

UTILITY REPORTER

Unit Meetings
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Building cooperation at PG&E

The effort to build cooperation between labor and management at PG&E picked up fresh momentum last month when rank and file union members from Gas and Electric T&D conducted a series of meetings with their co-workers at yards throughout the PG&E system.

The message was essentially this: the company and the union need each other.

PG&E hopes labor-management cooperation will bring business success in a newly-competitive environment. Workers hope cooperation will increase employment security.

Those are the hopes. The heavy lifting will be done by the 20 or more labor-management committees created since April 5, when PG&E Chairman Stan Skinner and Local 1245 Business Manager Jack McNally agreed to

Survey will solicit ideas

In January 1996, a survey will be given to all bargaining unit employees to assist the work of the "94-53" labor-management committee dealing with Title 19, 206 and 306 concerns.

The survey will be used to assist the committee in developing options for proposals for General Bargaining in 1997.

The goal of the committee is to have a proposal to update and improve the current system of demotion/displacements.



COOPERATION IN ACTION

Electric Crew Foreman Rene Moniz (left) makes a point during discussion of labor-management cooperation last month at PG&E's Colma yard. Leading the discussion were Larry Darby (standing left), GC working foreman "A", and Jeff Howard (standing right), a division lineman in the East Bay. Meetings were scheduled throughout PG&E in November and December.

the cooperative approach. None of those committees faces a bigger challenge than the one for Gas and Electric T&D. A top priority of that committee is to clarify the role of the division, General Construction, hiring hall, and contract workforces.

The work of the committee was a major topic of discussion during the special union presentations at PG&E yards last month. Those making the presentations were able to report several positive developments regarding job security since the cooperative approach began last April.

• PG&E now says there is enough work for all existing union crew employees in both Title 200 (division) and Title 300 (General Construc-

tion) "for the foreseeable future." If the work picture changes, the company pledges to discuss the implications of those changes in partnership with the union.

• The establishment of the hiring hall for temporary additional workers will help insulate regular Title 200 and Title 300 employees from layoffs when the current workload falls off. The union and company have agreed that temporary workers or contractors are not intended as a replacement for regular workers performing base load work. A letter agreement prohibits layoffs in either Title 200 or Title 300 when temporary workers are being used.

• This foundation of job security is intended to reduce

past tensions between Division and GC employees and to encourage them to work together as equals.

Along with improved job security for bargaining unit members, cooperation is providing PG&E new flexibility in the deployment of its workforce. Where practical, and where critical vacancies occur, regular GC crews can be loaned to divisions, and hiring hall employees can be hired into GC to fill in behind them.

The company and union believe that an increased sense of job security will encourage employees to share their ideas for improving work performance. Employees are also encouraged to share ideas they may have for improving safety or making further improvements in job security.

"We want to let you know there's a committee out here to listen to your opinions," said Larry Darby, a working foreman "A" in GC, who spoke about these labor-management activities at the Colma yard last month.

Presentations by union members concerning the Gas and Electric T&D labor-management committee were slated to continue through the month of December.

PG&E Gas & Electric T&D presentations

Union members giving presentations in November and December on labor-management cooperation are:

Terry Andreucci
Joe Audelo
Mike Brochhini
Al Calleros
Lonie Crawford
Larry Darby
Robert Harty
Jeff Howard
Danny Jackson

Tab Lagow
John Mendoza
Steve Moore
Anthony Norman
John Petrovitz
Michael Saner
Mike Scafani
Russ Rylee
Scott Stalder



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CALENDAR

December 1
Shasta Pin Dinner
Redding, Ca.

December 2
Sierra Pacific Power
Stewards Conference
Reno, Nev.



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Workers here and abroad

Rolling the union on...

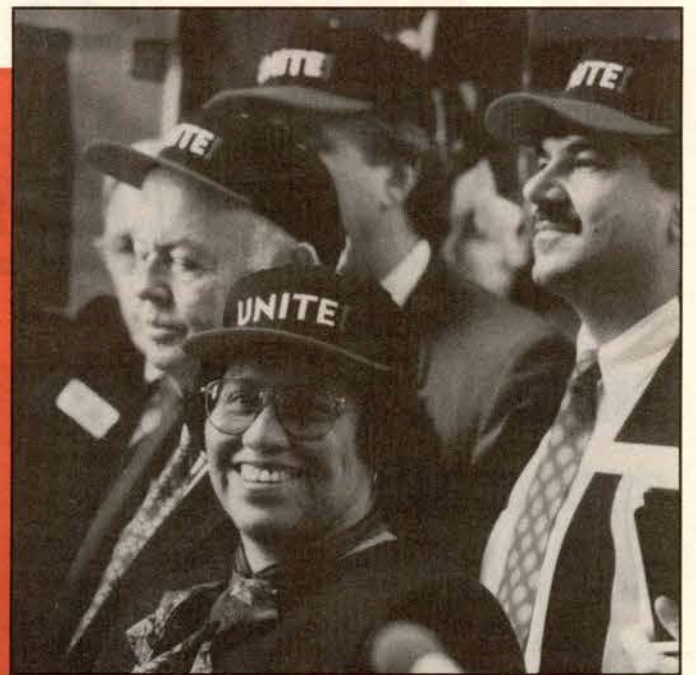
Escalated Action: The new leaders at the AFL-CIO announced plans to step up support for striking Detroit newspaper workers and for locked-out employees at Staley Manufacturing Co. in Decatur, Ill. The AFL-CIO plans to increase pressure on some companies to stop advertising in the Detroit newspapers, and will urge firms like PepsiCo to stop buying corn sweeteners from Staley.

Sweet Success: A month-long strike by Sugar Workers Union Local 1, an affiliate of the Seafarers International Union, ended recently when union members voted to end the walkout and ratified an extension of the previous three-year contract. The union action followed management's withdrawal of "takeaway" demands, according to the union. About 100

members of the Longshoremen's union honored picket lines in the walkout.

Organizing Immigrants: Union officials in Los Angeles and New York plan major organizing drives among immigrant workers. The nine-union Los Angeles Manufacturing Action Project (LA MAP) will target all employers in a specific industry at one time. In New York, the Central Labor Council will focus on the retail food industry.

Reining in Abuses: Santa Clara County, the heart of California's "Silicon Valley", has passed a law to rein in corporate abuse of property tax abatements. The new law requires companies seeking tax abatements to disclose how many jobs they will create and their wage and



SAY 'NO' TO SWEATSHOPS!
Joining in a rally outside an 8th Avenue sweatshop in New York City's garment district on Oct. 26 are (from left) newly-elected AFL-CIO President John Sweeney, Executive Vice President Linda Chavez-Thompson and Secretary-Treasurer Richard Trumka.

benefit levels. The law also requires the employer to pay at least \$10 an hour for all newly-created jobs, to provide health insurance to permanent employees, and to repay tax abatements if they fail to meet their job creation, wage or benefit promises.

Raising Arizona Wages: The Arizona AFL-CIO has launched an employee rights ballot initiative. If adopted, the proposal would change the state constitution to: increase the minimum wage to \$5.80; improve unemployment benefits and workers compensation; and prohibit employers from firing workers except for "just cause."

Idaho Petitions: The Idaho AFL-CIO is backing a petition drive to place a measure on the 1996 ballot that would raise the state's minimum wage from \$4.25 hour to \$6.25 and repeal exemptions for farm workers, domestic workers, and outside sales people, Labor Notes reported. The proposal would also repeal the current law which allows a 25% tip credit toward the minimum wage.

Free Speech Victory: A federal judge issued a restraining order Oct. 4 prohibiting the city of Lafayette, Ca. from attempting to enforce an emergency ordinance outlawing virtually any picket line, march rally or other demonstration, the California AFL-CIO News reported. The city passed the ordinance at the behest of the Lafayette Park Hotel, which is seeking to thwart workers' efforts to win a union contract at the hotel.

Strike Ended: Members of Teamsters Local 743 at Lakewood Engineering ended the nationwide AFL-CIO boycott of their company when they won a first contract with the Chicago maker of electric heaters and fans and metal Christmas-tree stands. The contract provides pay raises, improved benefits, seniority rights, job descriptions, and a job safety committee.

Pepsi is aiding the attack on locked-out workers by purchasing products from Staley Mfg.

TELL PEPSI...

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PERRY SWORN IN
Rich Perry (left) was sworn in by President Howard Stiefer at the November Advisory Council meeting to represent Local 1245 members at the US Bureau of Reclamation.

The 10th Annual Western Workers Labor Heritage Festival
...will be held Jan. 12-14 at the Loudon Nelson Community Center, 301 Center St., in downtown Santa Cruz. Join the fun. Help celebrate labor's heritage and honor the memory of Dr. Martin Luther King, Jr.! Call David Winters at 408-426-4940 for info.

Members ratify pact with Foster-Wheeler

Members of Local 1245 ratified a new four-year agreement with Foster Wheeler, a cogeneration facility based in Martinez, Ca.

The agreement provides general wage increases of 3.25% per year. Equity raises ranging from 2% to 5% were also negotiated.

The addition of an employer-maintained 401K plan will supplement current pension benefits.

Another new provision in the agreement will give employees out on disability the opportunity to continue receiving their full wage by utilizing sick leave to supplement the payments from State Disability Insurance.

Other provisions of the agreement included:

- The employer will pay up to \$125 for prescription safety glasses and increase the boot allowance.
- Employees will receive an additional \$5 an hour (over and above time-and-a-half) for call-outs.
- Current employees who are qualified will have preference for any newly-created job classifications.

Foster-Wheeler is a gas turbine cogeneration facility that supplies steam and electricity to the Tosco refinery in Martinez, Ca.

Negotiating the agreement for the union were Clark Sheppard, power plant technician; Brian Walker, electrical technician; Business Rep. Hunter Stern; and Assistant Business Manager Perry Zimmerman.



Negotiating the Foster-Wheeler pact were (from left) Clark Sheppard, power plant technician; Brian Walker, electrical technician; Business Rep. Hunter Stern; and Assistant Business Manager Perry Zimmerman (not pictured).

Utility Reporter honored for deregulation coverage

Business Manager Jack McNally and Communications Director Eric Wolfe accepted two first-place awards in the 1995 Journalism Awards Contest sponsored by the International Labor Communications Association (ILCA).

A four-part series by McNally and Wolfe examining utility deregulation received first place for Best Series. The series included articles on the history of regulation in California, the affect on workers of deregulation in other industries, the consequences of natural gas deregulation, and an analysis of current efforts to deregulate the electric industry.

These articles, along with on-going monthly coverage

of electric deregulation in California, helped the Utility Reporter take first place also in the Unique Performance category.

The Utility Reporter also won an Honorable Mention for Best Use of Graphics for the charts, photos and artwork accompanying the story on natural gas deregulation. That story included a cartoon by Local 1245 member Eugene Williams, a frequent contributor to the Utility Reporter.

The 1995 competition was for works produced in calendar year 1994. The Utility Reporter competed against other local union publications throughout the US and Canada. There were 1,631 entries in this year's contest, submitted by 192 member publications.

Utility restructuring & employee rights

Jack McNally, IBEW 1245 Business Manager

This month the California Public Utilities Commission is scheduled to release its revised proposal for utility restructuring.

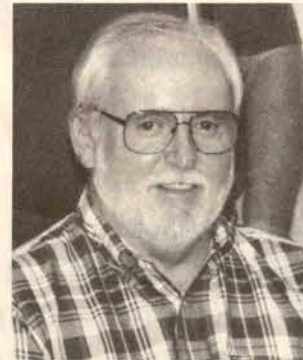
Utilities, large industrial consumers, and independent power producers have been very vocal in telling the CPUC what it should do. But none of these special interests has shown much concern for the effect utility restructuring will have on utility employees.

That's why Local 1245, along with other utility unions, organized the Coalition of California Utility Employees (CUE). Since the spring of 1994, CUE has provided expert testimony at numerous CPUC hearings. From the start, we urged the CPUC to safeguard the reliability of California's energy services, and we reminded the commissioners of the crucial role that utility employees play in maintaining a reliable system.

However, much of the debate continued to focus on the issue of "stranded assets." The big question was how to compensate shareholders for physical assets (like power plants) that are put out of service by the transition from a regulated utility industry to a more competitive one.

In August, Southern California Edison and some of the big industrial consumers got together and presented the CPUC with a new proposal for dealing with "stranded assets." The proposal said nothing about the impact on utility employees.

That's when we stepped forward and said: "Wait just a minute—people are assets, too." In early October, CUE submitted written testimony to the CPUC declaring that utility employees who lose their jobs because of restructuring should be treated as "stranded human



assets." We pointed out that utility employees accept a contractual obligation to provide the public with continuous service, and that dedicated employees are as valuable to ratepayers as any physical utility asset.

We testified that the CPUC to the greatest possible extent should completely avoid causing layoffs ("stranding human assets"). In detailed testimony we showed how the risk of power plant closures can be reduced.

Where reductions must occur, we contended that stranded employees who have dedicated themselves to serving ratepayers deserve transitional assistance from the ratepayers.

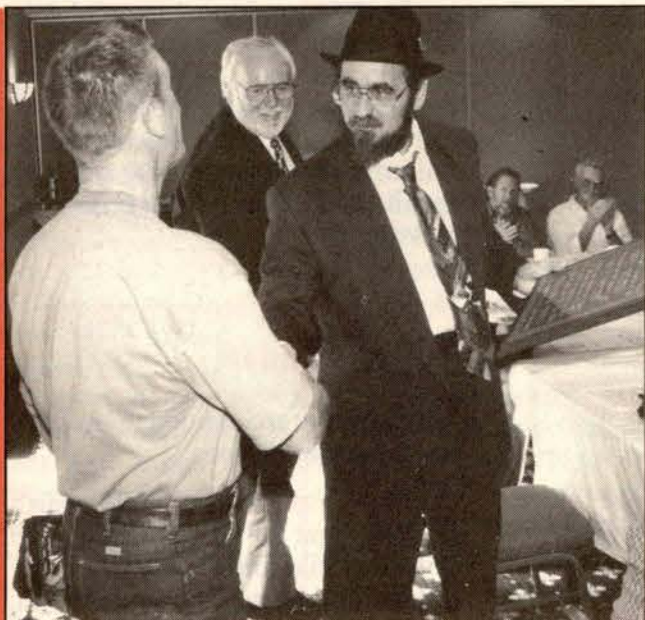
In cases where power plants are being "spun off" by a utility, we believe the sales agreement should contain a clause guaranteeing continued recognition of the employees' union. When plants are to be spun off or completely closed down, we argued that plant owners should be required to offer employees the right to purchase the plant.

Where workforce reductions become absolutely necessary, we urged the CPUC to require utilities to offer voluntary retirement and severance benefits to their employees.

We have shown the CPUC how to give employees the fair shake they deserve. Now the time has come for the commissioners to make their decision.

TREE TRIMMERS SAY 'THANKS!'

Advisory Council member Bob Irwin (left) presents an appreciation plaque to Business Rep. Landis Marttila in recognition of the union's successful efforts to negotiate employer-paid health care benefits for union tree trimmers. Playing a key role in shaping the final agreement was Business Manager Jack McNally (center).



When must employers provide family leave?

A survey of state and federal family leave requirements

By Dick Grosboll

The California Fair Employment and Housing Commission recently issued regulations clarifying California's family and medical leave requirements. Previously, the U.S. Department

of Labor issued lengthy regulations interpreting the federal Family and Medical Leave Act. Hopefully the following summary will give Local 1245 members a basic understanding of federal and state family and medical leave laws adopted during the past three years, as well as the recently-adopted regulations.

Please note, however, that your collective bargaining agreement governs your employment situation and may provide rights in addition to those provided by law. Moreover, this article is only a summary, and is not intended to address each provision in the laws and regulations. Notwithstanding the new regulations, many questions remain unanswered or uncertain.

In February 1993, President Clinton signed into law the Family and Medical Leave Act of 1993 (known as "FMLA"), requiring private and public employers with at least 50 employees to provide up to 12 weeks of *unpaid*, job-protected leave to take care of a newborn, adopted child, sick child, spouse or parent, or because of an employee's own serious health condition.

California also passed family leave legislation (the California Family Rights Act, known as "CFRA") which became effective Jan. 1, 1993, but which was different than the federal law in several respects; however, to

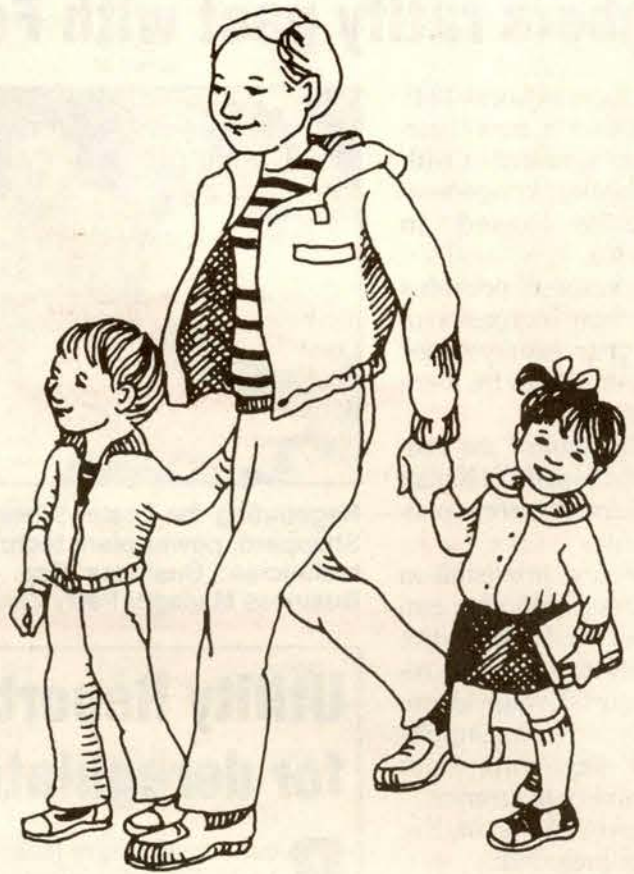
make it easier for both employees and employers to understand their rights and obligations under both laws, California law has been amended to conform to the FMLA in most respects. California provides "broader" family medical and leave rights to some extent than the FMLA.

Eligible Employers

Federal and state leave requirements are applicable for employers with 50 or more employees. Both laws specify that an employer must have 50 or more full time employees for each working day during each of 20 or more work weeks in the current or preceding calendar year. The workweeks do not have to be consecutive. (Moreover, the employer must employ at least 50 employees within 75 miles of the worksite of the employee requesting the leave.) California law applies to cities, counties, public utilities and other political subdivisions *regardless of the number of employees.*

Eligible Employees

An employer is required to provide family and medical leave only for full time employees who have worked for at least *one year* for the employer.



Moreover, to be eligible for such leave, an employee may be required to have worked at least *1,250 hours* during the 12 month period immediately prior to the leave date.

Allowable Leave Time

Employers must provide employees with up to 12 work weeks of unpaid family leave during a 12-month period. California's prior practice of allowing up to four months family leave in a 24 month period has been changed to conform to the FMLA. (See section on next page concerning additional leave time under California law for "pregnancy" and pregnancy related disability.)

If possible, an employee must provide at least 30 days advance notice for foreseeable events (such as the expected birth of a child or a planned medical treatment). For events which are unforeseeable, the employee must notify the employer, as least verbally, as soon as the employee learns of the need for the leave. Failure to comply with the notice requirements is grounds for, and may result in, deferral of the requested leave.

Authorized Reasons for Family Leave

Employees are entitled to leave for the following reasons:

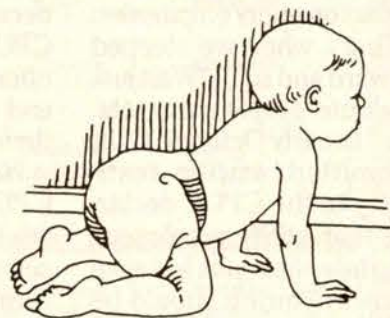
1. Birth or Adoption. The birth or placement for adoption of a child or foster child (but the leave must be taken within 12 months of such birth,

adoption or placement). The term "child" is interpreted broadly, and includes a biological, adopted or foster son or daughter, a stepchild, legal ward, or a child of a person standing in loco parentis (i.e., performing the parent role).

2. Care for Family Members. To care for an ill spouse, parent, or child with a serious health condition. The child must be under 18 or be an adult who cannot care for himself or herself. The spouse must be a "lawful" spouse.

3. Employee's Own Serious Health Condition. The employee is unable to perform the functions of his or her job due to a serious health condition; however, California law provides greater rights when the employee's serious health condition is caused by pregnancy, childbirth or related medical conditions.

A serious health condition is an illness, injury, impairment, or physical or mental condition that incapacitates the employee for family member for more than three consecutive days and requires some treatment by a health care provider. It also includes chronic medical conditions (such as arthritis or asthma) that may flare up periodically and thus compel a need for intermittent time off, but not necessarily three consecutive days. Also covered are conditions that require regular multiple treatments, such as physical therapy or radiation. For example, an employee may take four hours of leave time off every week to take his or her child to physical therapy if the child's



doctor certifies that such treatment is medically necessary for the child's medical condition.

The California regulations provide that an employer may require that an employee provide a "certification" of his or her own serious health condition or that of a family member. The certification of a family member's serious health condition does not have to identify the serious health condition; however, an employer may require that the certification include the date on which the condition began; the probable duration of the condition; an estimate of the time which the provider believes the employee needs to care for the child, parent or spouse; and a statement that the serious health condition "warrants the participation" of the employee to provide care during a period of treatment or supervision of the child, parent or spouse. The certification for the employee's serious health condition must include similar information.

For medical leave for an *employee's* own serious health condition, an employer may, however, demand a second and, under limited circumstances, even a third medical opinion if the employer has reason to doubt the validity of the original certification (except for pregnancy disability leave in most instances).

Intermittent Leave

Leave may be taken on an intermittent or reduced basis for the birth or adoption of a child, if the arrangement is agreed to by the employer. If, however, an employee wants to take leave because of a serious health condition of a family member or the employee, the leave may be taken intermittently or on a reduced schedule if medically necessary and *without* the employer's approval.

Requiring Use of Other Leave

Under the FMLA, employers may require employees to *first use their paid vacation, personal or sick leave* for any part of the 12-week leave period. If the employee uses paid leave, the employer is required to provide unpaid leave to total 12 weeks. Under California law, however, an employer cannot require an employee to use accrued sick leave. The em-

ployee may, however, use accrued sick leave if mutually agreed to with the employer. (The Union's bargaining agreement with the employer may include specific provisions on this subject.)

Return Rights & Benefits

1. Right to Reinstatement. There is no *absolute* right to reinstatement to the *same job* that an employee held before the leave. An employee who takes family leave is entitled to return to the same position *or to a comparable position* with the same terms and conditions of employment and benefits, including seniority; however, under California law, for "pregnancy disability" leave, the employer has a greater obligation to return the employee to the same position.

"Employment in a comparable position" is defined in the state regulations as employment in a position which is virtually identical to the employee's original position in terms of pay, benefits, and working conditions, including privileges, status and perquisites. It must involve the same or substantially similar duties and responsibilities, which must entail substantially equivalent skill, effort, responsibility, and authority. It must be performed at the same or geographically proximate worksite from where the employee was previously employed. It ordinarily means the same shift, or the same or an equivalent work schedule.

2. An Employer May Not Have to Reinstatement the Employee. An employer may not have to offer reinstatement in limited situations. An employee, for example, has no greater right to reinstatement or to other benefits and conditions of employment than if the employee had been continuously employed during the leave period. But to deny reinstatement, the *employer* has the burden of proving, by a preponderance of the evidence, that an employee would not otherwise have been employed at the time reinstatement is requested.

If, however, an employee is laid off during the course of taking leave and his or her employment is terminated, the employer's responsibility to provide leave, maintain health benefits and reinstate the employee ceases at the time the employee is laid off, provided the employer has no continuing obligations under a collective bargaining agreement.

Health Benefits

Employers are required to provide for continued health coverage for

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employees on family leave at the same level of benefits and cost that would have been in effect had the employee continued to work, including dependent benefits. If the employer paid for all or a part of such medical coverage prior to the leave, the employer must pay the similar amount for the leave period.

Denial of Family Leave

An employer can deny unpaid leave to a *salaried* employee who is in the highest paid 10% of the employer's employees in certain limited situations if his or her absence could cause "substantial and grievous economic injury" to the employer.

Pregnancy Leave

The major distinction between CFRA and FMLA is how pregnancy disability is addressed. Under California law, employers with five or more employees are required to grant a woman a pregnancy disability leave of up to four months, as needed, depending on her actual period of disability, with a right of return. Employers with more generous leave policies for other temporary disabilities, must also provide such leave for employees temporarily disabled by

pregnancy. There is no length of service requirement for entitlement to a pregnancy disability leave.

Four months means the number of days the employee would normally work within four months. For a full-time employee who works five eight-hour days per week, "four months" means 88 working and/or paid eight-hour days of leave entitlement, based on an average of 22 working days per month for four months. For employees who work more or less than five days, the four months will be calculated on a pro rata or proportional basis.

Leave may be taken intermittently or on a reduced work schedule when medically advisable, as determined by the employee's health care provider. (An employer may, however, limit leave increments to the shortest period of time that the employer's payroll system uses to account for absences or use of leave.)

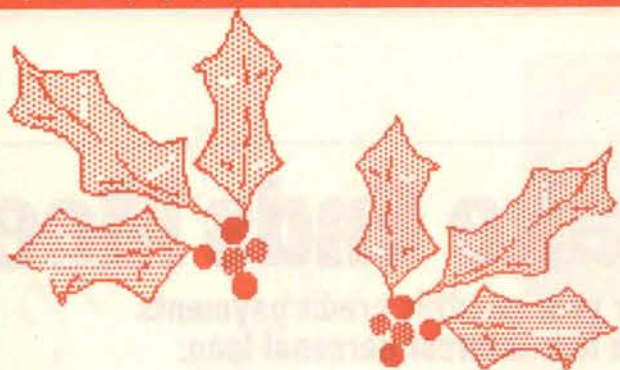
In addition, under California law a parent who was actually disabled by the pregnancy can take family care leave of up to 12 weeks to care for the newborn, as explained above.

Dick Grosboll is an attorney with Neyhart, Anderson, Reilly & Freitas. If you have questions concerning Family Leave, you may contact Dick Grosboll at (415) 495-4949.

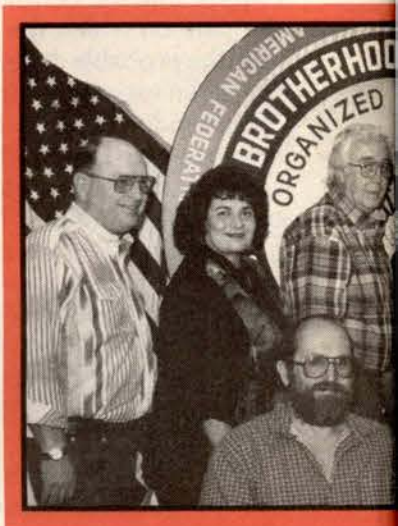
By Comparison...

Women workers in Norway receive 52 weeks' maternity leave at 80% salary or 42 weeks at 100% salary. In addition, Norwegian men receive four weeks paid leave to care for a new child.

Season's Greetings from



Merry Christmas



Executive Board Members
 (Seated, from left) Howard St...
 business manager; Jim McCau...
 from left) Ed Mallory, recording...
 Davis, treasurer; Andrew Dudle...
 Mazzanti. (Photo: Austin W. Le...

Happy New Year



Ken Ball
 Business Representative



Brenda Bartizal
 Cash Dues Records



Enid Bidou
 Business Representative



Virginia Browne
 Payroll Deduction



Jane Brunner
 Business Representative



Phil Carter
 Business Representative



Ed Caruso
 Business Representative



Bob Choate
 Business Representative



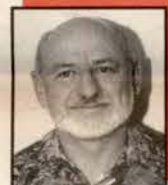
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 Attorney



Sheryl Dillon
 Dispatch
 Walnut Creek



Richard Dunkin
 Business Representative



Joel Elliolf
 Business Representative



Janet Evenson
 Dispatcher
 Riverside Office



Dorothy Fortier
 Assistant
 Business Manager



Wayne Greer
 Business Representative



Mike Haentjens
 Business Representative



Mickey Harrington
 Business Representative



Pat Hove
 Membership Records



Gary Hughes
 Business Representative



Frank Hutchins
 Business Representative



Karen Kiley
 Confidential Secretary



Linda Knight
 Bookkeeping



Ann Kools
 Confidential Secretary



Austin Lea
 Printer



Season's Greetings from IBEW Local 1

Merry Christmas



Executive Board
 (Seated, from left) Howard Stiefer, president; Jack McNally, business manager; Jim McCauley, vice president. (Standing, from left) Ed Mallory, recording secretary; Kathy Tindall; Mike Davis, treasurer; Andrew Dudley; Chris Habecker; and Debbie Mazzanti. (Photo: Austin W. Lea II)

Happy Chanukah



Janet Evenson
 Dispatcher
 Riverside Office



Art Murray
 Business
 Representative

Happy New Year



Pat Hove
 Membership
 Records



Gary Hughes
 Business
 Representative



Frank Saxsenmeier
 Business
 Representative



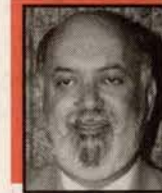
Dennis Seyfer
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Karen Kiley
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Linda Knight
 Bookkeeping



Sam Tamimi
 Ass't Business
 Manager



Ron Van Dyke
 Business
 Representative



Ann Kools
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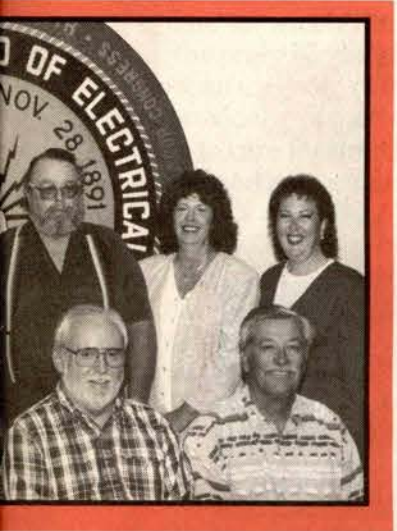
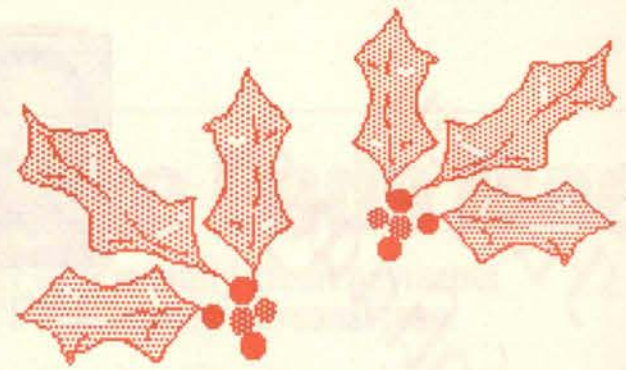
Eric Wolfe
 Communications
 Director



Perry Zimmerman
 Ass't. Business
 Manager



om IBEW Local 1245



Board
 refer, president; Jack McNally,
 ey, vice president. (Standing,
 secretary; Kathy Tindall; Mike
 y; Chris Habecker; and Debbie
 ll)

Happy Chanukah

New Year



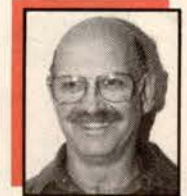
Kathy Maas
Business
Representative



Sharon Madison
Clerical Floater



Gary Mai
Business
Representative



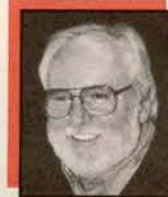
Bob Martin
Business
Representative



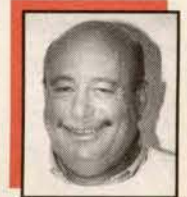
Lita Martin
Administrative
Assistant



Landis Marttila
Business
Representative



Jack McNally
Business Manager



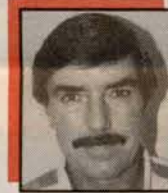
Darrel Mitchell
Senior Assistant
Business Manager



Art Murray
Business
Representative



Jack Osburn
Business
Representative



Larry Pierce
Business
Representative



Peggy Proschold
Dispatch
Walnut Creek



Julie Rodriguez
Office Manager



Frank Saxsenmeier
Business
Representative



Dennis Seyfer
Business
Representative



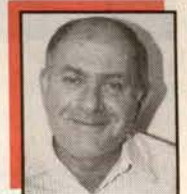
Roger Stalcup
Assistant
Business Manager



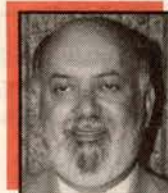
Eileen Stanger
Dispatcher
Riverside Office



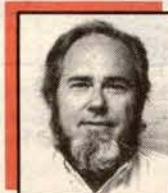
Hunter Stern
Business
Representative



John Stralla
Business
Representative



Sam Tamimi
Ass't Business
Manager



Ron Van Dyke
Business
Representative



Gail Varner
Bookkeeping



Lula Washington
Business
Representative



Eric Wolfe
Communications
Director

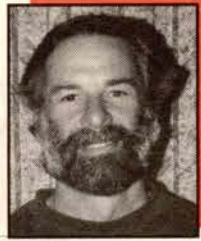


Perry Zimmerman
Ass't. Business
Manager

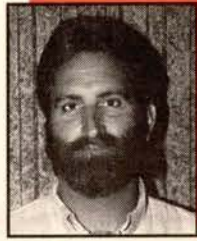


Happy Holidays!

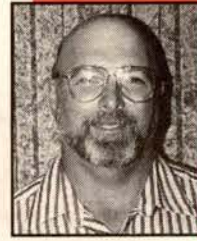
*From the
Local 1245
Advisory Council*



Terry Andreucci
Drum



Mike Brocchini
San Joaquin



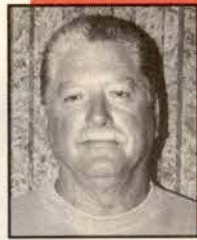
Keith Burkhardt
Sacramento



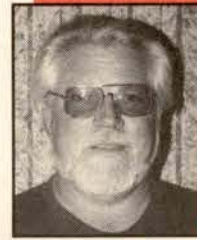
Rich Cowart
East Bay &
Material Control



Grover Day
Stockton & City of Lodi



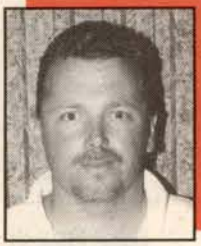
Jim 'Ed' Edwards
Colgate



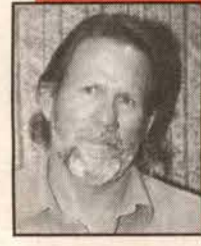
Jim Findley
North Bay



Bob Irwin
Tree Trimmer Companies



Michael Johnson
CATV-Operating
Companies



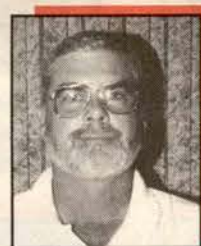
Jeff Johnstone
Outside Construction



Linda Jurado
Clerical at Large



Dan Lockwood
Coast Valleys



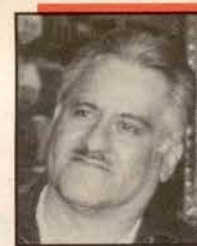
Bob Lovett
DeSabra



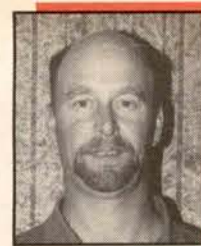
Jim Lynn
Pipeline Operations



Monte Nelson
Citizens Utilities Co. of
California



Will Nunez
Sacramento Regional
Transit



Joseph Osterlund
General Construction



Rich Perry
US Bureau of Reclamation



Dave Pittman
Irrigation Districts



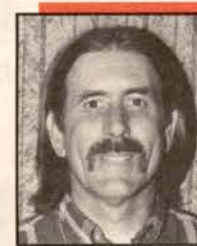
Shirley Roberts
San Francisco Clerical
(VP & Comptroller's
Office)



Larry Rodriguez
Alameda/Contra Costa
Transit & East Bay
Municipal



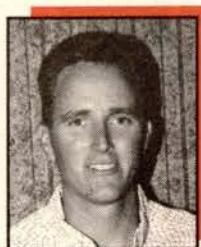
Bernard Smallwood
San Francisco & General
Office



Ken Sorenson
Pacific Gas Transmission



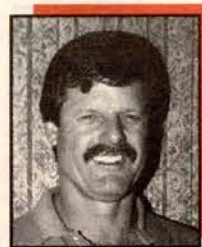
Lee Thomas, Jr.
Humboldt



Raymond Thomas
Shasta



Arthur Torres
Sacramento Municipal
Utility District



Bob Vieira
Sierra Pacific Power Co.



Bill Wallace
San Jose/City of Santa
Clara





Time to mobilize talents of Local 1245 retirees!

By Orv Owen

We should mobilize the time and talents of our retirees. As reported by others, Americans may some day be spending more years in retirement than they did in active employment.

In 1940 Americans spent approximately 7% of their lives in retirement. In 1977, that figure had risen to 23% and by the year 2030 Americans may spend one-third of their lives in retirement because of the sharp increase in life expectancy.

It has also been stated that perhaps the greatest loss that

comes with retirement is the loss of our personal identification. We become tolerated and lumped together with others under terms like "retired," "senior citizens" and "elders." Those terms do not describe our true identity, nor do they convey the real potential we possess for continuing accomplishment.

Our true identity is in the fact that we are union men and women with skills that contributed to the growth of our great country, united together by a war and participating in building one of the most outstanding local unions in the labor movement.

In my view it would be a grave error to allow the true nature of our identification to be hidden, and our true potential to be wasted. We can and should mobilize our time and talent into building the largest and most active retirees club in the labor movement.

We have the potential to maintain the unity of strength that brought us this far. That potential needs to be embraced and enhanced.

Join with other retirees in continuing our legacy. To find out more about the Retirees Club chapter in your area—or how to get one started—call Local 1245 at 510-933-6060.

Keep the faith!



BENEFITS EXPLAINED

Kathy Monthei of Delta Dental (left) explains current dental benefits to members of the East Bay Chapter of the Local 1245 Retirees Club at the chapter's October meeting in Walnut Creek.

Minimum wage going to a vote

A ballot initiative to raise the California minimum wage above its current sub-poverty level was launched last month by a broad-based coalition of labor and community organizations called the Liveable Wage Coalition.

The initiative calls for increasing the current \$4.25 minimum wage in two steps: to \$5 on March 1, 1997, and to \$5.75 on March 1, 1998.

New studies show that the purchasing power of the California minimum wage is the lowest it has been in the past 40 years. The real value has declined 25% since 1988 when the wage was raised to its current level of \$4.25.

A plan is being developed with union leaders throughout the state to coordinate the gathering of more than half a million petition signatures needed to place the initiative on the November 1996 ballot. A recent statewide public opinion poll showed overwhelming support for increasing the minimum wage.

Medicare cuts would harm cost-effective program

What is often ignored in the current Medicare debate is that Medicare is truly a cost-effective program. Here are some of the facts that ought to receive more consideration as policy makers consider potentially harmful revisions to Medicare.

Cost-Effective

- Medicare is the most cost-effective health insurance program in the nation. It has an administrative cost of 2 to 3%, a fraction of the overhead expenses for private insurance. Medicare does not have to support huge sales and advertising budgets, or pay large salaries or shareholder profits.

- Americans over the age of 65 are the most universally insured population in the US thanks to Medicare.

- Medicare provides basic insurance, not a "Cadillac" health plan. It does not cover prescriptions, eye glasses or regular check-ups. It does not include long-term care, though there is good reason

for thinking that it should.

Cuts Would Devastate Millions of Beneficiaries

- Today Medicare covers less than half of an older person's health care costs. Seniors over 75 spend an average of 17% of their income on out-of-pocket costs, and women over 85 living alone pay 42%.

- Medicare costs, reflecting the growing older population, are expected to grow 10% annually. The Congressional budget plan allows Medicare funding to increase by only 7%. The difference would be paid in part by the beneficiaries—up to \$3,500 in addition to the \$3,200 that most beneficiaries in California already pay annually in out-of-pocket expenses.

- Contrary to popular opinion, most older Americans have very modest incomes. About 22% of elderly households had annual incomes of less than \$10,000 in 1992, over half had incomes of less than \$20,000 per year.

- The proposed cuts in

Medicare would be especially devastating to lower income Medicare beneficiaries. In 1995, there are approximately 228,000 older Americans in California living at or below poverty level. Low and

moderate income seniors already spend one-third of their incomes on health care.

If Congress sends the president a bill containing these unwise cuts in Medicare, the president should veto it.

Ultimate aim: 'get rid of it'

Gingrich, Dole reveal true Medicare agenda

The Republican leaders who concocted the scheme to slash \$270 billion from Medicare claim the best of intentions: They say they want to save the system on which America's elderly depend for quality care.

But House Speaker Newt Gingrich (R-GA) and Senate Majority Leader Bob Dole (R-KS) recently let their guards down and showed their true intentions regarding Medicare.

Here's what Gingrich said about Medicare: "Now we don't get rid of it in round one because we don't think that's politically smart."

And when does Gingrich

plan to go ahead with round two and "get rid of it" altogether? Don't expect him to wait too long—Gingrich has already proven he'll charge ahead with whatever he thinks is right—even if it destroys health security for millions of older Americans.

And what about Senate Majority Leader Dole?

During the course of Medicare's 30-year history, Dole has voted to keep the program going and at times even claimed he supported it. He's also said these Republican cuts in Medicare are really an effort to save the program.

But recently he showed his true colors by dusting off his

vote against the original program in 1965—when he was one of only 12 House members who voted against creating Medicare.

Dole recently bragged to a conservative audience, "I was there, fighting the fight, voting against Medicare... because we knew it wouldn't work in 1965."

These comments, said Senate Minority Leader Tom Daschle (D-SD), "confirm what we've said all along... the Republicans want to obliterate Medicare."

The take-home lesson? You've got to watch them every minute.

UNIT MEETING SCHEDULE

JANUARY - JUNE 1996

					Jan	Feb	Mar	Apr	May	Jun
SAN JOAQUIN										
1111	FRESNO Cedar Lanes Cedar & Shields	Chairman: C. Habecker	Tuesday 5:30 p.m.		9	6	5	2	7	4
1112	BAKERSFIELD Labor Hall 200 W. Jeffery St.	Chairman: E. Miranda	Wednesday 5:30 p.m.*		10	14	13	10	15	12
1120	SELMA Ramona's Front Street	Chairman: P. Sandoval	Thursday 4:30 p.m.*		11	15	14	11	16	13
1122	MERCED IRR. DIST. Eagle's Nest* Childs Ave.	Chairman: R. Telles	Tuesday 7:30 p.m.		9	6	5	2	7	4
1123	MERCED Branding Iron 640 W. 16th	Chairman: M. Massey	Wednesday 5:30 p.m.		3	7	6	3	8	5
1128	LEMOORE Fleet Reserve 788 "D" Street	Chairman: M. Ormonde	Tuesday 5:30 p.m.		9	13	12	9	14	11
1129	AUBERRY Tony's Auberry Road	Chairman: T. Moore	Tuesday 5:45 p.m.		16	13	12	9	14	11
COAST VALLEYS										
1211	SALINAS Amer. Legion Hall 14 W. Laurel Drive	Chairman: S. Lozano	Tuesday 5:00 p.m.		2	6	5	2	7	4
1212	MONTEREY La Fontana 2030 N. Fremont	Chairman: M. Oleata	Wednesday 4:45 p.m.*		10	14	13	10	8	12
1213	KING CITY PG&E Yard* 2nd Street	Chairman: J. Sportsman	Thursday 4:30 p.m.		4	8	7	4	9	6
1214*	MOSS LANDING Moss Landing Power Plant	Chairman: M. Koviak	Thursday 4:45 p.m.		11	15	14	11	2	13
1215	SAN LUIS OBISPO Margie's Diner 1575 Calle Joaquin	Chairman: J. Johnson*	Thursday 4:00 p.m.		11	8	7	11	9	6
1216	SANTA MARIA Giavanni's Pizza Orcutt	Chairman: B. Bell	Tuesday 4:00 p.m.		9	6	5	9	7	4
1217	TEMPLETON Amer. Legion Hall Templeton	Chairman: F. Teague	Tuesday 4:00 p.m.		16	13	12	16	14	11
1218	MPTV CABLE La Fontana 2030 N. Fremont	Chairman: R. Shorter	Tuesday 7:00 p.m.		9	13	12	9	14	11
1219	HOLLISTER Straw Hat Pizza 191-A San Felipe	Chairman: J. Vermilyer	Wednesday 5:00 p.m.		3	7	6	3	1	5
1220	DIABLO CANYON Margie's Diner San Luis Obispo	Chairman: D. Lockwood	Wednesday 5:00 p.m.		10	7	6	10	8	5
PIPELINE										
1121	KETTLEMAN PSEA Club Kettleman Station	Chairman: S. Jamison	Tuesday 5:30 p.m.		16	20	19	16	21	18
1311	HINKLEY PSEA Rec. Room Hinkley Station	Chairman: P. Earl	Wednesday 5:30 p.m.		3	7	6	3	8	5
1313	TOPOCK Recreation Room Park Moabi	Chairman: K. Feil	Thursday 4:45 p.m.			8		4		6
SANTA CLARA										
1411	CITY OF SANTA CLARA Vesuvius 3044 El Camino	Chairman: B. Wallace	Thursday 5:30 p.m.		11	8	14	11	9	13
SAN JOSE										
1511	SAN JOSE PHYSICAL San Jose Hyatt 1740 N. 1st Street	Chairman: B. Brill	Tuesday 6:30 p.m.		2	6	5	2	7	4
1512	BELMONT T.W.U. Local 505 1521 Rollins Road	Chairman: B. Quinn	Wednesday 5:30 p.m.		10	14	13	10	8	12
1513	SANTA CRUZ VFW Post #7263 2259 7th Avenue	Chairman: A. Freitas	Monday 6:00 p.m.		8	12	11	8	13	10
CITY OF OAKLAND										
2211	OAKLAND GENERAL Francesco's Hegenberger & Pardee	Chairman: L. Rodriguez	Thursday 5:00 p.m.		18	15	21	18	16	20
EAST BAY										
2301	EAST BAY CLERICAL White Knight 3150 Pierce Street	Chairman:	Wednesday* 6:00 p.m.*		3	7	6	3	1	5
2311	OAKLAND Francesco's Hegenberger & Pardee	Chairman: J. Audelo	Tuesday 5:30 p.m.		2	6	5	2	7	4
2314	HAYWARD/FREMONT 28827 Mission Fremont	Chairman: M. Contaxis	Thursday 6:00 p.m.		11	8	14	11	9	13
2316	CONCORD IBEW Local 1245 Walnut Creek	Chairman: P. Mackin	Thursday 7:00 p.m.		11	8	14	11	9	13
2317	ANTIOCH RiverTown Resource 301 W. 10th St, #2	Chairman: S. Culcasi	Wednesday 7:00 p.m.		10	14	13	10	8	12
2318	RICHMOND White Knight 3150 Pierce Street	Chairman: C. Jackson	Wednesday 4:30 p.m.*		3	7	6	3	1	5
SAN FRANCISCO										
2401	SAN FRANCISCO CLERICAL Sheraton Palace 2 New Montgomery	Chairman: F. Marshall	Wednesday 5:30 p.m.		10	14	13	10	8	12
2412	SAN FRANCISCO 4 Berry Street Embarcadero	Chairman: D. Walters	Wednesday 5:30 p.m.		3	7	6	3	1	5
STOCKTON										
2511	STOCKTON Ed Stewart Post 3110 N. West Lane	Chairman: A. Bayless	Thursday 6:00 p.m.*		11	8	14	11	9	13
2512	ANGEL'S CAMP Mike's Pizza Hwy 49/MurphysGrade	Chairman: J. Sheridan	Thursday* 4:00 p.m.*		4	1	7	4	2	6
2513	JACKSON Gold Country Pizza 525 S. Hwy 49	Chairman: D. Schulze*	Tuesday 4:00 p.m.*		2	6	5	2	7	4
2515	MODESTO Sundial Lodge 808 McHenry	Chairman: J. Loades*	Wednesday 5:00 p.m.		10	14	13	10	8	12
2516	LODI Angelina's 1420 W. Kettleman	Chairman: B. Fisher	Thursday 4:30 p.m.*		11	1	7	4	2	6
2517	SONORA Stuft Pizza Hwy 108 East	Chairman: D. Turnes	Tuesday 4:30 p.m.		9	13	12	9	14	11
2518	MODESTO IRR. DIST. Sundial Lodge 808 McHenry	Chairman: D. Pittman	Wednesday 4:00 p.m.*		10	7	6	3	1	5
PACIFIC GAS TRANSMISSION										
3021	SAND POINT PGT Office	Chairman: T. Anderson	Wednesday* 5:00 p.m.		10	7	13	10	8	12
3023	WALLA WALLA PGT Office	Chairman: B. Beaver	Wednesday 4:30 p.m.		10	14	13	10	8	12
3024	REDMOND PGT Office	Chairman: K. Sorenson	Wednesday* 5:30 p.m.		3	7	6	3	1	5
3025	SPOKANE PGT Office	Chairman: S. Jordan	Thursday 5:00 p.m.		11	8	14	11	9	13
HUMBOLDT										
3111	EUREKA Labor Temple 9th & "E" Street	Chairman: A. Koppenberg	Tuesday 7:30 p.m.		9	13	12	9	14	11
SHASTA										
3212	REDDING Big League Pizza 3655 Meadowview	Chairman: A. Streeman	Wednesday 5:15 p.m.		10	14	13	10	15	12
3213	BURNEY Sam's Pizza Johnson Park	Chairman: T. Marymee	Tuesday 6:00 p.m.		9	13	12	9	14	11
3214	RED BLUFF The Green Barn #5 Chestnut	Chairman: H. Iness	Monday* 5:30 p.m.		8	12	11	8	13	10
CITY OF REDDING										
3217	CITY OF REDDING Kelley's Pizza* 3655 Meadowview	Chairman: J. Kropholler	Wednesday* 5:15 p.m.*		3	7	6	3	8	6

UNIT MEETING SCHEDULE JANUARY - JUNE 1996

NEVADA				Jan	Feb	Mar	Apr	May	Jun
3311	RENO IBEW Hall LU 401 2713 E. 4th Street	Chairman: D. Moler	Wednesday 7:00 p.m.	3	7	6	3	1	5
3312	CARSON CITY Carson City Fire Dept. Station #3	Chairman: P. Lantis	Monday 5:30 p.m.	8	12	11	8	13	10
3314	SOUTH LAKE TAHOE Carrow's	Chairman: P. Stahl	Thursday 5:30 p.m.	4	1	7	4	2	6
3315	MT. WHEELER/ELY Ely Fire Department Dept. Meeting Hall	Chairman: R. Miller	Wednesday 4:30 p.m.	17	21	20	17	15	19
3318	ELKO Stockman's Hotel Elko	Chairman:	Tuesday 6:00 p.m.	9	13	12	9	14	11
3319	WELLS R.E.C. B and C Saloon Wells, Nevada	Chairman: C. Swett	Thursday 5:30 p.m.	18	22	21	18	16	20
3320	NORTH LAKE TAHOE Carpenter's Hall Kings Beach	Chairman: H. Bartolomei	Wednesday 5:30 p.m.	17	21	20	17	15	19
DESABLA				Jan	Feb	Mar	Apr	May	Jun
3411	CHICO Mtn. Mike's Pizza 1722 N. Mangrove	Chairman: R. Trunnell	Thursday 7:30 p.m.	18	22	21	18	23	20
3412	QUINCY Moon's Pizza Lawrence Street	Chairman: J. Dolloff	Wednesday 6:00 p.m.	3	7	6	3	8	5
3417	PARADISE Red Lion Pizza 6011 Skyway	Chairman: B. Lovett	Thursday 7:30 p.m.	4	8	7	4	9	6
DRUM				Jan	Feb	Mar	Apr	May	Jun
3511	AUBURN Moose Lodge Sacramento & High	Chairman:	Tuesday 6:00 p.m.	9	13	12	9	14	11
3512	ROSEVILLE Fast Freddie's Pizza* Main St., Old Town	Chairman: T. Bakkie	Tuesday* 5:30 p.m.	2	6	5	2	7	4
3513	GRASS VALLEY The Office 102 Richardson St.	Chairman: T. Gilbert	Wednesday 6:00 p.m.	10	14	13	10	8	12
3813	PLACERVILLE The Hoosgow 2864 Ray Lawyer	Chairman: P. Flecklin	Thursday 4:30 p.m.	11	8	14	11	9	13
COLGATE				Jan	Feb	Mar	Apr	May	Jun
3611	MARYSVILLE Marcella's 1245 Bridge Street	Chairman: J. Edwards	Wednesday 6:00 p.m.	3	7	6	3	1	5
3613	OROVILLE Eagle's Hall 2010 Montgomery	Chairman: J. Hall	Tuesday 5:15 p.m.	16	20	19	16	21	18
NORTH BAY				Jan	Feb	Mar	Apr	May	Jun
3711	MARIN COUNTY Roundtable Pizza* So. Novato Blvd.	Chairman: J. Findley	Thursday 5:30 p.m.	11	8	14	11	9	13
3712	SANTA ROSA Roundtable Pizza* Steel & Cleveland	Chairman: L. Stubblefield	Tuesday 7:00 p.m.	2	6	5	2	7	4
3713	EAST GEYSERS LTI Red Schoolhouse Bottle Rock Road	Chairman: R. Runnings	Wednesday 6:00 p.m.	17	21	20	17	22	19
3714	UKIAH Discovery Inn 1340 N. State St.	Chairman: M. Perez	Wednesday 7:30 p.m.	3	7	6	3	8	5
3715	LAKEPORT Senior Center 527 Konociti Avenue	Chairman: B. Dawson	Tuesday 7:00 p.m.	2	6	5	2	7	4
3716	NAPA/VALLEJO Mary's Pizza Jefferson St, Napa	Chairman: J. Kent	Thursday 7:00 p.m.	4	1	7	4	2	6
3717	FORT BRAGG/PT ARENA Masonic Temple 428 N. Main	Chairman: G. Fernandez	Thursday 5:00 p.m.	18	22	21	18	23	20
3718	WEST GEYSERS Sergio's Restaurant Healdsburg Avenue	Chairman: A. MacLean	Tuesday 6:30 p.m.	16	20	19	16	21	18

SACRAMENTO				Jan	Feb	Mar	Apr	May	Jun
3011	SACRAMENTO REGIONAL TRANSIT Club 65 65th & Broadway	Chairman:	Thursday 4:45 p.m.	11	8	14	11	9	13
3811	SACRAMENTO Florin Odd Fellow 8360 Florin Road	Chairman: D. Norris	Wednesday 5:00 p.m.	3	7	6	3	1	6
3812	VACAVILLE 541 Peabody Road Vacaville	Chairman: B. Semas	Tuesday* 5:00 p.m.	9	13	12	9	14	11
3814	WOODLAND Amer. Legion Hall 523 Brush Street	Chairman: K. Stice	Thursday 5:30 p.m.	4	1	7	4	2	6
3911	SMUD Ctrl. Labor Council El Centro & I-80	Chairman:	Wednesday 5:00 p.m.	10	14	13	10	8	12
3912	FRESH POND (SMUD) 50 Grand Pollock Pines	Chairman:	Tuesday 6:00 p.m.	9	13	12	9	14	11
CITIZENS UTILITIES COMPANY				Jan	Feb	Mar	Apr	May	Jun
4012	SUSANVILLE Grande Cafe 730 Main Street	Chairman: J. Deal	Thursday 5:15 p.m.	11	15	14	11	16	13
4013	ALTURAS The Brass Rail Hwy. 395	Chairman: M. Nelson	Wednesday 5:30 p.m.	10	14	13	10	15	12
4014	ELK GROVE Pizza Barn 8610 Elk Grove	Chairman: D. Vipond	Thursday 5:30 p.m.	18	22	21	18	23	20
4015	BURNEY-CUCC Sam's Pizza Hwy 299 East	Chairman: D. Trobridge	Tuesday* 5:30 p.m.	2	6	5	2	7	4
TREE TRIMMERS				Jan	Feb	Mar	Apr	May	Jun
4404	DAVEY TREE/OAKLAND Francesco's Hegenberger & Pardee	Chairman: I. Reynolds	Tuesday 4:30 p.m.	2	6	5	2	7	4
4406	DAVEY TREE/PARADISE Red Lion Pizza 6011 Skyway	Chairman: J. Anton	Thursday 5:30 p.m.	4	8	7	4	9	6
4419	DAVEY TREE/REDDING Upper Crust Pizza 2727 Churn Creek	Chairman: B. Erwin	Wednesday 5:00 p.m.	17	21	20	17	22	19
4420	DAVEY TREE/NAPA Pietro's 999 Trancas Street	Chairman: M. Linley	Tuesday 5:00 p.m.	16	20	19	16	21	18
4422	ARBOR TREE The Players Atascadero	Chairman: T. Bundy	Thursday 4:30 p.m.*	18	15	14	18	16	13
4711	ASPLUNDH TREE Mtn. Mike's Pizza Redwood City	Chairman: D. Sanchez	Wednesday 5:30 p.m.	17	21	20	17	15	19
OUTSIDE LINE				Jan	Feb	Mar	Apr	May	Jun
4911	OUTSIDE LINE/SACRAMENTO 2840 El Centro Sacramento	Chairman: L. Thomson	Saturday 10:00 a.m.	13	10	9	13	11	8
4912	OUTSIDE LINE/RIVERSIDE 1074 LaCadena Dr #5 Riverside	Chairman: J. Johnstone	Wednesday 8:00 p.m.	10	14	13	10	8	12



* Indicates recent change



Unfair to Labor!

Please Don't Patronize



Hotels, Restaurants & Theme Parks

All **Marriott Hotels** in California with the specific exception of the **Marriott Hotel at Fisherman's Wharf** in San Francisco, which is a union house.

All non-union **Kimpton Group** hotels and restaurants in California.

Shilo Inns at Corning, Yosemite, Delano, Mammoth Lakes, Diamond Bar, and Palm Springs Resort.

Taco Bell: All Taco Bell fast food outlets in California except those located in Santa Clara and San Benito counties.

Contra Costa County

Days' Inn, Richmond.

Lafayette Park Hotel, 3287 Mt. Diablo Blvd., Lafayette.

Scott's Bar & Grill, Walnut Creek.

Fresno County

Holiday Inn Fresno Airport Hotel, 5090 East Clinton at the airport.

Holiday Inn Fresno Centre Plaza Atrium Hotel and Convention Center, 2233 Ventura St. at Highway 99.

Los Angeles Area

Beverly Prescott Hotel and Rox restaurant.

The Sheraton Los Angeles Airport, 6101 West Century Blvd.

University Hilton Hotel, 3540 South Figueroa St.

Monterey Area

Asilomar Conference Center, Pacific Grove.

Casa Munras, Fremont and Munras, Monterey.

Doubletree Inn, 2 Portola Plaza, Monterey.

Days Inn, 1400 Del Monte Blvd., Seaside.

Monterey Plaza, 400 Cannery Row, Monterey.

Sheraton Hotel, 350 Calle Principal, Monterey.

Napa

Napa Elks Lodge No. 832 bar and restaurant, 2480 Soscol Ave., Napa.

Napa Valley Lodge, 2230 Madison St., Yountville.

Oakland

Scott's Restaurant, 73 Jack London Square.

Ontario

Ontario Red Lion Inn.

Oxnard

Opus I Restaurant, in the Embassy Suites Hotel.

Oxnard Financial Plaza Hilton Hotel, 600 Esplanade Drive.

Sacramento Area

Andiamo!, 3145 Folsom Blvd.

Auburn Joe's, 13480 Lincoln Way, Auburn.

All Black Angus.

California Fats, 1015 Front St., Old Sacramento

All Chevy's.

Courtyard, 10683 White Rock Rd., Rancho Cordova.

All Days Inns.

Delta King, 1000 Front St., Old Sacramento.

All Denny's.

Discovery Inn, 350 Bercut Drive.

Distillery, 2107 "L" St.

All Eppie's Restaurants.

Fox and Goose, 1001 "R" St.

Frank Fat's, 806 "L" St.

Frasinetti Winery & Restaurant, 7395

The California Labor Federation has placed the following firms on its "We Don't Patronize" list. Firms are placed on this list after a written request from an affiliated union has been approved by the Federation's Executive Council. All friends of labor are urged to avoid patronizing these firms. **Remember: they are not fair to their employees!**

Frasinetti Rd., Florin.

Fat City Bar & Cafe, 1001 Front St., Old Sacramento

Fulton's Prime Rib Inn, 906 Second St., Old Sacramento.

Harbor Inn, 1250 Halyard Dr., West Sacramento.

Hoffman's, formerly the Club, 808 "O" St.

Hyatt Regency Hotel, L Street between 12th and 13th Streets opposite Capitol Park.

Limelighter Bar, Restaurant & Card Room, 1014 Alhambra Blvd.

All Lyons.

All Marriott Courtyards and All Marriott Residence Inns within jurisdiction of Sacramento Central Labor Council.

Max's Opera Cafe, Arden Fair Shopping Center.

Melarkey's, 1517 Broadway.

Palomino Room, 3405 El Camino Ave.

Red Lion Inn, 2001 West Point Way, Sacramento.

Residence Inn, 1530 Howe Ave., Sacramento.

Rodeway Inn, I-80 & Wyatt Avenue, North Highlands.

Sacramento Capitol Club, 400 Capitol Mall, Suite 600

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Sacramento Joe's, 2052 Sacramento Blvd.

Sheraton Sunrise Hotel, Sunrise Blvd. at Highway 50.

Shot of Class, 1020 11th St.

All Sixpence Inns.

The Nut Tree and Coffee Tree, Vacaville between Sacramento and San Francisco on Interstate 80.

Vagabond Inn, 909 3rd St.

Vince's Restaurant & Bar, 840 Harbor Blvd., West Sacramento

San Diego Area

Anthony's Restaurants, 166 Solana Hills Dr., Solana Beach; 215 Bay Blvd., Chula Vista; 9530 Murray Dr., La Mesa; 1360 Harbor Dr., San Diego; 1355 Harbor Dr., San Diego; 11666 Avena Place, San Diego.

Bali Hai Restaurant, 2232 Shelter Island Dr., San Diego.

Hob Nob Restaurant, 2271 First Ave., San Diego.

Holiday Inn Bayside, 4875 North Harbor Drive, San Diego. (Not to be confused with Holiday Inn at the Embarcadero, which is a union house.)

San Diego Princess (formerly Vacation Village), 1404 W. Vacation Rd., San Diego.

Tom Ham's Light House, 2150 Harbor Island Dr., San Diego.

San Francisco

Alfred's, 886 Broadway.

Alioto's No. 8, Fisherman's Wharf.

Bellevue Hotel.

Benihana of Tokyo, 1737 Post St.

Campton Place Hotel, 340 Sutter St.

Emporio Armani.

Ernie's, 847 Montgomery St.

Fisherman's Grotto No. 9, Fisherman's Wharf.

Galleria Park Hotel, 191 Sutter St.

Harbor Court and Harry Denton's Bar and Grill, 165 Stuart St.

Jack in the Box, all locations.

Juliana Hotel, 590 Bush St.

Liberte (Elka Gilmore's Liberte.)

The Mandarin, Ghirardelli Square.

Mandarin Oriental Hotel, 333 Sansome St.

McDonald's, all locations.

Monticello Inn and Abiquiu, 227 Ellis St.

Nikko Hotel, 22 Mason St.

North Beach Restaurant, 1512 Stockton St.

Park Hyatt, 333 Battery St.

Perry's, 1944 Union St.

Pompei's Grotto, Fisherman's Wharf.

Prescott Hotel, 545 Post St.

Richelieu Hotel, Van Ness Ave.

A. Sabella's Fisherman's Wharf.

H. Salt Fish and Chips, all locations.

Col. Saunders Kentucky Fried Chicken, all locations.

Schroeder's, 240 Front St.

Sir Francis Drake Hotel, Scala's, Starlight and Cafe Espresso.

Splendido Restaurant, Embarcadero 4.

Tia Margarita, 19th Ave. and Clement St.

Trinity Suites, Eighth and Market Streets.

Triton Hotel, Aioli Restaurant and Cafe de la Presse, Grant and Bush.

Tuscan Inn and Cafe Pescatore, 425 North Point St.

Vanessi's, 1177 California St.

Victorian Hotel, 54 Fourth St.

Villa Florence Hotel with Kuleto's Italian Restaurant and Cafe Kuleto, 225 Powell St.

Vintage Court Hotel and Masa's, 650 Bush St.

San Mateo County

Half Moon Bay Lodge, 3400 S. Coast Hiway #1, Half Moon Bay.

Stanford Park Hotel, 100 El Camino Real, Menlo Park.

Santa Clara County

DeAnza Hotel, 233 W. Santa Clara St., San Jose

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

Holiday Inn-Palo Alto, 625 El Camino Real, Palo Alto.

Mariani's Inn and Restaurant, 2500 El Camino Real, Santa Clara.

Max's Club, Gilroy.

Red Lion Inn at Gateway Place.

Santa Barbara Area

El Encanto Hotel and Garden Villas.

Sonoma and Marin

Bodega Bay Lodge, 103 Coast Hiway #1, Bodega Bay.

Hodge Food Service and all food service facilities owned and/or operated by them, including **La Cantina and Cal Asia**.

Los Robles Lodge, 925 Edwards Ave., Santa Rosa.

Stockton Area

Carmen's Mexican Restaurant, Lincoln Center.

Hilton Hotel, 2323 Grand Canal Blvd.

Stockton Inn Motel and Restaurants, 4219 Waterloo Rd. at Hwy. 99.

Las Vegas, Nev.

Frontier Hotel and Casino

Sparks, Nevada

John Ascuaga's Nugget.

Manufacturing

Chir-Hit Displays, Santa Clara County.

Color & Design Exhibits, San Jose

Diamond Walnut Co., Stockton: all products

Gaffers & Sattler products.

Goehring Meat Co., Lodi.

Louisiana-Pacific Corp.: all products.

Printing

Petaluma Argus Courier.

San Francisco Bay Guardian.

Vallejo Times-Herald.

New York Times (Northwestern Edition).

Theaters

Santa Cruz Area

Twin I & II Theaters, Aptos.

San Francisco

Alexandria, Balboa, Coronet, Coliseum, Metro, Stonestown Twin and Vogue (all United Artists) and **Cinema 21 and Empire** (Syufy)

Sacramento Area

Capitol Theater; Century 21, 22, 23, 24 and 25 Theaters (Syufy); **State Theater; Sacramento 6 Drive-In**.

Orange County

All United Artists Theaters in Orange County.

All Freedman Forum Theaters in Anaheim; **Cineland Theater**, Anaheim;

Brookhurst-Loge Theater, Anaheim.

Valley View Twin Cinemas, Cypress; **Family Four Cinemas**, Fountain Valley; **Fox Fullerton**, Fullerton.

Syufy Cinedome, Stadium Drive-In and City Cinemas, all in Orange; **Villa Theater**, Orange; **Miramar Theater**, San Clemente;

Broadway Theater, Santa Ana; **Stanton Theater**, Stanton.

Others

Armstrong Painting & Waterproofing of San Francisco and its entities, including **Armstrong Kitchens, Armstrong Construction, Armstrong Painting, and Armstrong Roofing**.

Bank of America: all branches and services.

Circuit City stores at 4080 Stevens Creek Blvd., San Jose; 1825 Hillsdale Ave., San Jose, and 1250 Grant Rd. Mountain View.

Costco Wholesale Warehouse grocery outlets at 1600 Coleman Ave., Santa Clara, and 1900 South 10th St. San Jose.

Dick's Rancho, Rancho Cordova.

Grand Autostores and service centers along with **PACCAR, Inc.**, the parent company, throughout Northern California.

Hertzka and Knowles, San Francisco, architects.

K-Mart, statewide.

Keystone Company restaurant supply, San Jose.

Montgomery Ward in Redding.

Mervyn's in Ventura.

Norbert Cronin & Co., insurance agents, San Francisco.

Non-union Iceberg Lettuce.

Raley's Food Market, Oakhurst, Madera County.

Sam's Club warehouse outlet stores along with all **Wal-Mart** stores.

Sears Roebuck, all California outlets.

Shoreline South Convalescent Hospital, Alameda.

State Farm Mutual Auto Insurance Co., statewide.

SuperCuts: all SuperCuts salons in California.

Wal-Mart: all stores in California, along with all **Sam's Club** warehouse outlets owned by the same corporations.

Whole Food Market, 200 Telegraph Ave., Berkeley.

Youthful Tooth Dental Care, 8105 Edgewater Dr., Suite 204, Oakland

Automotive, Sacramento area:

Mel Raption Honda.

All Paul Snider dealerships.

Swift Auto World.

Automotive, San Francisco area:

British Motor Car Distributors, Ltd., 901 Van Ness Ave.

European Motors, 950 Van Ness Ave.

German Motors Corp., 1765 California St.

Royal Motor Sales, 280 South Van Ness Ave.

San Francisco Auto Center, 2300 16th St.

San Francisco Honda, 10 South Van Ness.

Automotive, San Jose area:

Stevens Creek Acura.

Concrete, Sacramento area:

Dixon Ready Mix, Dixon; **Livingston's Concrete**, 5416 Roseville Rd., North Highlands;

Trinco Ready Mix, 2700 Athens Ave., Lincoln.

Glass, Sacramento area:

Arrow Glass, Country Club Glass, Del Paso Glass, Fine Glass, Golden West Glass, all locations; **Kinzel's Glass**, Carmichael;

Sam's Auto Glass, River City Glass, Victor Glass.

Signs, Sacramento area:

Ellis Signage-Graphics, Fleming Silk Screen, House of Signs, and River City Signs, all in Sacramento; **Young Electric Sign Co.**, West Sacramento.

Signs, San Francisco area:

Thomas Swan Sign co., 1117 Howard St., San Francisco.

Honor Labor's Boycotts