maternity services for miners and their families; and sanitary conditions in company housing.

In strikes, like the strike wave that swept through hundreds of northern mines in the summer of 1931, the NMU women's auxiliaries were a crucial component of the miners' struggles.

Equal pay has been the law since 1963. But today, nearly 40 years later, women are still paid less than men—even when we have similar education, skills and experience.

In 2002, women were paid 76 cents for every dollar men received. That's \$24 less to spend on groceries, housing, child care and other expenses for every \$100 worth of work we do. Nationwide, working families lose \$200 billion of income annually to the wage gap.

It's not like we get charged less for rent or food or utilities. In fact, we pay more for things like haircuts and dry cleaning.

Over a lifetime of work, the 24 cents-on-the-dollar we're losing adds up. The average 25-year-old working woman will lose more than \$523,000 to unequal pay during her working life.

And because we're paid less now, we have less to save for our futures and we'll earn smaller pensions than

In 2002, women were paid 76 cents for every dollar men received. Nationwide, working families lose \$200 billion of income annually to the wage gap.

men. Half of all older women receiving a private pension in 1998 got less than \$3,486 per year, compared with \$7,020 per year for older men.

These figures are even worse for women of color. African American women earn only 67 cents and Latinas 55 cents for every dollar that men earn. Asian Pacific American women earn less, too. Their pay inequality is less severe than for women as a whole, but they still earn only 83.5 cents for every dollar that men earn.

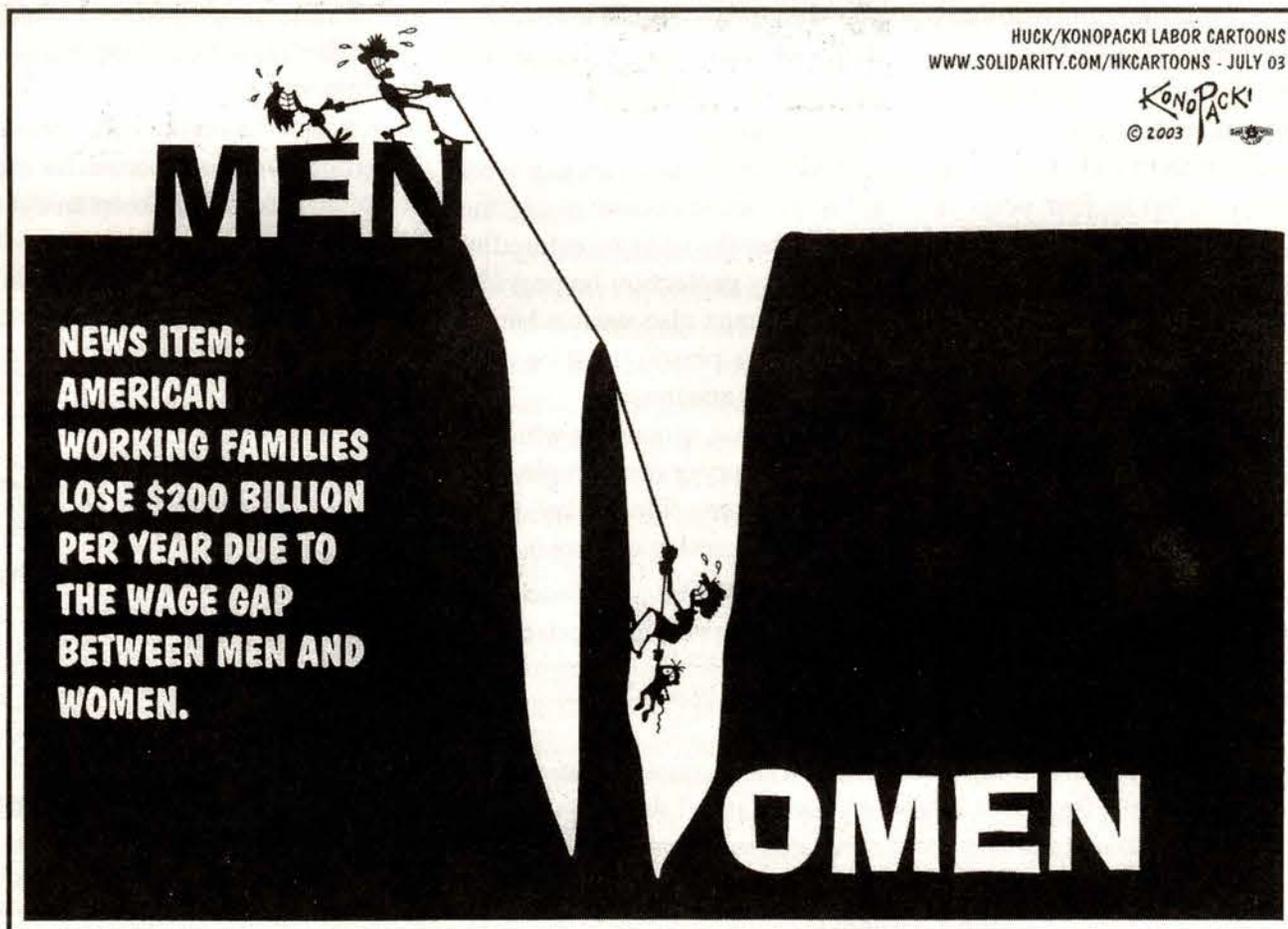
Equal pay isn't just a women's issue. When women get equal pay, their family incomes rise and the whole family benefits.

Equal pay helps men, too.

Men in jobs usually or predominately held by women—sales, service and clerical positions, for example—are also victims of pay bias. The 4 million men who work in predominately female occupations lose an average of \$6,259 each year, according to the 1999 report on .

The 25.6 million women in these jobs lose an average of \$3,446 a year.

This article is adapted from the AFL-CIO website, which has a wealth of information on issues of concern to working people. Visit the site at: www.aflcio.org.



PG&E bargaining discussed at Chapter meeting

By Mike Silva

Members of the East Bay Chapter of the Local 1245 Retirees Club discussed a number of developments affecting our union and its retired members at the chapter's regular July meeting. We welcome you to attend future meetings to keep up on the latest.

Our July 10 meeting was called to order at 10:00 a.m. Reporting for the business manager was Assistant

Business Manager Jim McCauley, who discussed prospects for continued bargaining with PG&E.

Jim also shared his assessment of the membership's attitude toward the last table agreement. He had attended a large number of unit meetings, listening to what those who attend unit meetings had to say, as to why they voted no, and why some had also voted to approve the agreement.

Jim also addressed the issues of the Medical cap, and discussed the possibility that lower medical premiums might be on the horizon.

We also discussed the history of bargaining with PG&E and how it has affected retirees, and the possible impact, if any, that terminating the agreement would have on retirees.

Also discussed was the effect that the bankruptcy of PG&E's National Energy Group would have on the rest of the company.

We were saddened to learn that Don Hardie is no longer able to attend our meetings. Don was instrumental in the organizing of Local 1245 and also in the organizing of our Retirees Club. Thank you, Don, for your faithful service through the years.

Remember, our East Bay chapter meetings are now held at the headquarters of IBEW Local 595, 6250 Village Parkway, in Dublin, Ca. We hope to see you there at our next meeting!

Mike Silva is president, East Bay Chapter of the Local 1245 Retirees Club



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 (NEW LOCATION):

meets 2nd Thursday each month, 10 a.m., at IBEW Local 595, 6250 Village Parkway, Dublin, CA.

San Jose Chapter:

meets 1st Thursday each month, 10 a.m., at IBEW Local 332, 2125 Canoas Garden, San Jose.

Alliance helps make retirees' voices heard

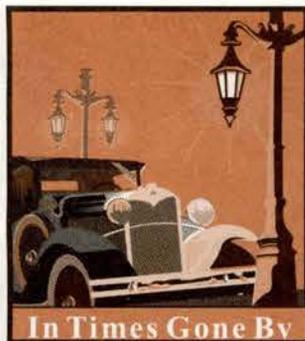
The Alliance for Retired Americans is not a senior citizens social club and it is not an organization formed to sell you things. It is a strong voice for retired workers and their families, a way for retired union members and others to make their voices heard.

How does the Alliance make your voice heard? For starters, check out the Alliance's weekly "Friday Alert," which mobilizes retiree action around key issues.

Retirees of IBEW Local 1245 automatically become lifelong members of the Alliance, with dues paid by the national union.

To see what all the fuss is about, contact the Alliance by mail, phone, fax, or on-line.

Alliance for Retired Americans
888 16th St., N.W. #520
Washington, D.C. 20006
Phone: 888-373-6497
Fax: 202-974-8256
www.retiredamericans.org



Santa Rafael ...Back When

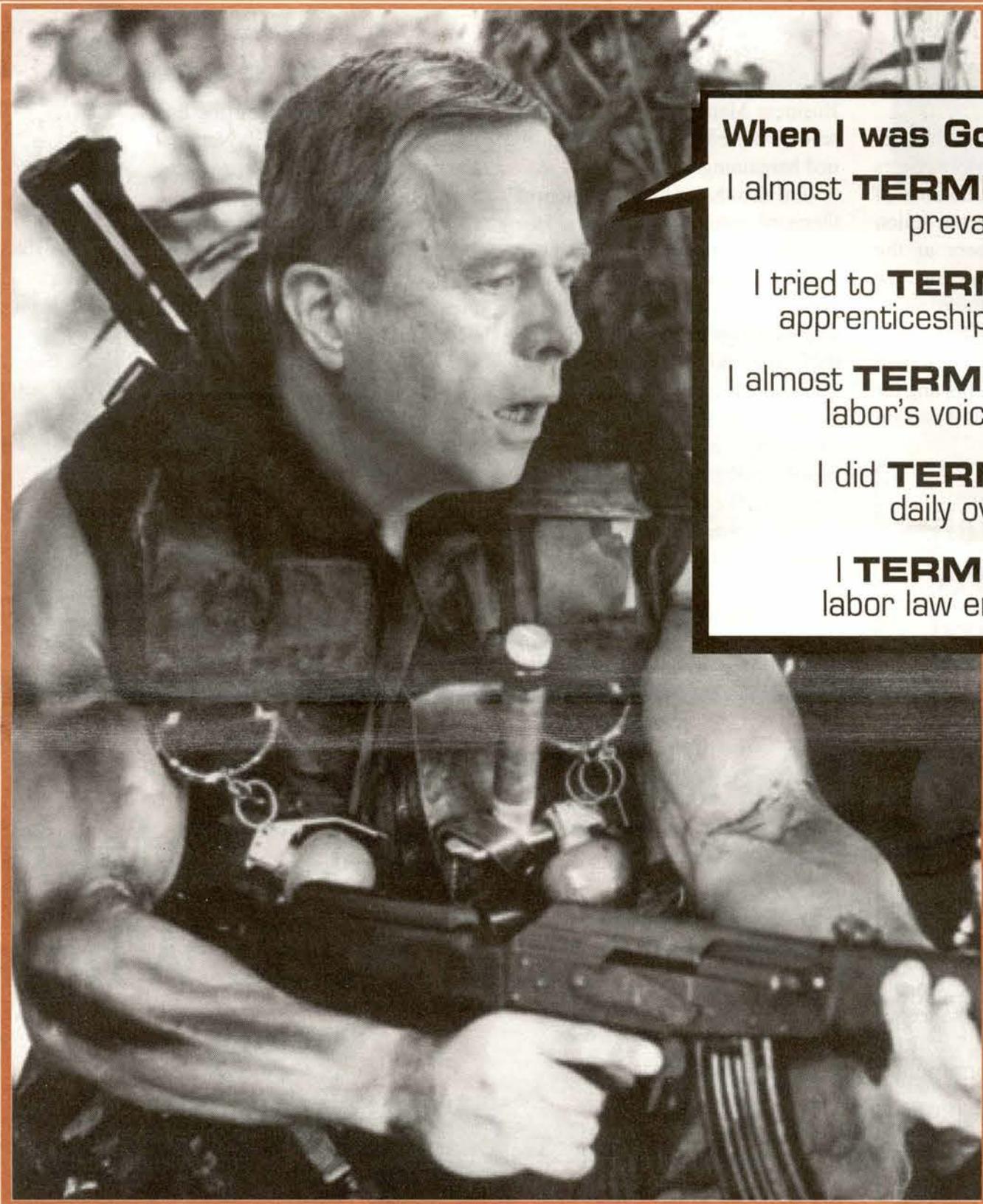
PG&E crew in San Rafael, from left, Paul Pape, Leo Selleck, Dick Jakcobs, Ed Lykins, Jack McKenzie, Jack Lyons, and Ralph Asay. Photo by Ben Decarlo, provided courtesy of Ralph Asay. Date unknown.



PETE WILSON:

I'M BACK!

MY OLD STAFF AND I ARE RUNNING THE SCHWARZENEGGER CAMPAIGN



When I was Governor...

I almost **TERMINATED** prevailing wages!

I tried to **TERMINATE** apprenticeship standards!

I almost **TERMINATED** labor's voice with 226!

I did **TERMINATE** daily overtime pay!

I **TERMINATED** labor law enforcement!

THIS TIME, I'LL FINISH THE JOB!
HASTA LA VISTA UNIONS!

VOTE NO ON THE COSTLY RECALL!

State Building and Construction Trades Council of California, 1225 8th Street, Suite 375, Sacramento, CA 95814 • (916) 443-3302 • Pac ID#743501 • www.sbctc.org