**CPUC opens ‘revenue cycle’ to competition**

The California Public Utilities Commission put a substantial part of PG&E's business up for grabs when it ruled on May 6 that metering, billing, collections, and customer service can be provided by other firms beginning Jan. 1.

The decision puts the finishing touches on the CPUC's years-long effort to radically deregulate the state's electric industry. By permitting competition in the so-called “revenue cycle,” the CPUC has set the stage for a competitive free-for-all whose ultimate impact on utility revenues, customers, and jobs is difficult to predict.

In its decision, the CPUC took the position that competitive markets were unlikely to take root unless independent energy service providers were allowed to provide "revenue cycle" services. This position, in turn, raises a key issue:

If someone else supplies these customer services, thereby relieving a distribution utility of this expense, should the distribution utility be required to reduce its charges?

Obviously any such reduction in utility revenues has serious implications for PG&E employees. But it could also have implications for customers if PG&E is deprived of the revenues it needs to maintain safe and reliable electric distribution.

Local 1245, along with its partners in the Coalition of California Utility Employees (CUE), voiced these and other concerns to the CPUC during the proceedings leading up to the May 6 decision. CUE attorney Marc Joseph, after studying operations at PG&E's Call Center in San Francisco, detailed to the commissioners the many tasks currently handled by PG&E service representatives, including emergency response.

These concerns apparently struck a chord with the commissioners, who declared in their May 6 decision:

'We recognize that utility customer service representatives respond to many types of inquiries and we do not intend to take any action that will reduce the utilities' ability to respond to outages and other emergencies.'

Still, the commissioners believe that if a utility experiences lower costs because a particular customer is get-

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**The Attack on Overtime Pay Questions & Answers**

On April 11, at the urging of Gov. Pete Wilson, the Industrial Welfare Commission voted to eliminate daily overtime requirements in California for millions of workers. Here are the facts:

1. **How is overtime currently assessed in California?**
   
   Under current regulations, most private sector workers in California must receive overtime pay at the rate of time-and-a-half after working more than 8 hours in a day, and the rate of double-time after working 12 hours in a day. California law allows unions to negotiate alternative work schedules. The law also provides for a four 10-hour day (four day week) without overtime, with the support of two-thirds of the workers. In certain fields, such as hospital work, a 12-hour day is permitted if workers support it. Under the weaker federal standards, workers receive overtime pay only after working more than 40 hours in a week.

2. **What has the Industrial Welfare Commission decided?**
   
   At the urging of Governor Wilson, the Industrial Welfare Commission (IWC) on April 11 passed new regulations to eliminate daily overtime requirements in California for millions of workers. When the changes go into effect, California workers will be governed by the weaker federal standards. The elimination of daily overtime will allow employers to demand their employees work 12-hour days without receiving overtime pay. Workers who cannot make the change will be subject to termination.

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See PAGE TEN

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PG&E Utility Machine Operator Emani Pineda, operating the inserter, helps produce bills at PG&E's 77 Beal St. facility.
Workers here and abroad

Rolling the union on...

Using Fear: "A three-year-old isn't logical. A three-year-old sees a pretty red stove top, and she wants to touch it, and you have to tell her how it will sizzle her fingers and be terribly painful. The use of fear is just as appropriate with your employees as it is with your three-year-old." A lawyer for the Jackson, Lewis, Schnitzer & Krupman law firm, at a union-busting seminar infiltrated by Matt Bates of the IAM Journal.

Micky In Solidarity: Micky and Minnie Mouse joined more than 500 New York City union members in a march on Disney/ABC Corp.'s newly renovated New Amsterdam Theater on 42nd St. to protest the corporation's tactics in negotiations with NABET/CWA members at the ABC operations. The company wants to use temporary workers—who get no benefits—for a growing number of full-time jobs, and eliminate its contributions to workers' pensions.

NAFTA Fallout: Despite promises of U.S. jobs and better working conditions, NAFTA increased the incentives for firms to bargain down wages and working conditions in the US, Canada and Mexico, and to shift jobs to Mexico. A new report from the Institute for Policy Studies reveals that six of the leading corporate NAFTA advocates used the threat of moving plants abroad to head off union organizing drives, and 12 of 28 manufacturers laid off workers.

Marching on Motown: Saturday, June 21 is Action Day for the two-day Action! Motown '97. In support of the 2,000 locked-out workers at the Detroit Free Press and Detroit News, a massive march is set for 2 p.m., followed by a 4 p.m. rally and entertainment starting at 6 p.m.

Court Rebuffs Wilson: California Gov. Pete Wilson's move to slash the wages of 250,000 construction workers on state projects was stopped May 9 by a three-judge state appeals court. Wilson's request for funds for the scheme—that would have used a new formula to calculate the state's prevailing wage—was defeated by the legislature. When he tried to go ahead with the project using other funds, several building trades unions filed suit. A lower court ruling in Wilson's favor was overturned by the appeals court.

Merger Rejected: The Federal Energy Regulatory Commission last month turned down a merger request by Wisconsin Energy Corp. and Northern States Power Co., after a conference that the new company would have been able to exert monopolistic control over electricity generation and transmission capacity in the Midwest.

Poor Boss: Five hundred flight attendants at Reno Air have filed for Teamsters representation, hoping to boost wages that now top out at $1,000 a month, Labor Notes reported. In the Reno area alone, 150 of the company's flight attendants qualify for welfare. But Reno Air CEO Bob Reding, who gets $150,000 a year, told them that "if anyone is underpaid here, it's me."

Looking for Officeholders: The AFL-CIO's Political Affairs Department is launching a search for all union members who hold elected or appointed public office at any level of government. The survey is the first step in an effort to elect officeholders from the ranks of working families. A conference with these officials is planned for later this year. For information, contact Linda Miller at 202-637-5211.
Using ballot box to boost wages

abor and commu-
nity activists around the
country are us-
ing the ballot box in an
effort to boost
carriers for America's workers.

"Living wage" proposals were recently passed the
city councils of Minneapolis and Los Angeles.
The Minneapolis resolution requires city contrac-
tors and businesses that get
city development money to pay employees 110% of
the federal poverty level for a
family of four—currently
$8.25 an hour.
The Los Angeles ordi-
nance requires city contrac-
tors to pay $7.25 an hour
with benefits or $8.50 an hour
without. In New Haven, Conn., the
Board of Alders approved an ordinance that anyone
working under a city ser-
vice contract will earn a
minimum wage of $7.49 an
hour starting July 1. That
wage will jump to $8.92 in
five years.
The Board of Alders' vote
came after a campaign by a
coalition of labor, commu-
nity and religious groups.

Outside Construction pact hikes wages

M

embers of Local 1245
in Outside Line Con-
struction ratified a new
three-year agreement that provides a 4% wage in-
crease in the first year and
3% in each of the two subse-
quent years.
The agreement provides
journeymen a 1% increase in
pension. Wages and pen-
sions for Foremen are set at
10% above the journeymen
level. General Foreman are
set at 20% above journeymen
level.
All missed meals will be
paid at $10 under the new
agreement, increasing the
breakfast rate by $4 and the
lunch rate by $2.
Mileage allowance was increased from 40cents to
50 cents, with the $18 mini-
mum and $38 maximum still
applying.
The pact also established the
classification of equip-
ment specialist, with a wage
set at 85% of the jour-
neyman rate.
Negotiating the agree-
ment for the union were Jeff
Johnstone, Bobby VanNoy,
Vern Brown, and Business Reps. Art Murray and Rich
Dunklin.

New underground agreement

Local 1245 bargained a
new one-year agreement with underground contrac-
tors in Northern California and
California that raises
wages by 3%.
The agreement covers
approximately 60 union members
employed by eight contractors, including
Smith-Deisen. Negotiating
the agreement for the union
were Matt Goldsmith and

Tribute to Thomas Billings

Some 200 family members,
friends and fellow employees
gathered on May 1 at PGE's
Woodland Service Center to
pay tribute to Thomas Billings
Billings, a 25-year member
of Local 1245, died on April 25. He was 46.

Nevadans have right
to decent service, jobs

Jack McNally, IBEW 1245 Business Manager

California isn't the only
state where members of Lo-
cal 1245 are bracing for the
onslaught of competitive
electric markets.
In Nevada, the state legis-
lature is giving serious con-
sideration to electric dereg-
ulation. Local 1245 members
employed by Sierra Pacific
Power Co. in Nevada have
already endured the effects of
a failed merger. Now
they're facing the possible
creation of competitive mar-
kets, with all the same is-
ues that our members in
California have faced over the
past two or three years.
Those issues include
safety, service reliability,
stranded assets and em-
ployee displacement.
In California, Local 1245
worked in coalition with
other utility unions to pro-
tect the interests of consum-
ers and employees.
California's Electric Re-
structuring law (AB 1890)
contained strict reliability
standards and also contained
provisions to assist utility
employees who are displaced
from their jobs by industry
restructuring.

Our union has brought
these same concerns to the
State legislature in Nevada. We hired a
lobbyist to help educate state
legislators about the critical
importance of system reli-
ability, and to make the case
for assisting displaced em-
ployees. We succeeded in
getting language on these
important issues included in
a draft of the bill working its
way through the Nevada
Assembly. During deliber-
cations, the provisions regarding dis-
placed employees were dele-
ted. In fact, the bill was
subjected to so many pro-
posed changes the Nevada
legislature postponed any
action as of this date.

The Nevada experience
tells us something important
about the whole issue of elec-
tric restructuring. Despite
all the rhetoric about the
benefits of competition, the
only thing that really mat-
ters to many of those push-
ing for deregulation is
money. Let somebody else
worry about safety. Let some-
body else worry about serv-
 ice reliability. Let some-
body else worry about job
security.

The only thing that really
_counts in a market environ-
ment is the financial bottom
line. Customers and employ-
ees are an afterthought, at
best. If businesses can find a
way to make a profit without
delivering any service or hire-
ing any employees, they will
do so.

In a rare moment of can-
dor, the president of ENRON
laid it right on the line when he said: "Get rid of people—
they gum up the works."

Well, we don't happen to
share that view. We think
people have a right to decent
jobs and a decent standard
of living. We think people
have a right to safe and reli-
able electric service. And
we think the people's repre-
sentatives in Nevada should
get some serious consider-
fation to what exactly they
hope to achieve before en-
acting any half-baked de-
reregulation scheme.

Customers and workers
have a common interest in
keeping electric competition
in proper focus: if customers
aren't get safe, reliable ser-
vice at a reasonable price,
and if skilled workers aren't
around to get the job done,
electric competition has no
value.
**CPUC opens up ‘revenue cycle’**

*From PAGE ONE*

With its metering, billing, and related services elsewhere, then that customer ought to receive a credit from the utility.

Will Costs Go Down?

But this raises the question: will the utility’s costs actually go down?

Consider billing. Under the CPUC plan, beginning Jan. 1 there will be three billing options for energy service providers:

- **Consolidated billing by the utility**, where the utility bills the customer for transmission, distribution and other services provided by the utility, and includes a charge for any services (such as generation, meter reading etc.) provided by some other energy service provider (ESP).
- **Consolidated billing by the ESP**, where the ESP bills the customer for its services and includes a charge for services provided by the utility. If the ESP uses consolidated billing, it is responsible for paying the utility, whether or not the customer pays the ESP.
- **Dual billing**, where the customer receives separate bills from the ESP and the utility.

The issue here is whether there is a net savings to PG&E if the ESP prepares the bill. If there is a net savings, PG&E would be required to give a credit to the customer.

But it is by no means certain that PG&E would realize a net savings, according to Joseph.

"Even in cases where another provider sends the bill, PG&E will prepare its portion of the bill and send it to the provider. It is possible that the increased complexity of the billing process could actually increase PG&E’s costs," Joseph said.

The same calculation will apply to customer service functions.

If PG&E experiences reduced costs because some other ESP is taking customer phone calls, PG&E would have to give a credit to the customer. But it’s also possible that PG&E’s call volume (and thus costs) would go up rather than down, due to customer confusion or other factors.

To get a handle on this issue, the CPUC directed utilities to file cost studies in November separately identifying the net cost savings when billing, metering and related services are provided by another entity.

**Service Agreements for Metering**

The CPUC ruled that ESPs may provide metering for large customers beginning Jan. 1, 1998, and for small customers beginning Jan. 1, 1999.

To ensure that meters meet the needs of the distribution company as well as the ESP, all metering systems must meet “open architecture” standards that the parties will agree on by July 25 of this year. Metering systems will be subject to a “service agreement” between the utility and the ESP.

**It is clear the CPUC intends to usher in electric competition as rapidly as possible, and PG&E will have to work to remain the service provider of choice for California electricity consumers.**

This should provide powerful incentive to management and labor alike to improve customer service and identify possible new business opportunities as the competitive market evolves.
pability of the new meters (for direct access or real time pricing) will have to pay extra for the meter.

Impact on Employees

The CPUC decision acknowledges that opening up the revenue cycle to competition could have an adverse impact on utility employees currently engaged in providing those services. The CPUC noted that the Electric Restructuring law (AB 1890) passed last year by the legislature permits utilities to collect "transition charges" to pay for "reasonable employee related transition costs." These transition costs can include voluntary retirement and severance payments, training, and job placement services.

"We do not have any specific information in the record in this case as to the magnitude of impacts on utility employees," the CPUC noted, "however, we acknowledge that some impact is possible. We have taken into consideration the comment of the Coalition of Utility Employees in this proceeding on this and other matters."

Local 1245 has already utilized the "employee transition costs" provision of AB 1890 to negotiate transition assistance for PG&E generation employees affected by PG&E's decision to sell four fossil fuel power plants. The union obviously will monitor future developments to see if other bargaining unit employees qualify for such assistance as the impacts of deregulation come into focus.

Impact on Customers

What competition means for California's electric users—and that's just about everyone—is anyone's guess.

But it is clear from the May 6 decision that the CPUC intends to usher in electric competition as rapidly as possible, and PG&E will have to work to remain the service provider of choice for California electricity consumers. This should provide powerful incentive to management and labor alike to improve customer service, identify ways to make the company more efficient in the work it is currently performing, as well as identifying possible new business opportunities as the competitive market evolves.

And as competitive markets develop it will also be important for utility customers and utility unions to keep attention focused on the all-important issues of service reliability and safety. When the CPUC first unveiled its plan for deregulation in April of 1994, these critical issues were given little attention.

Today, due in part to the efforts of Local 1245, policy makers have been educated to the fact that service reliability is not an act of nature, it is a product of work. As competitive pressures create the temptation to cut corners on reliability and safety, utility employees and the customers they serve have a common interest in making sure that these priorities don't get lost in the shuffle.
Beware of Murray generator transfer panels

Murray Products has been selling in California a generator transfer panel that connects a portable generator to the customers main switch and the metered service. Murray model GT6604NR and GT3304NR are not UL listed as switches, only as panelboards. They in fact violate the California Health and Safety Code section 119075C, which requires any connection between a generator and house circuits connected to a utility to be made with a double throw switch.

Murray will be notifying their representatives to stop selling the panels in California. They admitted that many have already been sold in the PG&E service area. The hazard occurs because the breaker interlock can be easily defeated, allowing the generator to backfeed into the distribution circuit.

Now's the time to check your fire extinguisher

With the warm weather upon us, the hills are starting to turn brown. Fire season is now upon us. Have you recently checked to make sure that your fire extinguishers are charged and in good working order? Are they readily accessible? Take extreme caution when working off road. The tall grass can easily catch on fire from underneath your vehicle. Remember: it is extremely important to stay focused on fire safety during this fire season.

Some states wary of electric deregulation

Utility deregulation swept through California like a firestorm, but other states are not so enthusiastic.

The Iowa Utility Board staff recently concluded that "there is no compelling reason to move quickly into restructuring the electric industry in Iowa."

In Texas, a report commissioned by a group of electric companies, said that allowing electric companies to compete for Texan's business would cost the state and local governments $234 million in the first year. The study said consumers would see higher rates for electricity in the first few years of a deregulated market, which in turn would drive down consumer spending and lead to lower tax revenues for the state and local governments.

A pilot program in New Hampshire that allows people to choose their electricity supplier has reduced the electric bills of many participants by an average of 15%. But the savings didn't come from competition—it came mostly from a mandatory rebate from the state's utilities and lower than usual prices from companies trying to entice people to sign up with them.
Facts About Working Women

More women are working than ever before. But as the pressures grow in trying to juggle work and family, make ends meet, and find respect and opportunity on the job, women are looking for solutions to their problems on the job.

More & More Women Workers

The number of women entering the paid workforce has increased steadily over the past five decades.

- In 1948, there were 17 million employed women, representing 28.5% of all employed workers.
- In 1972, there were 31 million employed women, representing 38% of all employed workers.
- In 1995, there were 60 million employed women, representing 46% of all employed workers.

Ninety-nine of every 100 women will work for pay at some time in their lives. The majority of women work for pay, regardless of their family status.

- Seventy-six percent of women with school-aged children and 60 percent of women with children under the age of 6 are members of the labor force.

The number of families maintained by women has increased.

- In 1970, there were 5.6 million families maintained by women.
- In 1992, there were more than 12 million families maintained by women. Fifty-six percent of the women who maintained families were employed.

Contingent Workforce

Women comprise the majority of contingent or temporary workers.

- Two-thirds of all part-time workers are women.
- Two of every three temporary workers are female.

Women made up 85% of the total increase in multiple job holders from 1989 to 1995.

- Women comprised about 47% of all multiple job holders in 1995, up from 20% in 1973.

Wages & Income

Family income has suffered as a result of the decline in real wages.

- Median family income has remained stagnant from 1979 to 1995.
- Family income for the bottom three-fifths has fallen since 1979.

Contingent workers have been worse off. The wage gap has not been for the participation of working wives. Over this time period, where the wife was in the labor force, family income increased by 9 percent. Where the wife was not in the labor force, family income decreased by 11%.

- Women comprise the majority of low-wage workers. Women make up 57.5% of workers earning $5.15-$6.14 an hour.

In 1995, 7% of women earned less than $25,000 a year, compared to 54% of men.

Benefits

- In 1993, 64% of all private-sector wage and salary workers were covered by employer-provided health insurance. This was down from 71% in 1979.
- Only 5.7% of workers paid by temporary help agencies have employer-provided health insurance.

In 1995, 40.3 million people in the U.S. nonelderly population were without health insurance—17.4% of the nonelderly population. This number has grown by approximately 1 million every year for the last three years.

- From 1979 to 1993, employer-provided pension coverage for all private sector wage and salary workers fell from 48% to 45%. Employer-provided pension coverage for male private sector workers fell from 55% in 1979 to 47% in 1993. Meanwhile, employer-provided pension coverage for female private sector workers rose from 37% in 1979 to 42% in 1993.
- While the gap between men and women in coverage for employer-provided pensions has been steadily closing, the median amount received by male and female pension recipients differs dramatically. In 1994, the median pension benefit amount for men was $7,800. The median pension benefit amount for women in 1994 was only $3,000.

- Fourteen percent of working women do not have access to sick leave, while 31% of women earning under $10,000 do not have access to sick leave.

Unions Benefit Working Women

Pay for women in unions is higher than for their nonunion counterparts. In 1996, female union workers earned 38% more than nonunion women.

- Black female union workers earned 44% more than Black female nonunion workers.
- Hispanic female union workers earned 43% more than Hispanic female nonunion workers.

Unions work to increase equality in wages between women and men.

In 1996, the wage gap for weekly earnings between men and women was 75%, that is, women earned 75 cents for every dollar earned by men. For union women and men, the wage gap was 84%—union women earned 84 cents for every dollar earned by union men.

Union workers in the private sector also enjoy greater benefits than nonunion workers.

- Union workers receive $1.17 more per hour worked for health insurance than do nonunion workers.
- Union workers receive $.59 more per hour worked for paid leave than do nonunion workers.
- Union workers receive $.49 more per hour worked for vacation pay than do nonunion workers.

Gender Gap in Organizing

Women make up a growing percentage of union membership.

- In 1962, women made up 11% of all union membership.
- By 1996, 39% of all union members were women.

Public opinion polls show that women favor collective action.

- Among nonunion workers, 49% of women said they would vote for a union, while only 48% of men said they would vote for one. This type of gender gap has been seen consistently over the last 12 years.
- When asked if people need to join together in groups to improve their work situations, 55% of women agreed, compared with 44% of men.

Organizing Women

The AFL-CIO, with 5.6 million women members, can be a powerful voice for working women. The new AFL-CIO leadership intends to make that happen because it believes that America's working women are the future of the labor movement.

To make your voice heard, join in the Working Women Campaign!

One step you can take right now is to turn the page and fill out the "Ask An IBEW Woman" survey and send it in to let your union know where you stand!
In the last thirty years, an amazing transformation has taken place in the work force—the addition of women in large numbers. On the brink of the 21st century, women are almost half the work force. Women now have the choice to work virtually anywhere, not just in traditional female occupational roles.

The influx of women into the work force, however, has not occurred without problems. A host of societal and job-related issues have arisen which affect the role of working women. As economic pressures have forced many women into the work force in order to support themselves and/or their families, the juggling of work and family needs has also become a major question.

The IBEW will hold a National Women’s Conference in Washington, D.C., September 26-27, to address these and other issues affecting all working women and IBEW members in particular. Details on the conference will be forwarded to all local unions. The IBEW will hold a National Women’s Conference in Washington, D.C., September 26-27, to address these and other issues affecting all working women and IBEW members in particular. Details on the conference will be forwarded to all local unions.

The IBEW wants to know more about its women members and what they see as critical issues. The best way to find out is to ask them directly, and that’s why this survey was created.

All women members of the IBEW are asked to take a few minutes to complete the following survey. The results will be compiled and presented at the conference, as well as reported on in a future issue of the IBEW Journal, the union’s national magazine, which all IBEW members receive.

Your response will contribute greatly to the formulation of policies and programs to benefit all IBEW members, as well as to the success of the IBEW National Women’s Conference.

PLEASE RESPOND BY JUNE 30th.

Mail Your Completed Survey to:
ASK AN IBEW WORKING WOMAN SURVEY
IBEW HUMAN SERVICES DEPT.
ROOM 1115
1125-15TH STREET, N.W.
WASHINGTON, D.C. 20005
Ask An IBEW Woman

Please answer the questions by filling in the square (■) symbols to the left of your answer(s). An answer marked correctly will look like this (■).

12. If so, please describe the type of discrimination you experienced:

- Race or Natural origin  ■  Sex  ■
- Sexual harassment  ■  Wage  ■
- Disability  ■  Age  ■
- Sexual orientation  ■  Other  ■

13. How was the issue(s) handled or resolved?

- I ignored it  ■
- I confronted the perpetrator  ■
- I settled the issue without formal action being taken  ■
- Union represented me  ■
- I filed an EEO charge  ■
- Other  ■

14. Were you satisfied with the outcome of the action taken, if any?

- Yes  ■
- No  ■

17. Overall, which of the following statements best describes your personal experiences with your local union officers and staff?

- I am very satisfied with the overall union representation I receive  ■
- I am somewhat satisfied with the union representation I receive  ■
- I am not satisfied with the union representation I receive  ■

19. What is your marital status? (circle one)

- Single  ■
- Single parent  ■
- Married  ■
- Widowed  ■
- Separated  ■

21. What is your age?

- 17-28 yrs.  ■
- 29-40 yrs.  ■
- 41-50 yrs.  ■
- 51-62 yrs.  ■
- Over 62 yrs.  ■

This is confidential information and will only be used for purposes of this survey.
ATTACK ON OVERTIME PAY

THE ATTACK ON OVERTIME PAY

QUESTIONS & ANSWERS

3. When will the new IWC regulations go into effect?

The IWC voted on April 11 to eliminate daily overtime. The regulations are expected to go into effect on January 1, 1998.

4. Who will be affected by the changes?

Millions of California workers will be affected. The new regulations apply to workers in the following industries: manufacturing, professional, technical, clerical, mechanical, hotels, restaurants, health care, retail and wholesale trade, building services and transportation. Eight million workers fall into these categories, which cover 90% of California workers, but some are already exempt from the overtime regulations.

5. What will be the effects for working people?

The end of daily overtime means working people lose money: more hours of work for lower pay.

Approximately a billion dollars a year will be transferred from employees to employers, at an average loss of $1,600 per year for manufacturing workers. (This is a conservative estimate, provided by Assemblyman Wally Knox’s office.)

6. What will be the effect on working families and children?

Working parents, single parents and their kids will suffer when daily overtime is ended. If working parents are forced to work 12-hour shifts, they will face increasing problems finding adequate, affordable child care (hard enough to find for 8-hour work days). Working longer hours, parents will inevitably have fewer hours to spend with their kids.

7. What will be the effect for public health and safety?

Studies have found that 12-hour work shifts increase the risk of accidents and workplace injuries resulting from exhaustion and reduced attention. Consider the dangers of exhausted truck-drivers, fatigued workers handling toxic chemicals or burnt-out employees working in oil refineries, and it is clear that the end of daily overtime is a threat to public safety. In the hospital industry, where overtime laws were relaxed in the 1980s, many worry that 12-hour shifts jeopardize patient care.

8. What will be the effect on employment levels in California?

One purpose of overtime pay is to encourage employers to hire more workers. Elimination of daily overtime will make it cheaper for bosses to hire fewer workers for longer hours. One study suggests the IWC proposal could lead to a reduction in employment among the affected workers by as much as 2%. (See Question #9, which follows.)
9. Isn't this about flexibility?

The Chamber of Commerce and the Manufacturers' Association say the new regulations will increase flexibility: but the flexibility they want is a one-way street. Under the old regulations, workers could choose to work four 10-hour days without overtime if two-thirds of the employees agree. The new regulations take away the workers' voice and allow employers to impose longer work days on workers, without their consent. Workers who cannot make the change would be subject to termination. The California Labor Federation supports proposals to expand flexible scheduling at workers' request. Employer organizations have consistently opposed such proposals.

10. What are the proposed legislative solutions?

The California Labor Federation supports legislation by Sen. Hilda Solis (SB 680) and Assemblyman Wally Knox (AB 15) which would preserve current daily overtime law while permitting greater scheduling flexibility for workers. The bills would allow a worker to take up to four hours off during the workday and make up the lost time on another day without receiving premium pay. The bills also empower workers' need for flexibility, without giving the boss a blank check to impose a 12-hour workday. AB 15 passed 42-32 in the Assembly on June 3. SB 680 had not been voted on at Utility Reporter prestime.

11. What does the public think about the issue?

Opinion research has found overwhelming support for maintaining daily overtime pay. A survey by the California Labor Federation found that preserving daily overtime is the number one workplace issue among union members. Both the San Francisco Chronicle and the Sacramento Bee have editorialized in support of maintaining daily overtime pay.

12. Who is the IWC?

The IWC is a regulatory agency with authority to set laws on hours, minimum wage and other workplace questions. The authority can be restricted by legislation. The five-person panel is appointed by the Governor, and is supposed to include two representatives from management, two from labor, and one independent. All of the current members were appointed by Governor Pete Wilson. On April 24, the state Senate rejected the confirmation of two commissioners: Chair Robyn Black and supposed labor representative Syed Alarn, who had been repudiated by his own union.

13. What is the legal challenge to the IWC ruling?

The California Labor Federation was issued a Writ of Mandate in San Francisco Superior Court on April 16. Judge William Cahill ruled the IWC must either void their April 11 decision or appear in court on June 13 to defend themselves against the Federation's lawsuit. The lawsuit claims the IWC as a regulatory agency lacks the authority to overrule the legislature. In 1980 legislators codified an IWC ruling that gives workers the right to vote on alternative work schedules, such as a week consisting of four 10-hour days. Last year, legislation abolishing overtime pay after eight hours was rejected by both Assembly and Senate.

14. What happens if the Federation wins its lawsuit?

The appeals process will probably reach the California Supreme Court. Judges will probably try to resolve the issue by January 1, when the new IWC regulations are expected to go into effect. If the Federation prevails, the IWC will have to rescind its rules. If the rules have already taken effect, they will be voided retroactively, meaning employers will have to pay employees the overtime pay they would have paid them if the regulations had never changed.

15. What is the history of overtime rules in California?

California adopted the daily overtime rule in 1918 to apply to women and children. In 1980 the regulation was extended to apply to adult male workers as well.

16. What about the rest of the country?

Forty-seven states rely on federal standards to protect the 40-hour week, while Alaska, Nevada and--until now--California have stricter standards guaranteeing overtime pay after 8-hour days. The U.S. House of Representatives voted on March 19 to weaken protections for the 40-hour week, although President Clinton says he will veto the measure.

 WHAT YOU CAN DO

Write your state Assembly Member and State Senator. Letters do not have to be lengthy—few lines stating support for AB 15 and SB 680 is fine. You can type them or write them out by hand. Even though the Assembly has already voted, your letter is important because overtime and related issues could come up again soon.

1. State you are writing in support of AB 15 and SB 680 to keep daily overtime.
2. Tell what type of work you do.
3. Tell how the loss of overtime pay would hurt you, your family, your co-workers and others. (Pick one or more of the points below that apply to you.)
   • Overtime pay is part of your family's regular income that your family depends on.
   • If you are forced to work longer hours, it will have a negative impact on your family, especially any young children in your family.
   • You are concerned about the negative impact on the economy and jobs if daily overtime is abolished. (An economic study found that daily overtime laws make it cheaper for employers to hire more workers instead of lengthening the work day.)
   • You are concerned about the continued erosion of wages and widening gap between rich and poor. (If allowed to stand, the abolishment of daily overtime will transfer more than a billion dollars a year from the workers' paychecks to corporation profits.)
   • There should be flexibility for the worker, not just the boss. (Under the old regulation, an employer who wanted a regular workday of more than eight hours, such as four ten-hour days, had to get the approval of two-thirds of the workers. If the workers found they did not like the longer hours, they could vote to change it back. The new Industrial Welfare Commission regulation abolishes the requirement that workers vote on hours and leaves it totally up to the boss. AB 15 and SB 680 would let employers set up ten-hour days and four-day weeks only with the consent of the workers. The bills also allow up to four hours "make up" time per week, without the employer having to pay overtime, when workers request time off during their regular work shift to take care of family needs.)

You can write to all State Senators and Assembly Members at:
State Capitol
Sacramento, CA 95814

June 1997  Utility Reporter  11
Sacramento Pin Dinner honors long-time members

March 15, 1997

35 Years

William Branson
Wifred Nunez
Robert Perez
William Perini

30 Years

Milford Anderson
Thomas Billings
Dale Burchard
Arlane Cook
Ron Fowlie
Gerald Greenamyer
Cliff Hayes
Bill Kryo
Bruce Miles
George Park
Hal Ploghoft
Leo Starnes

25 Years

Ken Brownlee
William Clifton
David Cunningham
alan Fink
Robert Fuentes
Ronald Garcia
Todd Gibson
Glenn Hendrix
Glenn Hurdle
Danny Jackson
Buzz Lenahan
Kurt Rungs
Steven Wong

20 Years

Ken Amaral
J.D. Brabec
Ronald Churchill
Demian Cresci
Frank Edwards
Robert Flansburg
Bert Fulwider
Carmen Guzman
Maryann Jacobson
Don Keutter
Christina Lay
Tom Mulhoy
John Romankiw
Richard Rosensteel
Ute Yakes
Real solutions needed for long-term care

Long-term care consists of many different services aimed at helping people with chronic conditions compensate for limitations in their ability to function independently. Many different physical and mental conditions can give rise to a need for long-term care.

More than 12 million Americans—young and old—need some type of long-term care. More than five million are estimated to be severely disabled. Forty percent of the 12 million receiving services are under the age of 65.

In 1993, Americans spent nearly $106 billion on long-term care. About 70 percent of that sum paid for care in nursing homes and other institutions. Medicaid is the largest government program providing long-term care, with the federal government spending $24.7 billion and states spending $19 billion in 1993. Medicare's home health benefit as long as the patient has potential to improve. This rules out most long-term care cases.

Because of the limitations of governmental plans, many families purchase long-term care insurance when they could remain in their homes and communities. Private policies are beginning to see improvements, most of the burden of care rests on the family. Employers often take care of their own employees and communities. Private policies are beginning to see the limitations of governmental plans, many people are forced into nursing homes when they could remain in their homes and communities. Private policies are beginning to see the value of home and community-based services; most are institutionally biased.

While home and community-based care options are improving, most of the burden of care rests on the family. Employers often take care of their own employees and communities. Private policies are beginning to see the value of home and community-based services; most are institutionally biased.

False Choices

Current Congressional leadership believes the answer lies in making it easier for people to purchase long-term care insurance through the private market. However, this in an inadequate response since long-term care premiums can cost a family an additional $3,000-$5,000 a year. Most working-class families simply cannot afford this. Less expensive insurance does not come with inflation-adjusted benefits, making their value worthlessness by the time services are needed.

Tax subsidies to buy insurance are a false solution because the expense is too great and also because only those at high risk purchase policies. In order to create an adequate pool to spread the risk, the young must participate along with the old. Another problem with long-term care insurance is the lack of standardization and regulation. While the federal government requires the standardization and regulation of Medigap insurance, no such requirement exists for long-term care insurance. All the marketing abuses and concerns that existed before the standardization of Medigap exist today with long-term care insurance.

Real Solutions

- Long-term care needs to be recognized as a continuation of care. Therefore any new long-term care program should work through the Medicare program. Benefits should be based upon the health and physical needs of the patient, not income or asset level. No one should have to impoverish him/herself in order to receive long-term care assistance.

- In order to maintain personal independence, any program must focus its energies on keeping people in their homes and communities. The prospective nursing home bias which afflicts Medicaid and the private market must be ended. Experiments and innovations in home and community-based care must continue.

While this was addressed somewhat in the Family and Medical Leave Act signed by President Clinton during his first term, unpaid leave is unaffordable for most families. Extended leave time should be easily attained. Career paths must be developed for those who may have to spend time and resources looking after an elderly relative or disabled child.

The nation should establish a social-insurance financed long-term care program assuring appropriate care for chronic needs affecting persons of all ages.

(Next month: Managed Care)

By Orv Owen

Long-term care for the elderly is a major problem facing our country. Unfortunately, as the accompanying article explains, the "solutions" being considered by Congress are phony solutions.

In our continuing series on important policy issues facing today's seniors (and the seniors of tomorrow), this month's Retirees Corner focuses on long-term care, using information from the National Council of Senior Citizens.

Remember—stay informed. And keep the faith!
UNIT MEETING SCHEDULE DECEMBER 1997

SAN JOAQUIN

1111
Cedar Lanes
Chairman: Tuesday
- 5 - 7 - 2

1112
Bakersfield Labor Hall
Chairman: Wednesday* 5:36 p.m.
9 13 10 8 12 10

1114
Pigeon Point* China Lake Blvd* Chairman: Thursday 5:36 p.m.
10 - 11 - 13 -

1117
Wasco* To be announced

1120
Selma
Chairman: Thursday
10 14 19 11 13 11

1121
Coalinga* Pigeon Point* Chairman: Wednesday 5:40 p.m.*
6 - 10 - 15 -

1122
Merced
Chairman: Tuesday
10 7 11 9 6 11

1123
Lemoore
Chairman: Saturday
9 12 9 14 11 12

1124
Alberu
Chairman: Tuesday
9 12 9 14 11 12

1126
Santa Maria
Chairman: Tuesday
9 5 9 7 4 9

COAST VALLEYS

1211
Monterey* Mountain Mikes* Pizza & Alibi* Chairman: 5:00 p.m.
3 5 9 7 4 9

1212
Monterey
Chairman: Wednesday 5:00 p.m.
15 13 17 15 12 17

1213
King City
Chairman: Thursday 4:15 p.m.
10 7 11 9 6 11

1215
Pismo Beach
Chairman: Thursday 4:00 p.m.
10 7 11 9 6 11

1216
Santa Maria
Chairman: Thursday
9 5 9 7 4 9

1217
Templeton
Chairman: Tuesday 4:00 p.m.
15 12 16 14 18 16

1218
Tic Tucker
Chairman: Tuesday 7:00 p.m.
15 12 16 14 11 16

1219
Hollister
Chairman: Wednesday 5:00 p.m.
9 6 10 8 5 10

1220
Salinas
Chairman: Wednesday 5:00 p.m.
9 6 10 8 5 10

1221
Buellton
Chairman: Monday 4:00 p.m.
14 11 13 13 17 15

PIPELINE

1311
Pisgah
Chairman: Wednesday 5:30 p.m.
- 6 - 1 - 3

1313
Topaz
Chairman: Thursday 4:45 p.m.
- 6 - 10 - 5

1314
Kettleman
Chairman: Tuesday 5:30 p.m.
21 - 13 - 20 -

SANTA CLARA

1411
Santa Clara
Chairman: Thursday 5:30 p.m.
10 14 11 9 13 11

SANTA CRUZ

1511
Santa Cruz
Chairman: Monday 6:00 p.m.
14 11 15 13 10 15

SAN JOSE

1512
Belmont
Chairman: Wednesday 5:30 p.m.
9 13 10 8 12 10

1513
Santa Cruz
Chairman: Monday 6:00 p.m.
14 11 15 13 10 15

CITY OF OAKLAND

2311
Oakland General
Chairman: Thursday 4:00 p.m.

EAST BAY

2411
East Bay
Chairman: Wednesday
2 6 3 1 5 3

2311
Oakland General
Chairman: Tuesday
1 5 2 3 4 2

2314
Hayward Fremont
Chairman: Monday
To be announced

2316
Concord
Chairman: Thursday
10 14 11 9 13 11

2317
Antioch
Chairman: Wednesday
9 13 10 14 10 10

2318
Richmond
Chairman: Tuesday
C. Jackson 4:30 p.m.
2 0 3 1 5 3

SAN FRANCISCO

2412
San Francisco
Chairman: Wednesday
9 13 10 8 12 19

2412
San Francisco
Chairman: Thursday
5:30 p.m.
2 0 3 1 5 3

STOCKTON

2512
Stockton
Chairman: Thursday
5:30 p.m.
10 14 11 9 13 11

2512
Angel's Camp
Chairman: Wednesday
J. Charden 4:30 p.m.
3 7 4 2 6 4

2513
Jackson
Chairman: Tuesday
D. Shube 4:00 p.m.
1 5 2 7 4 2

2516
Modesto
Chairman: Wednesday
J. Lovejoy 5:36 p.m.
9 13 10 8 12 19

2516
Los Angeles
Chairman: Thursday
4:30 p.m.
3 7 4 3 5 6

PACIFIC GAS TRANSMISSION

3521
Santapoint
Chairman: Monday
5:00 p.m.
13 10 10 14 12 9

3523
Wallawalla
Chairman: Wednesday
5:45 p.m.
8 12 9 13 12 9

3524
Redmond
Chairman: Tuesday
K. Sorenson 5:30 p.m.
14 11 8 13 10

3525
Spokane
Chairman: Thursday
5:06 p.m.
9 13 12 10 8 12

HUMBOLDT

3111
Eureka
Chairman: Tuesday
A. Koppenberg 6:06 p.m.
15 15 12 6 11 9

SHASTA

3212
Redding
Chairman: Wednesday
A. Strickland 5:15 p.m.
9 13 10 15 12 10

3213
Burlington
Chairman: Tuesday
5:00 p.m.
8 12 9 13 12 9

3214
Red Bluff
Chairman: Tuesday
H. Innes 5:00 p.m.
10 14 11 16 13 11

CITY OF REDDING

3211
Redding
Chairman: Wednesday
5:15 p.m.
2 0 3 8 5 3

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### Nevada

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<tr>
<th>Location</th>
<th>Street Address</th>
<th>Chair</th>
<th>Day, Time</th>
<th>Notes</th>
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<tbody>
<tr>
<td>Carson City</td>
<td>2713 E. 4th Street</td>
<td>D. Miller</td>
<td>Wednesday, 7:30 p.m.</td>
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<tr>
<td>Elko</td>
<td>1st Street, Wells</td>
<td>C. Swett</td>
<td>Thursday, 5:30 p.m.</td>
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<tr>
<td>North Lake Tahoe</td>
<td>3510 Skyway</td>
<td>B. Lovett</td>
<td>Thursday, 7:30 p.m.</td>
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<tr>
<td>Reno</td>
<td>1610 Montgomery</td>
<td>J. Hall</td>
<td>Tuesday, 10:00 a.m.</td>
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### Des Plaines

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<tr>
<td>Forest Park</td>
<td>1360 N. State St.</td>
<td>M. Perez</td>
<td>Tuesday, 9:00 a.m.</td>
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<tr>
<td>River Forest</td>
<td>1350 W. 3rd St.</td>
<td>B. Dawson</td>
<td>Thursday, 7:00 p.m.</td>
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<tr>
<td>Indian Head Park</td>
<td>428 N. Main</td>
<td>G. Fernandez</td>
<td>Thursday, 5:00 p.m.</td>
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<tr>
<td>Indian Head Park</td>
<td>428 N. Main</td>
<td>G. Fernandez</td>
<td>Thursday, 5:00 p.m.</td>
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<tr>
<td>Maywood</td>
<td>428 N. Main</td>
<td>G. Fernandez</td>
<td>Thursday, 5:00 p.m.</td>
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### CITIZENS TELECOM

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### OUTSIDE LINE

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* Indicates recent change

Be In The Know—Attend Your Unit Meetings!

### SUGGESTED MEETINGS

- **JULY**
  - SACRAMENTO: Regional Transit Club @ 65
  - Carson City Fire Dept. Station #3 @ 6:00 p.m.
- **SEP**
  - SACRAMENTO: Regional Transit Club @ 65
  - Carson City Fire Dept. Station #3 @ 6:00 p.m.
- **OCT**
  - SACRAMENTO: Regional Transit Club @ 65
  - Carson City Fire Dept. Station #3 @ 6:00 p.m.
- **NOV**
  - SACRAMENTO: Regional Transit Club @ 65
  - Carson City Fire Dept. Station #3 @ 6:00 p.m.
- **DEC**
  - SACRAMENTO: Regional Transit Club @ 65
  - Carson City Fire Dept. Station #3 @ 6:00 p.m.
AFL-CIO NATIONAL BOYCOTT LIST

Boycotts Endorsed by the AFL-CIO

Please Don’t Patronize!

Boycotts Endorsed by the AFL-CIO

APPAREL & ACCESSORIES

MASTER APPAREL
Men’s and boy’s pants. Labels include Botany 500, Hills and Archer, and Blair. Electronics Workers

BUILDING MATERIALS & TOOLS

BROWN & SHARPE MFG. CO.
Measuring, cutting and machine tools and pumps. International Association of Machinists & Aerospace Workers

ROME CABLE CORPORATION
Cables used in mining and construction industry. International Association of Machinists & Aerospace Workers

SOUTHWIRE CO.
Commercial and industrial wire and cable; Do-it-yourself brand Homewire. International Brotherhood of Electrical Workers

FOOD & BEVERAGES

CALIFORNIA TABLE GRAPES
Table grapes that do not bear the UFW union label on the carton or crate. United Farm Workers of America

DIAMOND WALNUT CO.
Diamond brand canned and bagged walnuts and walnut pieces. International Brotherhood of Teamsters

TRANSPORTATION & TRAVEL

ALITALIA AIRLINES
Air transport for passengers and freight. International Association of Machinists

CROWN CENTRAL PETROLEUM
Gasoline sold at Crown, Fast Fare and Zippy Mart stations and convenience stores. Oil, Chemical & Atomic Workers

FOUR POINTS BY SHERATON
Hotel in Waterbury, Conn. Hotel Employees & Restaurant Employees

FRONTIER HOTEL & GAMBLING HALL
Casino hotel in Las Vegas. Hotel Employees & Restaurant Employees

KUAII RESORT
Hotel in Kapa, Hawaii. Longshoremen & Warehousemen

MICHELIN
Michelin brand tires. Steelworkers

NEW OTANI HOTEL & GARDEN
Hotel in downtown Los Angeles. Hotel Employees and Restaurant Employees

OBLEBAY PARK
Wheeling, W. Va., park/resort/recreation complex. Hotel Employees and Restaurant Employees

MISCELLANEOUS

BLACK ENTERTAINMENT TELEVISION
BET cable television, Action pay-per-view, Bet on Jazz. Electrical Workers (IBEW)

R.J. REYNOLDS TOBACCO Co.

If you had to strike because your employer was unfair, you wouldn’t want someone to cross your picketline.

It’s the same with boycotts. These boycotts have been called because unfair employers have refused to honor the rights of working people.

Think of it as a consumer picketline: don’t cross it!

/// Do Not Buy! ///

Utility Reporter June 1997