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WALNUT CREEK, CALIFORNIA

FEBRUARY, 1978

Official Publication of I.B.E.W.
Local Union 1245, AFL-CIO,
P.O. Box 4790,
Walnut Creek, Ca. 94596



IBEW CONVENTION

Nominations for twelve (12) delegates to the IBEW Convention will open in April, 1978. This year the IBEW Convention will be held during the first week of October at Atlantic City, New Jersey. The official convention call, which has not yet been received, will verify the number of delegates that will be certified from Local Union 1245. Tentatively, in accordance with the IBEW Constitution, it is estimated that Local Union 1245 is entitled to fourteen (14) delegates and fourteen (14) alternates. Alternates will only be allowed to attend the Convention in the event a delegate is not able to attend.

Each IBEW Local Union is entitled to a per capita tax vote on "A" and "BA" members; that is, one vote for each member in good standing three calendar months prior to the first of the month in which the Convention is held. Local Union 1245's delegates to the Convention will be nominated and elected in accordance with the nomination and secret ballot election procedures, as set forth in the Local's By-laws and Article II, Section 10 of the IBEW Constitution.

The **Business Manager-Financial Secretary** and the **President**, Dean Cofer and Howard Darington, by virtue of their offices, will serve as delegates to the International Convention of the IBEW.

Article III of the Local Union By-laws establishes the procedures to be adhered to for nominating candidates. The specific controlling language is as follows:

Section 6 (a) - provides that nominations shall be made under a special order of business at **8:30 p.m.** at your

APRIL UNIT MEETING.

Section 11 - provides that nominees shall have been members in good standing for two years prior to April 1, 1978. A nominee should not have his name recorded in the minutes as a candidate if he knows he does not qualify.

Section 12 - provides that a member, in order to qualify as a candidate, must be in attendance at the Unit Meeting at which he is nominated. The only exception to this is if the member notifies the Local Union's Recording Secretary in writing, on or before April 1st, 1978, that he will run for a specific office if nominated.

The election of delegates will be by secret mail ballot as provided for by Article III of the Bylaws. Ballots will be mailed before June 1, 1978, to all members eligible to vote. The ballots must be mailed to arrive at the post office in Walnut Creek by 10:00 a.m. on the date to be determined by the Election Committee.

Voting instructions will be mailed along with the ballots. Members are urged to familiarize themselves with the nominating and election procedures by studying Article III of the Local Union Bylaws.

The UTILITY REPORTER will carry a list of all candidates together with a factual record of their activities, committee assignments, offices held and experience gained for, and in behalf of, Local 1245.

Every member of the Local is urged to attend his or her APRIL UNIT MEETING and participate in the nomination of delegates to the Convention.



New Advisory Councilmen are administered the oath of office by President Howard Darington. Shown above from left to right are Thomas C. Conwell, David H. Dockter, Lindell Williams, Lee Thomas and Howard Darington. (See story on page ten.)

YOUR

Business Manager's

COLUMN



DEAN COFER

I have had the pleasure of attending two conferences in the last month and a half that were of importance to our members: The first was the I.B.E.W. Utility Conference on February 25, 26, and 27th in Denver, Colorado (see story on page ten); and the second was the California State Association of Electrical Workers Conference.

The California Association of Electrical Workers met in Fresno on February 10 and 11, 1978.

Participants from Local Union 1245 in attendance at the conference, in addition to myself, were: Assistant Business Manager Walters, Business Representatives Loveall and Van Dyke, Vice President Fitzsimmons, and Executive Board Member Henneberry.

The conferees heard from a number of distinguished speakers: California Attorney General Evelle Younger appeared and asked for the backing of the Association in his bid to be the Republican candidate for governor in the next gubernatorial election. Younger also pledged his support for nuclear energy development in California. Leo McCarthy, Speaker of the California Assembly, spoke to the convention delegates regarding the accomplishments of the State legislature in the field of workers' benefits and similar legislation. McCarthy emphatically pointed out the crippling effect to local government services if the Jarvis-Gann tax initiative is on the June ballot, and called upon voters to defeat the initiative. Director Don Vial, of the California Department of Industrial Relations, dis-

cussed the activities of his Department, and offered his opinion that the administration of Governor Brown has been, and will continue to be, good for labor. Executive Secretary John Henning of the California Federation of Labor spoke on various subjects of interest.

The Association passed resolutions on the following subjects:

✓ Went on record in support of S-2467, the Labor Law Reform Bill, and encourages all electrical workers to write their U.S. Senators in support of the Bill.

✓ Went on record in support of: nuclear energy development, and legislation to expedite construction of nuclear energy plants, and the prompt licensing of said plants once constructed.

✓ Went on record in opposition to the Jarvis-Gann property tax initiative, but with the proviso that property tax relief must be a priority of the State legislature in this session.

As the final order of business, the conferees elected new officers of the Association. Officers elected were as follows: Franz Glen, President, from Local Union 6; Earl Higgins, Vice President, from Local Union 11; Howard Volz, Secretary-Treasurer, from Local Union 569; Mike Kelley, District 6 Executive Board Member, from Local Union 47; Fred Hardy, District 4 Executive Board Member, from Local Union 100; and I was elected District 2 Executive Board Member.

* * * *

(Continued on page two)

LEGISLATIVE UPDATE

Assembly Bill 1931, introduced by Bill McVittie was recently killed by the Assembly's Committee on Local Government. If passed, this legislation would have severely restricted public agencies in the use of their own employees in the repair, alteration, addition, improvement, maintenance, construction, erection demolition of any publicly owned property, or publicly operated facility.

An Ad Hoc Committee consisting of five members was appointed to try to work out the differences between the bill's proponents and opponents for future consideration. Needless to say, passage of this bill now or in the future would render many members of Local Union 1245 jobless.

Assembly Bill 1295, introduced by Tom Bates passed the Assembly by one vote, and was referred to the Senate Committee on Industrial Relations (Bill Greene, Chairman). Passage of this legislation would eliminate mandatory overtime. Interim hearings were held in November, and the Bill is scheduled for consideration by the Industrial Relations Committee on March 1, 1978. It is getting much opposition from employer groups. Let's show some support from Labor. No employee should be forced to work more than eight hours on any given day or over forty hours per week.

Assembly Bill 644, introduced by McAlister recently passed the Assembly and has been signed by Governor Brown. It provides unemployment insurance benefits for public employees.

Win \$2000

In accordance with the provisions of Policy No. 38, Local 1245's Executive Board proudly announces THE TENTH ANNUAL LOCAL UNION 1245 COMPETITIVE SCHOLARSHIP CONTEST.

The purpose of this contest is to help Local Union 1245 members promote the educational goals of their children by offering a \$2,000 grant in aid for scholarships to college. The grant will be administered over a four-year period in the amount of \$500.00 per year. The winner will be selected solely on the merits of his or her written essay.

All qualified graduating seniors, as defined in the Scholarship Eligibility Rules, attending public or private high schools may compete in the essay contest. MEMBERS ARE URGED TO ENCOURAGE QUALIFIED FAMILY MEMBERS TO PARTICIPATE IN THE COMPETITION. The essay subject for 1978 is "WOULD THE EQUAL RIGHTS AMENDMENT AFFECT AMERICAN WORKING LIFE?"

Applications and essays must be mailed to the International Brotherhood of Electrical Workers, Local Union 1245, P. O. Box 4790, Walnut Creek, California 94596, by registered or certified mail to be received no later than 10:00 a.m. on Monday, April 24, 1978.

(Continued on page eight)

YOUR *Business Manager's* COLUMN

DEAN COFER

(Continued from page one)

Timing is critical on writing your U.S. Senators in support of the Labor Law Reform Bill (S-2467). If you haven't already taken the time to write, I encourage you to do so now. Please send a letter today supporting the passage of S-2467. The Labor Law Reform Bill is needed in order to ensure the legal right of workers to organize and bargain collectively by accomplishing three things: speeding up N.L.R.B. proceedings, removing administrative barriers, and providing workers with relief from pressure and harassment from anti-union employers. Organized labor, and Local Union 1245, needs labor law reform — send letters now.

Another piece of important legislation, that has been reported on in the UTILITY REPORTER in past issues, is the bill to prohibit employers from firing or disciplining workers who refuse to work overtime that is set for hearing by the California Senate Industrial Relations Committee on March 1. The passage of this bill (AB 1295) is of ma-

major importance to your Local Union, and I ask that you contact your State Senator and encourage him or her to vote yes on AB 1295.

* * * *

It's once again that time of year when your Business Representative will be requesting members to buy a COPE ticket. What's a COPE, you ask? The I.B.E.W. Committee on Political Education (COPE) is the political arm of the I.B.E.W., and raises money through voluntary contributions from I.B.E.W. members for use in supporting labor backed candidates for political office. A COPE ticket is a sound investment in good government... please support COPE by buying a ticket when approached by your Business Representative or Shop Steward.

* * * *

In closing, I'd like to extend my personal condolences to the family and friends of Alex Adams, P.G.T. Advisory Council Member, who passed away on February 14, 1978. Alex was a good friend and active Unionist.

LABOR NOTES

YOU CAN BE DISCIPLINED by your employer for refusing to cross a public employees' picket line, the National Labor Relations Board ruled in a precedent-setting case. Its reasoning: Only union activities among employees covered by the National Labor Relations Act are protected, and public employees are not covered.

* * * *

A special 20-person unit has been created by the Labor Department to investigate federal workers' compensation claims. The new group is part of the government's efforts to crack down on fraudulent claims. The Division of Investigations within the Employment Standards Administration (ESA) will direct the anti-fraud unit. ESA administers the Federal Employees Compensation, the Longshoremen's and Harbor Workers Compensation, and the Black Lung Benefits Programs. These three programs cover about five million workers.

* * * *

The new federal Department of Energy has been ordered by the U.S. District Court in Washington, D. C., to stop collecting personal data on employee disclosure forms until a suit brought by the American Federation of Government Employees has been decided. AFGE contends the disclosure information collected violates employee's privacy, and is not pertinent to the Energy Department's requirements for monitoring possible conflicts of interest. The union represents workers at the Federal Power Commission and the Energy Research and Development Administration, which will be merged to form the new Department.

* * * *

CHECK YOUR INSURANCE BENEFICIARY. Union members who change their marital status should be sure to change the beneficiaries on insurance forms. Also, it is important to have the order to beneficiaries in written form "order of preference" and the proper wife or husband, if any.

* * * *

Three hundred sixty-six firms in California were closed down by the State Department of Industrial Relations in 1977 because the employer did not carry workers' compensation insurance. Donald Vial, Director of the Department reported that from September 1976 through December 31, 1977, DIR has paid out 2.6 million to 349 workers to cover costs of injury or illness that the employers under the law should have been paid but which the workers had to pay out of their own pockets. Court judgments and administrative actions against 119 employers are now underway, in order to recover the State's general tax fund costs involved with payments of medical and other expenses to workers who suffer industrial injury or illness but whose employers broke the law. Vial estimated that there may be as many as 25,000 California employers who break the law by not protecting their workers with the required insurance coverage. This kind of employer typically runs a small business in one of the service industries averaging four workers, and operates with minimal resources.

* * * *

ON THE METRIC SYSTEM FRONT — You've been hearing a lot lately about the progress being made in the United States toward conversion to the metric system. Now the National Bureau of Standards sends out reassuring signals that not everything is in for conversion. For example, units for money will remain as they are. So will the yard lines in football, and units of measurement in plumbing fixtures, electrical appliances, hand tools except nonadjustable wrenches, and electrical outlets. Units for time, electricity, and vitamin tablets, are already metric. So, it's not going to be so bad, says the National Bureau of Standards.



Fourteen year old Greg Foster and his 11 year old sister Trishia are shown standing before their numerous bowling trophies. Trishia and Greg have been bowling competitively for several years each, and have participated in a number of Youth Bowlers Association sponsored-tournaments. In 1976 Greg and his father, Leroy Foster, who is a long-time member of Local 1245 and who serves as one of the Local Trustees, won the honor of bowling in the National Family Tournament held in Washington, D.C. Trishia's latest trophy was awarded for her performance in the Junior Pro-Am Bowl, conducted in conjunction with the \$90,000 Ford Open at Mel's Bowl in Alameda during January.

TEST YOUR KNOWLEDGE LABOR QUIZ

1. What are the five major Federal legislative acts relevant to Labor?
2. The _____ Act was passed by Congress in 1947. Its passage was attributed in part as the result of public reaction to the wave of strike action following World War II.
3. The investigations of the McClellan Committee of corrupt practices in some Unions during the 1950's aided in the passage of the _____ Act.
4. The National Labor Relations Board was initially created under the terms of the _____ Act.
5. "Yellow Dog Contracts were deemed unenforceable in the courts by the _____ Act.

ANSWERS

1. The five major federal legislative acts relevant to Labor are: Railway Labor Act; Norris-LaGuardia Act; Wagner Act; Taft-Hartley Act; and Landrum-Griffin Act.
2. The Taft-Hartley Act was passed by Congress in 1947.
3. The Landrum-Griffin Act was passed to curtail the corrupt practices occurring in some unions.
4. The Wagner Act provided the terms for creation of the National Labor Relations Board.
5. Under the provisions of Section 3 of the Norris-LaGuardia Act, the yellow dog contract is not enforceable.

David Dubinsky, President of the IL-GWU for 34 years until his retirement at age 74 in 1966, will long be remembered for saying "The challenges change. So do the tools needed to meet them. But one thing cannot change: the conception of trade unionism as morally clean in a way that no business is. Business is profit; the union is idealism, commitment, service. Without the faith of our members, we lose what we built."

Outside Construction Hot Line

By John Wilder

A Labor-Management meeting was held on January 24, 1978 in Sacramento to consider the dispute between Overhead Electric Company and Local Union 401 of the International Brotherhood of Electrical Workers. A joint determination was rendered by the Labor-Management representatives that Overhead Electric Company had violated the terms of the Agreement between Locals 47 and 1245 of the I.B.E.W. and the Western Line Constructors Chapter of the N.E.C.A. Subsequently, prior to the end of the session on January 24, 1978, Local 401 and Overhead Electric Company representatives reached an equitable resolution to their disagreement.

The general work situation in outside line construction is the same as reported in the January issue of the UTILITY REPORTER.

The job for the City of Roseville has not started yet.

Local Union 1245 has approximately six men employed by Slater Electric on a job in the Sacramento area.

Price Electric reduced their underground duct crews.

There is no new news on when work at the Geysers will start or when the bids will be let for the transmission line and substation work for the City of Redding.

Plumas-Sierra REA, located in Portola, California, recently received approval of a loan for the REA to build transmission lines and a couple of

substations. Hopefully, some work will start this year.

Sierra Pacific Power Company reapplied for the necessary permits to build a 230KV transmission line from Orona, Nevada to Valmy, Nevada. Hopefully, a favorable disposition will be granted by the Bureau of Land Management soon. In addition, Sierra Pacific Power Company has requested to meet with Secretary of Interior Andrus to discuss the possibility of using an alternate route bypassing the O'Neil Basin which has been one of the primary objections of the Bureau of Land Management because of the area being designated "planned wilderness". The alternate route will follow an existing corridor.

LINECO OFFICES MOVE — Members are advised that as of January 1, 1978, all claims, correspondence, phone calls, problems, etc., concerning your LINECO coverage should be made to the following address:

Line Construction Benefit Fund
1200 Jorie Blvd.
Oak Brook, Illinois 60521
Phone: 312/887-0580

You may continue to contact Locals 47 or 1245 for assistance. However, if you, or your doctor's office wish to contact the Fund directly, use the address and phone number shown above.

Pension contribution refund checks will be mailed in March or April, 1978.

ATTEND LOCAL UNION MEETINGS



the utility reporter

Telephone (415) 933-6060

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During the period December 15, 1977 through January 25, 1978 applications for membership were received from the following persons:

SAN JOAQUIN DIVISION

BUGG, FRANCES P.
CHEVOYA, BRYAN C.
CONTRERAS, DAN E.
ELIADES, TIM G.
FETZER, WILLIAM T.
GARLAND, DONALD L.
HAGEN, JOSIE A.
HEMBREE, DAVID L.
JORGENSEN, DONALD
LAUGHLIN, LES A.
LOEWEN, PENNY G.
REINHARDT, DARRELL
SCHROEDER, BRIAN
SHRUM, VALERIE
SHUFF, DOUGLAS N.
TEETERS, GEORGE R.

MERCED IRRIGATION DISTRICT

CARRASCO JR., JOHNNY
GREEN, DON F.

COAST VALLEYS DIVISION

ANDREWS, M. E.
GREENWELL, DWIGHT W.
SAVALA, G. E.

MONTEREY PENINSULA TV CABLE

HANNA, RICHARD D.
HORN, STEPHEN K.

CITY OF SANTA CLARA

JANSON JR., HARRY R.

SAN JOSE DIVISION

CAPWELL, DAVID B.
DARBYSHIRE, KEITH
ESPINOLA, LINDA G.
GADSBY, EVAN C.
LINDBERG, DAVE R.
HARRIGAN, EITHEL
HINOJOS, SHELLEY
MANNINA, JOSEPH
MUHAMEDCANI, BARRY
POORE, SUSAN G.
VAUGHN, SHARON
YODER, RONALD

STAN PAC GAS LINE

HOOPS, JERRY L.

MATERIAL DISTRIBUTION

CASTELLI, DAVID A.
FABRY, CRAIG P.

EAST BAY DIVISION

AMERT, JOHN P.
APODACA, RICARDO
COTTLE, CURTIS S.
EDWARDS, MARIA L.
ESSER, DAVID A.
FREID, JEFFREY C.
JUSTUS, STEVEN S.
KIM, KWANG SUN
KIRBY, ALVA R.
LEON, SYLVIA
McFARLING, MICHAEL
MARUYAMA, KIKUKO
MAURER, LINNIE
METCALF, DEAN
SANDLER, PAMELA
TRIPLETT, KATHLEEN
TURNER, CLARA
WHITELEY, ROBERT

BAY CABLEVISION

KING, BOBBY R.
ROLAND, CHARLES D.

TELEPROMPTER OF NEWARK

GORDON, GREG L.
SUTHERLAND, ROBIN L.

SAN FRANCISCO DIVISION

ABRIAM, EDWARD L.
BARRIOS, JOSEPH J.
CORTEZ, JOHN D.
HILL, DEZTER T.
HINDS, JOSEPH

MARTIN, LANCE G.

MORTIMER, RANDOLPH
SIORDIA, RICHARD
THOMAS, BEVERLY
VANNUCCHI, JAMES M.
WONG, JINNIE
WU, ALICE K.

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DAMES, JEFFREY P.
GARZA JR., RAUL
HOLDEN, GALE M.
MOORE, DEBORAH A.
NG, DIANA NOR-FEI
NOWLIN, WILLIAM G.
PADILLA, BARBARA ANN
PIRETTI, MADELYN
SALAZAR, HOPE E.
SCALES, JEANNE L.
SCOTT, ALICE M.
TAGAMA, MATERESA R.
TORRES, JOAN S.
WONG, LINDA C.Y.
ZARCONE, PEGGIE M.

STOCKTON DIVISION

HAMMER, DENNIS A.
HICKS, RICK G.
JIMEREZ, ALFRED R.
LA CROSS, MARC
OLASO, MARIA S.

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COX JR., VIRGIL C.
LOCKHART, RALPH H.
OWENS, HENRY
REIMUND, ROY J.
RENCHER, THEODORE W.

HUMBOLDT DIVISION

EHEL, DONALD E.

SHASTA DIVISION

AULT, FLORENE S.
FUSARO, JOHN B.
COLLIE, SIDNEY A. L.
ONDRICEK, GEORGE J.

CITY OF REDDING

GIBSON, ROGER M.

SIERRA PACIFIC POWER CO.

BYRAN, WILLIAM W.
KITCHENER, TIMOTHY
LOMMOR, PAUL A.
LYNCH, MICHAEL D.

DE SABLE DIVISION

ALBERTS, DEBORAH L.
McLAUGHLIN, KATHRYN
MORELAND, CAROL A.

DRUM DIVISION

ROSEKRANS, REX A.

NEVADA IRRIGATION DIST.

DICKSON, DAVID O.

CITY OF ROSEVILLE

FRITZ, GEORGE W.

COLGATE DIVISION

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CLARK, ROBERT
RAMIREZ, FIDENCIO

NORTH BAY DIVISION

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FARRELL, LOISANNE
GRAHAM, DAVID
JONES, GERALD
LEVEY, RODDY
MEDEIROS, CLARA
ROACH, PAULA

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McELWEE, JUDITH
WILDER, ROBIN

SMUD

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EVERSOLE, RUSS
HILL, ERIC S.
IMURA, TOM Y.
JONES, TEDDY L.
MCKINNEY, DERRILL L.
MITCHELL, DARYL P.
MINOR, ANDREW W.
ROLLERSON, SAMUEL
WHITE, ROBERT

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GONZALES, RUFFINO H.
JONES, GARRETT D.
ROONEY, RICHARD W.

CITIZENS UTILITIES CO.

BITNER, MARIE J.
CHELONIS, JOHN R.
DALE, SHARON I.
DAVIS, GLORIA P.
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HENRY, CONNIE J.
O'NEILL, LINDA M.
WIKENHAUSER, JAMES R.

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BLACKSHIRE, HAROLD R.
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BONNE, DANIEL L.
BRUCE, STEVE L.
BURTON, LEANDER W.
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CHAVEZ, MICHAEL A.
CLARK, STEVEN S.
COX, ROY R.
DABNEY, GARY S.
DIAZ, STEVEN G.
DILLON, MIKE
DOBBS, LARRY A.
DOWDALL, TERRENCE P.
DOWNS, GEORGE E.
ELMENDORF, COLTON
EMBRY, GEORGE D.
ENGELL, ARTHUR L.
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EVANS, JEFFREY L.
FIGGINS, BERNARD
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FLAMM, JOSEPH C.
FLORES, DENISE C.
FOSTER, SHERWOOD C.
FRANCO, EDWARD A.
FRANK, RONALD F.
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GARCIA, STEPHEN
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GRAHAM, WELTON
GUERRERO, SCOTT C.
HALLETT, MICHAEL
HAMEL, GARY E.
HAYHURST JR., WESLEY C.
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HOLCOMBE, RICKEY D.
HURSEY, RICHARD
JAMESON, STEPHEN
JONES, DONALD E.
JONES, HENRY M.
JOYNER, JOEL M.
KELLY, DENNIS G.
LAMBERT, WILLIAM R.
LAWSON, ROGER L.
LAWSON, TERRY L.
McALLISTER, CHERIE L.
McATEE, JAMES P.
MARLEY, GARY V.
MATOUSEK, CHARLES J.

MATULICH, NICHOLAS J.
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SPRINGER, JULIE A.
SPURLOCK, DONALD L.
STEARNS, DAVID L.
STEVENS, WILLIAM F.
STILES, WILLIAM C.
STONE, DAN J.
STORY, RONALD A.
STUART, PATTY J.
SUMNER, OVAL J.
TORRES, SAMUEL P.
VAN VALKENBURG, GARRY M.
VINCIGUERRA, MICHAEL
VITORELO, JOSEPH A.
WENDEL, DANNY W.
WESTBROOK, MICHAEL R.
WHITECAR, JAMES H.
WHITMIRE, ROBERT L.
WILLIAMS, BRIAN W.
WILSON, GOERGE J.
WISSERT, GARY D.
WOOD JR., BILL R.
WOOTEN, STEPHEN E.

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GOODY, JEFF A.
MILLER, STEPHEN A.
NOLEN, MIKE K.
THOMAS, ROBERT L.
SHERMAN, PHILLIP G.
SOLIVAN, ROBERT J.
SOZA, WILLIAM R.
STUCKY, JOHN R.
SWEET, JOE
TURNAGE, STEPHEN
WHITTMANN, TOMMY C.

PACIFIC TREE
CHRISTIAN, WARREN G.
HORD, STEVE M.
WESTON, KEVIN D.

LOCAL UNION 1245

LETTER OF AGREEMENT SUMMARIES

Editor's note: Members of Local Union 1245 who wish to receive a copy of the full text of a letter of agreement shown below may do so by submitting their written request to the Local Union.

Pacific Gas and Electric Company

PG&E No. 77-71: Provides for the placement of an employee returning from long term disability into his former Helper classification in San Francisco.

PG&E No. 78-3: Provides for establishment of the exempt position of Supervising Distribution Operator in San Joaquin and East Bay Divisions and the deletion of the Chief Distribution Operator classification from Exhibits X and VI-F of the Physical Agreement.

PG&E No. 78-4: Provides for inclusion to the Materialsman and the Garageman classifications as next lower to the Parts Clerk classification in Exhibit VI-D.

PG&E No. 78-5: Provides for the amendment of page two, Paragraph A7, of the Master Apprenticeship Agreement.

PG&E No. 78-6: Establishes the provisions to change the hours of work assigned the Assistant Foreman's Clerk in the District Electric Superintendent's Office in Redding.

BARGAINING ROUNDUP

IN NEGOTIATIONS

A/C TRANSIT DISTRICT

Due to the strike against the Transit District by Amalgamated Transit Union, Division 192, which lasted from November 21, 1977 to January 29, 1978, negotiations between Local Union 1245 and the District were delayed. Currently, the Union's specific proposals are being prepared for presentation to the District.

During the course of the strike, Local Union 1245 members employed by the District honored the Transit Union's picket lines. Our total membership located at the facility is four. Nonetheless, they are to be highly commended for the hardships they endured pending the settlement of the bus driver's strike. The Executive Board, at its regular session held November 28 and 29, 1977, voted to grant our members affected by the strike \$10.00 per workday in strike assistance.

CALIFORNIA-PACIFIC UTILITIES COMPANY (NEEDLES)

Open for negotiations. No meetings are scheduled at this time.

CITY OF GRIDLEY

Open for negotiations. The first meeting between Company and Union is scheduled for February 24, 1978.

CENTRAL CALIFORNIA COMMUNICATIONS CORPORATION

Open for negotiations. No meetings scheduled at this time.

PARADISE IRRIGATION DISTRICT

Open for negotiations. The first meeting between Company and Union is scheduled for April 7, 1978.

SIERRA PACIFIC POWER COMPANY

Union served notice to Company of its desire to open negotiations on the full agreement. Interim bargaining on the Water and Power Production Department is still in progress.

UNITED STATES BUREAU OF RECLAMATION, REGION 2

Negotiations resulted in an impasse. The item in dispute is wages. The wage issue was referred to arbitration by the Local, an arbitrator has been selected, and the hearing tentatively scheduled for February 14, 1978.

Unfair labor practices charges were filed by the Union against the Bureau on June 29, 1977 concerning the Bureau's refusal to abide by a number of negotiated provisions of the Agreement. The hearing is scheduled for February 28, 1978, under the auspices of the Assistant Secretary of Labor for Labor-Management Relations.

TRI-DAM PROJECT

Bargaining is still in progress.

WELLS RURAL ELECTRIC

Bargaining is still in progress.

(Continued on page five)

Notes of Interest

Business Representative Peter R. Dutton was reelected as President of the Stanislaus and Tuolumne Counties Central Labor Council at the Council's January meeting.

Business Representative Jim McCauley was appointed to the Executive Board of the Contra Costa Central Labor Council at the Council's February meeting.

Thomas W. Hebrard, Unit No. 1118, Crane Valley was the winner of the Unit Drawing for the month of January, 1978.

Unit 3513, Grass Valley was the winner of the Local Union Unit Social Fund for the month of January, 1978.

Assistant Business Manager Mert Walters has been appointed to serve on the Division of Industrial Safety Permanent Standards Advisory Committee.

Business Representative Darrel Mitchell has been appointed Secretary-Treasurer of the Humboldt-Del Norte Counties Central Labor Council.

UFW announces end to nationwide boycott

The United Farm Workers Union, AFL-CIO, announced the end of its nationwide boycotts against non-UFW lettuce and table grapes. The lettuce boycott began in 1970 when a strike against Salinas valley growers was prohibited by court injunctions and the table grapes boycott was instituted in 1973 when the Teamsters invaded the fields to organize agricultural workers.

In announcing the end of the campaigns, Cesar Chavez, national UFWA president, said that action was taken because California's new farm labor law is "alive and functioning." He expressed cautious optimism that the union would be able to win labor contracts under the ALRA during 1978.

In the future, it was revealed, the union will conduct label boycotts against specific firms or business organizations who "refuse to bargain in good faith."

Mark Grossman, a UFW spokesperson, said the

union wanted to clarify the status of the boycotts "with our supporters and friends across the country." He credited the wide support the campaigns drew with enacting of the state ALRA in 1975 through raising "the public consciousness of the farm worker struggle."

Grossman said the UFW now has about 100 contracts with growers. The union has also been certified as the bargaining agent in more than 100 other elections and has unofficially won 43 other elections not yet certified, he said.

The boycott, Grossman said, will continue to serve as "a positive force" for collective bargaining and there will be a need to maintain the boycott activity.

Numerous elections are still disputed. These include the controversial E. and J. Gallo vineyards election, held in September, 1975. In March a hearing will be held on objections to the conduct of that election. The process could take several months.



SHOP STEWARDS TRAINING

Coast Valley Division area Shop Stewards met in Pismo Beach on February 11, 1978



Shown above right to left, facing the camera, are Terence Tweedie, Dale Fox and Frank Teague. Also shown is Richard Hernandez.



Shown above from left to right are Assistant Business Manager Larry Foss, Shop Stewards, Dean Moony, Larry McCammon and Web Herrier. Facing the camera from left to right are Assistant Business Manager John Wilder and Shop Stewards Jim St. John and Ed Perry.



Shown above at the head table are Assistant Business Manager Larry Foss, Business Representative Robert Gibbs and Assistant Business Manager John Wilder. Also shown is Shop Steward Bob Burns.



Shown above from left to right, facing the camera, are Bob Engle, Web Herrier, Dan Mitchell and Larry McCammon. Also shown is Shop Steward Dick Williams.

BARGAINING ROUNDUP

SETTLED

CALIFORNIA-PACIFIC UTILITIES (LASSEN)

Union members employed at the California-Pacific Utilities (Lassen Division) voted to accept the results of contract negotiations. The new two-year agreement provides a six and two-tenths percent general wage increase retroactive to November 1, 1977, and an additional six and two-tenths percent increase effective May 1, 1978, with a wage opener January 1, 1979. Other improvements include increased vacation, improved sick leave benefits and industrial accident benefits.

LINDMORE IRRIGATION DISTRICT

Union members employed by Lindmore Irrigation District voted to ratify the results of contract negotiations. The new contract includes a six percent general wage increase retroactive to July 1, 1977.

MERCED IRRIGATION DISTRICT

The results of wage negotiations between Merced Irrigation District and Local Union 1245 were ratified by Union members. Effective January 1, 1978, a five percent general wage increase was provided to all bargaining unit employees.

NEVADA IRRIGATION DISTRICT

Union members employed by the Nevada Irrigation District voted to ratify the results of contract negotiations. The new agreement includes, effective January 1, 1978, a seven percent wage increase for the Power Division employees, and a seven and three-fourths percent increase for the Water Division employees. A provision to include arbitration as the final step of the grievance procedure is contained in the new agreement.

PLACER COUNTY WATER AGENCY

Union members employed by the Placer County Water Agency voted to accept the results of contract negotiations. The new one-year term agreement provides an approximate nine and three-fourths percent general wage increase.

TELEPROMPTER CORPORATION

Local Union 1245's membership employed by Teleprompter of Reno voted to accept the results of negotiations. The contract includes an approximate eight percent general wage increase, an additional holiday, improved pension benefits and provisions for a better on-the-job training program. The new agreement will cover a three-year term.

Negotiations are still in progress at Teleprompter of Los Gatos.

RICHVALE IRRIGATION DISTRICT

Local Union 1245's membership employed by the Richvale Irrigation District voted to accept the results of negotiations. The new one-year agreement, effective January 1, 1978, includes a 7 1/2 percent general wage increase, vacation improvements, an additional holiday, increased sick leave accumulation and a district-paid modified dental plan.

BAY CABLEVISION

By Jim McCauley

Local Union 1245 members employed by Bay Cablevision Company, Richmond, ratified the 1978 contract negotiations between Bay Cablevision and Local 1245 in February.

The new contract contains many improvements in wages and fringe benefits. Effective March 1, 1978 all bargaining unit employees will receive an 8 percent wage increase. A 6 percent increase will be given on March 1, 1979 and on March 1, 1980. An additional 4 percent increase will be granted in 1978 if the employees hired before January 1, 1977 pass a qualifying cable television industry test. Additional benefits include: improvements in funeral leave, an additional floating holiday effective January 1, 1979, a total of three additional days sick leave by 1980 (one day per year, starting in 1978), a substantial increase in standby pay over the three year term, double time for all work performed on Sunday and assistance in the Company training program.

Leonard Myles and Danny Reza from Bay Cablevision are to be complimented for the outstanding job they performed under very difficult circumstances. They, along with Assistant Business Manager John Wilder and myself, were the members of Union's Negotiating Committee.

CITY OF SANTA CLARA MEMBERS RECEIVE SALARY AND FRINGE BENEFIT INCREASES

By Orv Owen

Effective on December 25, 1977, Local 1245 members employed by the City of Santa Clara received a 9.65% wage increase. This increase results from the three-year MEMORANDUM OF UNDERSTANDING reached between Local 1245 and the City of Santa Clara on December 23, 1976. That agreement provided for salary and fringe benefit increases for Local 1245 members employed by the City of Santa Clara on December 26, 1976, December 25, 1977 and January 6, 1979, based upon a comparing agency total compensation formula.

Effective on December 25, 1977, salaries for Local 1245 members in the journeyman classifications will be increased to \$10.24 per hour and to \$10.44 per hour for members in the Electrical Estimator classification.

Local 1245 Negotiating Committee members were Richard Murphy, Robert Blankenship, Pat Greco and Business Representative Orv Owen.

The City of Santa Clara was represented by H.C. Cornett, Municipal Employee Relations Officer, Judy Golden, Personnel Representative and Electric Superintendent Barry Flynn.

DAVEY TREE — A DIFFICULT DECISION

By Orv Owen and Charlie Gadzik

On November 15, 1977, the Davey Tree Surgery Company and Local 1245 signed an agreement under some of the most adverse circumstances ever encountered by the Union. This difficult situation made it impossible to follow the normal procedure of ratification by the membership.

The Union had but two choices: sacrifice the traditional democratic process by signing the agreement without ratification or lose most of the fringe benefits, including the pension plan. Since the union had already obtained its best possible package, it opted for saving the benefits. A series of events combined with the competitive nature of the tree trimming industry made this action unavoidable.

Tree trimming is a dog eat dog industry. The tree companies' life blood is the trimming work subcontracted to them by the utilities. The contract goes to the lowest bidder and the competition is cut-throat. Union employers that pay good wages and benefits must compete with non-union outfits in an atmosphere where a difference of one cent per hour in labor costs will determine who gets the work. Contracts held for years can almost casually be cancelled with as little as 30 days notice.

Local 1245 has tried unsuccessfully for years to remedy this situation. By fighting for industry-wide bargaining, the Union hoped to insulate employees from the competitive pressures that drive down wages and fringe benefits.

Despite these competitive pressures, Local 1245 has over the years been able to negotiate agreements for Davey Tree members that have the best hospital benefit coverage and the only pension plan in all of the Local's tree contracts. But these benefits were expensive. Labor costs rose and Davey Tree began to lose contracts to competitors who paid less and bid lower. Davey Tree had to lower its costs to keep its business. The employee compensation package became its cost cutting target.

A peculiar practice in the utility tree trimming business encouraged this to happen. Utilities do not pay tree trimming companies by the job, but by the number of hours worked. An established hourly figure is paid for each hour worked by an employee or a piece of equipment. If a vacation, bad weather, or any other reason keeps a crew in the yard, the tree company gets no income. This means that a tree company's competitive position is almost directly related to its labor costs.

When Davey Tree entered negotiations for the term beginning January 10, 1977, it was determined to cut its labor bill to the level of its competitors. To strengthen its bargaining position, the Company:

(1) started legal proceedings which were certain to have cut the Union's tree company membership in half by taking the working foreman classification out of the bargaining unit,

(2) informed the Union that the Company would exercise its right to terminate the agreement,

(3) demanded separate negotiations for each PG&E division, and

(4) demanded a "most favored nation" clause.

A "most favored nation" clause says that if the Union negotiates a total package with another tree company that is greater than Davey Tree's total package, Davey **must** negotiate with the union to raise its package to match it. But if another company's negotiated package is less, Davey may **unilaterally** cut its wages and fringes until they're equal.

The union reluctantly agreed to the "most favored nation" clause. In return, the Company dropped its other demands, increased wages by 7%, improved expense provisions, and clarified parts of existing contractual language. Davey Tree members ratified this settlement by a two to one margin.

The 1977 agreement with Davey Tree was a good one, given the alternatives. Had Davey Tree gone through with its plans to get the working foreman classification out of the bargaining unit, the Union would have lost 50% of its bargaining strength and could have been busted out of the tree trimming industry. The new agreement not only guaranteed union security, it boosted the compensation package. Unfortunately, no one could foresee the approaching disaster in the Pacific Tree Expert Company negotiations.

Pacific Tree's final offer provided a 7% wage increase, but reduced benefits for jury duty and funeral leaves and eliminated all paid holidays, vacations, and sick leave. A bitter seven-week strike did nothing to improve the package. The members eventually voted to approve a near identical offer and on July 1st they returned to work.

Under the terms of the "most favored nation" clause, Davey Tree was now free to implement the Pacific Tree settlement among its own employees, even to the point of eliminating the pension plan. Claiming that they were being forced out of business, management announced that effective August 29th it would reduce wages and benefits to the level of Pacific Tree.

Further negotiations succeeded in postponing any action until December 30, 1977. In the meantime the parties searched for an alternative to implementing the stripped down Pacific Tree agreement. By late October the Company had developed an alternative proposal for a two year agreement which increased wages and maintained most of the fringe benefits in the current agreement.

Bargaining over this proposal continued through early November. A tentative settlement was reached and the negotiating committee started work on a written proposal to be submitted to the membership for ratification.

The ratification vote, however, could not be held. On November 14, 1977, the Company delivered the Union an ultimatum. Unless an answer to the proposal was received by November 15th, the offer would be withdrawn and the Pacific Tree provisions implemented. The Union had no recourse. It had to choose between signing the agreement without ratification or losing the pension plan and all of the other benefits it worked so hard to win.

Business Manager Dean Cofer, after consulting with his advisors, the International Office, and Business Representative Orv Owen, made the difficult decision and signed the agreement to protect the best interests of Davey members and their families. Special meetings were immediately scheduled so that Local 1245 Business Representatives could describe the settlement to the members and explain why the traditional ratification vote was not held.

The settlement was the best that could be obtained under the difficult circumstances. The pension plan, paid vacation, 6 paid holidays, life insurance, and health insurance were all saved. The contract provided a 7% wage increase effective January 2, 1978 and includes a 6.75% increase with cost of living adjustments effective January 2, 1979. Although three paid holidays and three days sick leave were lost, Davey Tree employees still have the best package of wages and fringes of any tree trimmers in the Local's jurisdiction as well as most areas of the United States.

The battle isn't over. Local 1245 is committed to the betterment of its members. The business manager and his staff will fight not only to regain the lost benefits, but to improve benefits, wages, and working conditions in the future.

TELE-VUE

By Jim McCauley

Local Union 1245 members employed by Tele-Vue Systems, Inc. ratified the results of 1978 contract negotiations between Tele-Vue and Local 1245 in January.

The new contract contains many improvements in wages, working conditions and fringe benefits. Effective January 16, 1978 all bargaining unit employees will receive a 7 percent increase, a 5-1/2 percent increase will be given on January 16, 1979 and a 5 percent increase on January 16, 1980. All Journeymen Installers and Construction employees will receive 10.4 percent effective January 16, 1978, 5-1/2 percent on January 16, 1979, 3 percent on July 1, 1979 and 5 percent on January 16, 1980. Additional benefits include improvements in funeral leave, an increase in the second shift premium, an in-clement weather clause, four weeks vacation after 20 years, double time for all work over 12 consecutive hours and all work over 58 hours in a workweek, and rain gear provided by the Company. Substantial improvements were obtained in the Health and Welfare plan and a new pension plan established at no cost to the employees.

The Union's Negotiating Committee was comprised of Assistant Business Manager John Wilder, Len Simmons and myself.

I would like to take this opportunity to thank Len Simmons for all his hard work resulting in a job well done.

LETTERS TO THE EDITOR

Editor's note: Letters from Local 1245 members are invited. If you have any recommendations to improve **your** Union or its operations, you are encouraged to take pen in hand and write to Business Manager Dean Cofer.

Dear Mr. Cofer:

I am writing this letter in regards to a incident that took place on November 23, 1977 in Redding, Ca. On November 23, 1977 the line crew I am on was sent from Weaverville to Redding to help work on storm damage. There were three of us, sub foreman Lee Wells, lineman Gerry Maxey, and myself. About 3:30 P.M. we were working on a broken secondary in front of an elementary school, I had climbed the pole to let the wire down so that Lee and Gerry could repair the break in the middle of the line. In the process of bringing the wire back up it contacted the 12KV lines. I received about a 7200 volt shock, knocking me upside down and unconscious on the pole. Lineman Gerry Maxey and sub foreman Lee Wells used their years of experience to rescue me. Gerry got me right side up again, and got me breathing right. He then started to tie the hand line to my body belt in order to lower me to the ground, at this time a G.C. line crew came by and lineman Buck McDowell came up to assist Gerry. Lee was handling the hand line lowering me to the ground. I was put into a Para-Rescue vehicle and taken to Mercy Hospital in Redding. Although I did not sustain any serious injury I was kept for three days for observation.

At the present time I do not know what action, if any, the Company is going to take. However I feel very strongly that Local Union 1245 should recognize the efforts these three men made. All the policemen, firemen, and para-medical personnel stated that Lee, Gerry, and Buck acted in a very cool and professional manner. I was lucky I was not seriously hurt or killed in this accident, but I have no doubt in my mind that if I had been injured that I would have been well taken care of by these men until medical help arrived. I sincerely hope, Mr. Cofer, you will consider some type of Union award or recognition of these men.

Now I have a few words to say about one of your new Business Representatives, Rich Hafner. After I had been admitted to the hospital and put into the Coronary Care Unit, who should walk in but Rich. It shows me in a personal way that the local is caring more for its members under your administration.

I must admit, Mr. Cofer, that I have been a member of the Union since I hired on eleven years ago, but I was not happy with the way the Union was being run. There was more concern with "Big Business" than with members. However, it now appears to me that this is changing, and for the better. In watching you and your staff progress, these last four months, I am well pleased with your leadership and the direction the Local Union is taking. In closing I again ask you to consider my request about Lee, Gerry, and Buck and give Rich a pat on the back too, he deserves it. Keep up the good work.

Sincerely Yours,
Larry Connolly
Local Unit 3216

Dear Sir and Brother:

On behalf of the membership in Local 2131, a Manufacturing local, I want to thank you for your front page Label Pledge. Each Progress Meeting is filled with complaints about the loss of prestige and influence the Union Label has suffered which in turn enables the fly-by-night non-union shop to flourish with cheap labor and sweat shop

working environments in competition with Union businesses who pay decent wages. I can only hope your attitude will permeate the entire brotherhood and make the label a valuable business asset once again.

If I can be of help to you in any way, please contact me.

Roger W. Langolis
Business Manager
Local 2131 - I.B.E.W.

Dear Editor:

In a recent issue in the **Utility Reporter** there was an article on the potential hazards to gas servicemen. The problem was the fumigants that are being used by different fumigation companies, and the potential long range effect of servicemen breathing these.

I, as a gas serviceman in San Jose

Division, would like to personally thank Mr. Morgado and Local 1245 for their efforts in finding and correcting this serious situation. A new standard practice has been written, which will insure all servicemen that these premises will be safe to enter. Thank you from all servicemen.

Norm Mercer
#3015133

Nevada News

By John Wilder

RCA Governmental Services Division

— Local Union 1245 was upheld in its election procedures protest against the Division. However, RCA appealed the decision to the top level of the National Labor Relations Board in Washington. We anticipate that the matter will be settled in the Union's favor in the near future.

California-Pacific Utilities, Elko Division — Local Union 1245 is in the process of organizing the Cal-Pac, Elko clerical employees. The National Labor Relations Board will oversee the certification election on March 2, 1978.

The Union is organizing the Telephone employees in Elko. The NLRB certification election has not yet

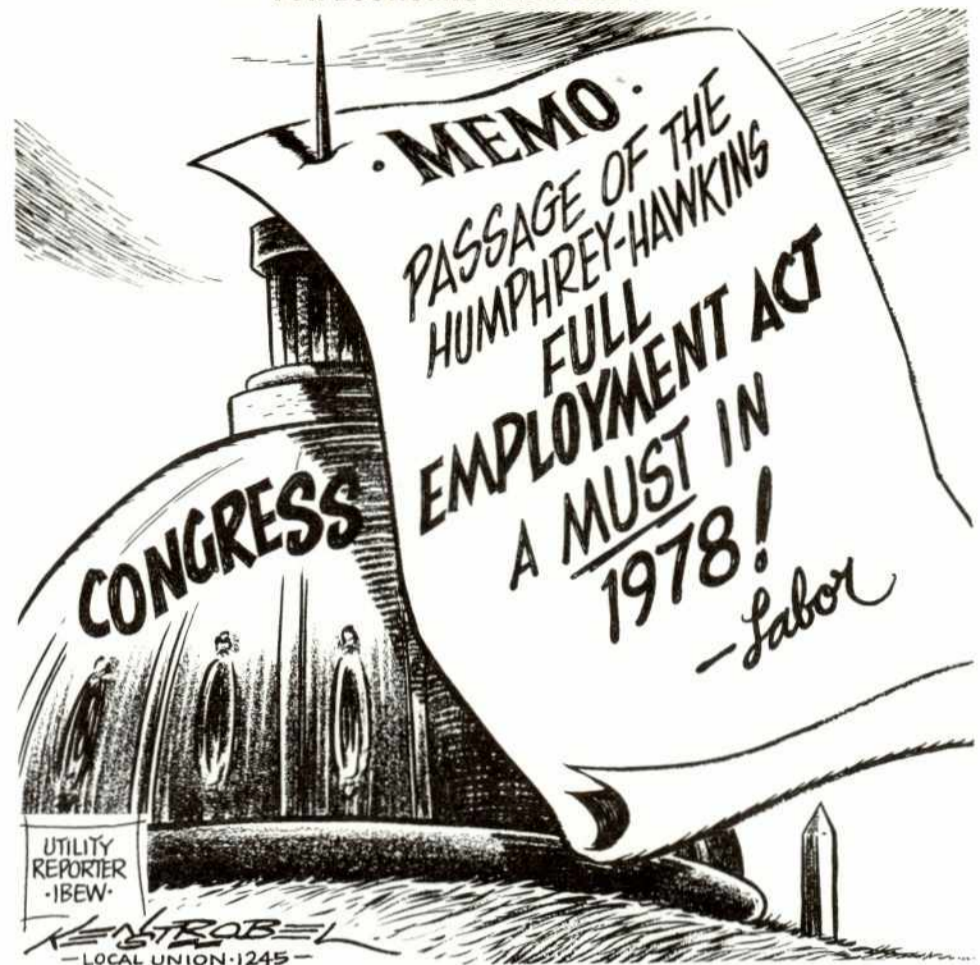
been scheduled. We anticipate that the election will be held in March.

Shop Stewards' Training — Preparations are being made to hold a Shop Stewards' Training Conference in April.

Presentation Awards Banquet — Plans are on the drawing board to hold an Awards Presentation Banquet in May for Local Union 1245 members who have been with the International Brotherhood of Electrical Workers Union for 20, 25, 30, and 35 years.

Employee Rate Discount Dispute — No decision has been rendered by the Public Utilities Commission on the elimination of the employee discount for those persons working for Sierra Pacific Power Company within California.

FOR ECONOMIC RECOVERY...



FULL EMPLOYMENT A PRIORITY ISSUE

The coalition of labor and civil rights groups that first put full employment on the nation's political conscience has pledged full support for the watered-down version of the bill due for Congressional action in 1978.

The Full Employment Action Coalition said it will work "actively and enthusiastically" to pass the revised Humphrey-Hawkins measure.

The AFL-CIO earlier endorsed the measure, and stressed the importance of follow-up job programs that will make the legislation's promise a reality.

President Carter and the bill's two chief sponsors, Sen. Hubert H. Humphrey (D-Minn.) and Rep. Augustus Hawkins (D-Calif.), predicted that Congress would enact the legislation during the 1978 session.

The new Humphrey-Hawkins bill requires the President to establish annual goals on employment, the jobless rate, production and other economic factors for each of the next five years.

It stipulates that the five-year goal on unemployment will be an overall jobless rate of 4 percent or less and an unemployment rate of 3 percent or less for adults aged 20 or older.

The President could raise the 4 percent unemployment goal three years after the bill's enactment if he thought it necessary.

Nationwide unemployment is currently 7 percent and Carter has already established a 4.75 percent target for 1981.

The measure recognizes that overall economic stimulus may not be adequate to meet the employment goals and asks the President to study an assortment of programs that have been tested in the recessions of recent years.

These include public service employment, regional programs aimed at helping economically depressed areas, youth employment and training programs.

Predictably the Chamber of Commerce attacked the President's endorsement of the measure and charged that the bill's unemployment goal would be "unattainable without double-digit inflation."

Live Better Work Union

UNION LABEL & SERVICE TRADES DEPARTMENT, AFL-CIO

CHANGE OF ADDRESS

If you have just moved, or are about to move, please complete this form to insure your continued receipt of all Union mail. Send completed form and your mailing label from the front page to:

UTILITY REPORTER
P.O. Box 4790
WALNUT CREEK, CA 94596

Name _____

Social Security No. _____

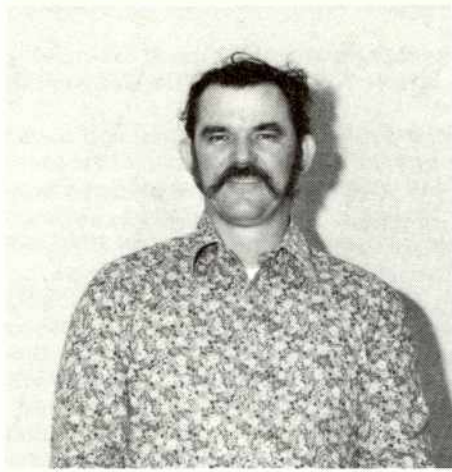
Former Address _____
(Street and Number)

_____ (City and Zip Code)

New Address _____
(Street and Number)

_____ (City and Zip Code)

New Local 1245 Staff Members



Mickey Harrington

On January 16, 1978, Mickey Harrington began working for Local Union 1245 as a Business Representative. Mickey's primary job assignment is to "organize".

Mickey was initiated by Local Union 1245 in 1960. He is a former member of Unit 3815 — Davis; previously employed by Pacific Gas and Electric Company as a Working Foreman "B" in General Construction at Orangevale; Executive Board member-at-large in 1968; Local Union Recording Secretary from 1971-74; and Shop Steward from 1962-68 and 1971-77. Some of the committees Mickey served on include: General Construction Grievance Committee; General Construction Lines of Progression Committee; General Construction Equipment Committee; and the Local Union Ways and Means Committee.



Ray Shepherd

On February 6, 1978, Ray Shepherd began working for Local Union 1245 as a Business Representative. Ray and Bob Gibbs will jointly handle Coast Valleys Division, City of Lompoc, Teleprompter of Lompoc, Teleprompter of Santa Maria, Central California Communications Corporation, Sonic Cable TV, Monterey Peninsula TV Cable, Pipeline Operations (Hollister) and General Construction (Coast Valleys).

Ray was initiated by Local Union 1245 in 1964. He is a former member of Unit 2311 — Oakland; previously employed by Pacific Gas and Electric Company as a Heavy Truck Driver in Oakland; former Advisory Council member for East Bay Division and Materials Control Department; former Shop Steward and member of the East Bay Division Grievance Committee; and member of the East Bay Division Safety Committee.



Margie McCauley

Margie was recently promoted to the position of Confidential Executive Secretary. In her new position she will assist the Business Manager, Senior Assistant Business Manager and Executive Board in their duties. Before her promotion, Margie worked in Local Union 1245's clerical bargaining unit.

Margie began working for the Local in 1973. She has since demonstrated her continuing ability to perform the duties of the Local in an efficient manner.



Robin Marshall

Robin was recently promoted to the position of Confidential Secretary. Her duties include handling work generated by the Local Union's four Assistant Business Managers. Before her promotion, Robbin worked in the Local Union's clerical bargaining unit.

Robbin started working for the Local in 1977 as a Clerk and has subsequently advanced to her present position. She has demonstrated her abilities to handle the job.

IMPORTANT NOTICE Advisory Council Meeting Schedule

May 6 and 7, 1978 — Coast Valley Division
August 5 and 6, 1978 — Walnut Creek

The next regularly scheduled Advisory Council meeting will be held May 6 and 7, 1978, in Coast Valley Division. The exact location has not yet been determined. Watch for further information concerning this meeting on the bulletin board space designated for the Union at your workplace, or contact your local Union representatives.

The August Advisory Council meeting will not be held in Reno or Tahoe as previously planned due to lack of sufficient hotel accommodations. It will be held at Local Union Headquarters in Walnut Creek.

IRS Answers Your Questions On Recent Tax Law Changes

There have been many changes in the tax law affecting the filing of tax returns for 1977. Here are some questions, with answers, from the Internal Revenue Service about some of these changes:

Q: I understand that if I move in 1977 I won't have to move as far to be able to claim my moving expenses. Is that true?



A: Yes. The old distance requirement of 50 miles has been reduced to 35 miles.

Q: Haven't some of the maximum allowance limits been changed too?

A: Yes. You may claim up to \$3,000 for expenses involved in buying, selling, or renting a principal residence, of which no more than \$1,500 may be used for pre-move househunting and temporary living expenses. The old limits were \$2,500 and \$1,000 respectively.

Q: I sold my house in 1977 and I'm over 65. Don't I get a special tax break because of my age?



A: Yes. If the home you sold had an adjusted sales price of \$35,000 or less, you pay no tax on any profit you made. Previously, the limitation was an adjusted sales price of \$20,000 or less. You can take advantage of this tax break only once in a lifetime, and this benefit applies only to the sale of a home which has been your principal residence for at least 5 years of the last 8 years.

Q: What if my house has an adjusted sales price of more than \$35,000?

A: Then your tax break is prorated and you are taxed on only a portion of your gain.

Q: I pay alimony to my former spouse, but I don't have enough deductions to itemize. Can I still claim the alimony on my return?

A: Yes. Beginning in 1977, alimony will be an adjustment to income, similar to moving expenses. This means that you need not itemize deductions to claim alimony payments.



Q: I usually itemize my deductions, but without my alimony payments I won't have enough to itemize. Won't my taxes be higher?

A: Probably not. For example, suppose you are single, make \$30,000 a year, pay alimony of \$5,000, and have other deductions of \$1,000. In the past, you could deduct the \$6,000 in itemized deductions, plus your exemption, to find your taxable income. Now, without itemizing, you can deduct your \$5,000 in alimony payments and your exemption. Since the zero bracket amount is \$2,200 (\$3,200 for marrieds filing jointly), you will end up, in effect, with a lower taxable income, and a lower tax.

Q: I make child support payments. How much do I now have to pay in order to claim the exemptions for my children?

A: Under the old law, you had to pay \$1,200 or more for the support of one or more children. You now have to pay \$1,200 toward the support of each child. This applies only if your divorce decree or agreement does not specify who is to get the exemptions, and you are the noncustodial parent.

Q: There was a lot of talk about changing the sick pay exclusion. What's the final rule for 1977?

A: Sick pay for temporary absences from work is no longer excludable from taxable income. You must be totally and permanently disabled in order to exclude all or part of your disability income.

SCHOLARSHIP ELIGIBILITY RULES

(Continued from page one)

THE GRANT WILL BE AS FOLLOWS:

1. \$500.00 per year for four (4) years, as long as a C (2.0) average is maintained and the parent maintains membership in good standing with Local Union 1245.
2. In order to be a candidate in this contest, applicant must be a son or daughter, natural, legally adopted or the legal ward of a member of Local Union 1245. Applicant must also be a high school senior who has graduated or is graduating in 1978. Applications must be accompanied by applicant's diploma or a letter from his or her high school stating that applicant will graduate in 1978.
3. The scholarship grant will be made only to the candidate who intends to enroll in any college certified by its State Department of Education, and accredited by the Local Accrediting Association.

4. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
5. All applications shall be accompanied by a written essay, not to exceed five-hundred (500) words, on the subject "WOULD THE EQUAL RIGHTS AMENDMENT AFFECT AMERICAN WORKING LIFE?"
6. Essays must be submitted on 8 1/2 x 11 inch paper, preferably typed and double spaced on one side with applicant's written signature at the conclusion of the essay.
7. Applications and essays must be mailed to the International Brotherhood of Electrical Workers Union, Local Union 1245, P. O. Box 4790, Walnut Creek, California 94596, by registered or certified mail only, and be received no later than 10:00 a.m. on Monday, April 24, 1978.

BLS 1977 Bargaining Recap

Wage increases negotiated under major collective bargaining agreements last year averaged 7.9 percent in the first year and 5.8 percent annually when measured over the life of the contract, the Bureau of Labor Statistics reported.

The figures exclude possible gains under cost-of-living escalator provisions, and compare with average raises of 8.4 percent in the first year and 6.4 percent over the term of the agreement under pacts negotiated in 1976.

The 1977 statistics reflect 905 negotiated contracts, each covering 1,000 or more workers, BLS said. Most of the 3.8 million workers covered by the settlements were in the communications, construction, and steel industries.

Other highlights of the BLS report:

- Wage and benefit gains combined, in key contracts covering 5,000 or more workers, averaged 9.5 percent for the first year and 6.2 percent a year over the life of the contract. Comparable figures a year earlier were 8.5 and 6.6 percent, respectively.

- Last year's contracts had an average duration of 32.6 months, about the same as in 1976 when the average was 32.3 months.

- In the manufacturing sector, first-year wage increases averaged 8.4 percent and over-term raises 5.5 percent, compared with 8.9 and 6 percent, respectively, in 1976.

- In non-manufacturing industries, increases averaged 7.5 percent in the first year and 6.1 percent a year over the life of the contract, compared with 7.7 and 6.8 percent, respectively, in 1976.

- Construction industry settlements provided first-year wage increases averaging 6.4 percent and over-term increases averaging 6.3 percent annually, compared with 6.1 and 6.2 percent in 1976.

Contracts containing escalator clauses, covering 59 percent of the workers under major settlements negotiated last year, provided for annual wage-rate increases of 5 percent over the life of the agreement, compared with a 5.7 percent gain in 1976. Contracts without such clauses provided for annual increases averaging 7 percent, compared with 7.3 percent in 1976.

When gains under escalator clauses and deferred wage increases are added, however, the effective increase under a contract with a COL provision averaged 7.8 percent last year, compared with 8.1 percent in 1976. Of the 7.8 percent effective increase, 2.9 percent was attributable to current bargaining, 3.2 percent to deferred increases, and 1.6 percent to escalator adjustments, BLS said.

Last year's bargaining stepped up the number of major pacts containing cost-of-living clauses. COL provisions were introduced in 33 settlements covering a total of 106,000 workers and dropped in 21 agreements affecting 69,000 workers, BLS said. Escalator clauses now cover about 60 percent, or 5.8 million, of all workers in major bargaining units, BLS said.

Looking at the current bargaining calendar, BLS said that 130 major agreements covering 408,000 workers are due to expire or permit reopening of wage provisions in the January-March quarter. Key agreements are in the construction, transportation equipment, and local transit industries.

In addition, some 1.5 million workers will receive deferred wage increases averaging 3.9 percent in the current quarter under existing contracts, BLS said.

Political Action Corporate Style

There are now more than 450 corporate political action committees. Among these are 134 of Fortune magazine's top 500, nineteen of the nation's 50 biggest banks, five of the largest insurance firms, 12 of the 50 leading diversified financial institutions, 14 of the top 50 retailers, 15 of the top 50 transportation firms, 15 of the top 50 utilities.

Many of them are using a political contributions check-off among management personnel and stockholders. Most of them don't really need it. They have the most convincing persuader of all to get contributions — the tribal pressures of the executive suite.

Almost all of them were formed too late in 1976 to have much effect on the elections, or since '76. Corporate PACs this year could well collect \$20-\$30 million, most of which will go to conservatives.

—MEMO FROM COPE

APPLICATION for LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO, COMPETITIVE SCHOLARSHIP CONTEST

Sponsored by

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

P. O. Box 4790
Walnut Creek, California
94596

Telephone
Area Code 415
933-6060

DATE _____

I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, I.B.E.W., AFL-CIO:

NAME _____ Date of Birth _____
(Last) (First) (Init.)

ADDRESS _____ Home
(Street) (City) (State) (Zip#) Tel. _____

NAME OF PARENT _____

COMPANY _____

WORK LOCATION _____

I GRADUATED OR WILL GRADUATE FROM _____

HIGH SCHOOL IN _____

WHICH IS LOCATED AT _____

I EXPECT TO ATTEND _____ COLLEGE OR SCHOOL

LOCATION _____

(Candidate's Signature)

This is to certify that I am a member in good standing of Local Union 1245, I.B.E.W. and the Candidate, whose name is signed to this application is my _____ and graduated during the term ending _____.

Parent's signature and Card No.

Service Awards Presentation Banquet in North Bay Division

On Friday, January 13, 1978, Local Union 1245 hosted an Awards Presentation Banquet for its members who have 20, 25, 30 and 35 years of service with the International Brotherhood of Electrical Workers Union. The Banquet was held at the Los Robles Lodge in Santa Rosa.

Awards presentations were made by Business Manager Dean Cofer and Business Representative Corb Wheeler.

The names of the honorees are shown below:

35 Years

Cameron, S. W.

30 Years

Anderson, E. O.
Brant, Kenneth
Irvine, Richard
Kinder, O. A.
Knox, Walter
Pickens, John W.

25 Years

Arey, O. J.
Armstrong, G. J.
Asay, R. C.
Beal, J. H.
Bergue, J. A.
Brandlin, T. A.
Burgess, V. W.
Berkell, Robert
Campbell, T. R.
Carithers, W. H.
Carmen, L. A.
Cavanaugh, C. H.
Christen, M. C.
Curry, P. M.
Dunlap, N. W.
Dunnebeck, F. M.
Elton, A. W.
Emery, J. L.
Fahnholz, E. H.
Flaherty, E. J.
Fundy, A. F.
Gallemore, R. E.
Gayski, D. J.
Geary, J. F.
Gomes, L. J.
Graham, V. W.
Grebnaue, Eric
Greenup, L. L.
Gruenhagen, L. L.
Gunn, Robert
Harding, H. E.
Haverson, R. D.
Hodge, A. A.
Jaggers, Fred
Jensen, S. C.
Jensen, G. M.
Johnson, E. L.

Johnson, W. H.
Kelly, Earl
Killingsworth, H. W.
King, J. E.
Lane, D. J.
Leach, F. L.
Lemay, Willy
Lemos, Jack
Lemos, R. K.
Lindeman, M. J.
Mathews, J. R.
Maxwell, K. A.
McDonnell, D. C.
Meek, R. A.
Mezirke, L. R.
Miller, F. E.
Miller, W. M.
Miller, George
Page, J. C.
Peterson, D. B.
Pfeffer, G. R.
Pomplin, C. S.
Porter, G. E.
Raina, D. A.
Ramsey, J. D.
Rawles, E. C.
Ross, R. F.
Schlegel, R. P.
Shurtleff, L. F.
Smith, R. J.
Sullenger, A. C.
Thomas, H. A.
Trigg, R. A.
Vasiloff, John
Volpi, N.
Walker, F. G.
Weaver, Leon, W.
Wehrer, L. E.
Wendt, A. W.
Wendt, Fred
Wilson, W. S.
Woodward, R. A.
Worthington, H. R.
Wright, B. J.
Zak, R. E.

20 Years

Anderson, John
Beach, J. D.
Bertoli, S. A.

Bell, Clarence
Beneken, H. R.
Bolan, M. R.
Carlton, E. W.
Carr, L. R.
Carithers, Robert
Ceriani, Bob
Cobb, W. W.
Cranse, Richard
Davis, R. W.
Davidson, John H.
Dearing, D. R.
Demits, G. B.
Dias, J.
Dunlap, F. J.
Ellis, S. R.
Fautley, J. W.
Grassman, E. J.
Holcomb, Grace
Horst, Richard W.
Houck, Gary L.
Howe, P. A.
Jackson, T. W.
Knowles, R. J.
Lamoureaux, D. W.
Lawrence, W. G.
Loewen, A. D.
Lubbers, Floyd
McMorrow, T. J.
Pence, Joe
Pierachini, G. A.
Ponti, C.
Province, E. L.
Radke, Melvin A.
Raffi, Lew
Raphael, R. T.
Schaller, F. J.
Scheidling, J. E.
Shankles, R. H.
Snyder, E. E.
Stalker, R. G.
Stefanini, B.
Sterbenk, W. D.
Stone, S. M.
Stovall, Orville
Sutton, J. V.
Urge, Joe
Wallace, R. J.
White, F. A.
Williams, C. E.
Williams, R. G.



The Energy Scene

Coal is more costly than nuclear power

Electric power generated by nuclear power plants generally will be less expensive than electricity produced by coal fired power plants, according to a recent study by the Electric Power Research Institute.

The study, which reviewed and analyzed the costs of producing electricity from coal and from nuclear power stations using available technology with current safety and environmental regulations, indicated that:

—Both coal and nuclear generation can be economically attractive in all regions of the nation, depending strongly on local conditions;

—Nuclear generation shows an average cost advantage over coal in all regions;

—Average cost positions of

nuclear and coal are closer together in the western part of the country, reflecting the generally lower cost of coal in those areas.

Cost factors utilized in the comparison included capital cost estimates, fuel cost estimates, revenue requirements and operation and maintenance cost estimates.

The capital cost estimates for both coal and nuclear plants included interest during construction, startup costs, construction time, licensing time, and contingencies. Land costs were not included because of the wide variation in land values.

For coal, the capital cost estimates also included the fuel gas desulfurization equipment (for pollution control) which represents nearly 20 percent of the cost of a generating

unit.

Additionally, the capital cost estimates for the western region were increased to allow for increased costs due to generally greater environmental and seismic sensitivities in much of the region.

Fuel costs for coal power plants were based on three major assumptions:

—Current supplies of coal are more than adequate to fuel future coal power plants, and that current low-level production of coal is a result of a lack of demand rather than a lack of supply.

—There will be no major institutional constraints on western coal development.

—The overall demand for coal will not cause serious depletion prob-

lems for normal steam coal types (those commonly used for electric power generation) until the post-2000 period.

The fuel costs for nuclear power plants included the cost of uranium plus the costs of enrichment, conversion, processing, fabrication and waste disposal.

While uranium prices are expected to increase in the future at a rate significantly greater than the rate of general inflation, primarily because of resource depletion, the other components of the fuel cycle costs are expected to have a stabilizing influence, substantially moderating the overall expected escalation rate, the study noted.

—Environment and the Economy

Advisory Council meets in Bakersfield

Local Union 1245's February Advisory Council Meeting was held at the Vagabond Hill House in Bakersfield, California on Saturday and Sunday, February 4 and 5, 1978.

Immediately following roll call of Officers and Advisory Council persons, four new Advisory Council persons were given the Oath of Office. They were David Dockter, Advisory Council Member — Tree Trimmer Companies, Thomas Conwell, Advisory Council Member — DeSabra Division of Pacific Gas and Electric Company, Lindell Williams, Advisory Council Member — City of Santa Clara and San Jose Division of Pacific Gas and Electric Company, and Lee Thomas, Advisory Council Member — Shasta Division of Pacific Gas and Electric Company. Brothers Dockter, Conwell, Williams and Thomas replace Carlos Davision, Tom Manning, Jack Hill and Rich Hafner, respectively.

The two-day meeting included reports from each Advisory Councilperson and Local Union Officers. The Business Manager reported on current contract negotiations, major grievance and arbitration settlements, staff assignments and safety concerns. Unfinished business and new business proposed by the Council was discussed, as well as other items of importance to the Union.

A more detailed description of the meeting will be included in the Joint Executive Board and Advisory Council Report, which will be available at all Local Union Unit Meetings.

Special thanks are extended to the members of Bakersfield Unit No. 1112 for hosting the social hour immediately following the Saturday session of the Advisory Council Meeting. Russell Fox, Geary Weaver, Mike Del Rio, Ernie Vanducci, George Pelin, Bruce Whitten, and all of the other members of the Unit who contributed their time, efforts and money deserve a hand.

Union members who wish to receive the Executive Board Report may have the Report mailed to their homes on a monthly basis by expressing the desire in writing. All requests will expire each January, and renewals must be received in writing.



Above left to right are Ron Fitzsimmons, Kathy Tindall, Dean Cofer and Howard Darington.



Above left to right are Bill Twohey, Ray Shepherd, Will Nunez, Larry Ryan, a San Francisco guest, Frank Saxensemier and Barbara Symons.



Above left to right are Stan Justis, Tom Conwell, Larry Casserly, Earl Bartlow and in the rear Rich Madden.



Business Manager John C. Meaders of Denver, Colorado addresses the delegates to the 20th Annual Regional Utility Conference. Seated at his right is Vince O'Reilly, Director of the Utility Department at the International Office in Washington.

The IBEW held its 20th Annual Regional Utility Conference in Denver, Colorado on January 25, 26, and 27, 1978. Delegates from International Vice Presidential Districts 7, 8, and 9 were in attendance.

Participants from Local Union 1245 present at the conference were: Business Manager Dean Cofer, Senior Assistant Business Manager Stewart, Assistant Business Manager Morgado, Business Representative Dutton, President Darington, and Vice President Fitzsimmons.

The conference started on January 25th with remarks from International Vice President Larry Farnam of the 8th District, International Vice President W. L. Vinson of the 9th District, and International Executive Committee Chairman Wes Taylor. Vincent O'Reilly, Director of the Utility Department, gave a comprehensive report on last year's activities of the International Utility Department and the Utility Locals. Brother O'Reilly stressed the importance of organizing, calling it the "life blood of Unionism", and asked all Local Unions to organize the unorganized within their jurisdictions. International Representative Bob MacDonald spoke in favor of S-2467, the Labor Law Reform Bill, and encouraged all Union members to write their U.S. Senators in support of the Bill. Bob Biertz, International Representative, reviewed TRASOP's (Tax Reduction Act Stock Ownership Plan); Social Security Act changes; and mandatory retirement age legislation.

On January 26th, the conferees met in various workshops throughout the day to discuss problems confronting Utility workers. Four separate workshops were conducted in the areas of Electric, Generating, Clerical and Gas.

On the final day of the conference, the conferees heard from the following speakers: Paul Shoop, International Representative, discussed the subjects "The Trouble with Coal" and "The Problem with Nuclear". Bob Biertz, International Representative, spoke on "The Energy Crisis — A Different Perspective" and "International Trading — Its Effect on IBEW Utility Members". International Representative Bob MacDonald discussed "Utility Safety Developments", and Vincent O'Reilly, Director of the Utility Department, discussed "Recent Legal Developments That Affect Utility Locals."

INDUSTRIAL RELATIONS GLOSSARY

Anti-Injunction Act — The Anti-Injunction Act is also known as the Norris-LaGuardia Act. It was passed by Congress in March, 1932. Its main purpose was to limit the use of the injunction in labor disputes and to make unenforceable the provisions of the "yellow-dog contract."

Labor-Management Relations Act of 1947 — This is the formal title of the Act that is commonly known as the Taft-Hartley Act. It was the first major successful effort at the revision of the Wagner Act of 1935. It attempted to equalize the bargaining power of labor by providing a series of union unfair labor practices to parallel the employer unfair labor practices under the Wagner Act by outlawing the closed shop and automatic checkoff, and substituting a form of union shop under certain conditions.

The Act was passed by both Houses on June 20, 1947. President Truman vetoed the bill and sent a message of disapproval to the Congress. The House overrode the veto by a vote of 331 to 83, and the Senate overrode the veto by a vote of 68 to 25. Passage of the Act is attributed, in part, to the serious outbreak of labor disputes at the end of World War II, and a great concern of Congress and public reaction about the inequality of power created under the provisions of the Wagner Act.

Labor-Management Reporting and Disclosure Act of 1959 — Also known as the Landrum-Griffin Act. It was designed as a labor reform act. Congress held this to be an Act "to provide for the reporting and disclosure of certain financial transactions and administrative practices of labor organizations and employers, to prevent abuses in the administration of trusteeships by labor organizations and for other purposes. The Act was drafted in part to provide greater internal union democracy and curtail the corrupt practices occurring in some unions.

National Labor Relations Act — This statute, also known as the Wagner Act or the Wagner-Connery Act, established the right of employees to organize, provided the machinery for holding elections to determine union preference, prevented discrimination because of union membership, required collective bargaining by employers with the certified union and prevented establishment and support of company-dominated unions.

Railway Labor Act — A federal statute enacted in 1926, based on a proposal by representatives of labor and management, to resolve labor disputes on the railroads by mediation and voluntary arbitration, with special provisions for emergency disputes.

Yellow Dog Contract — An agreement (either written or oral) between an employer and a worker which provides that as a condition of employment the worker will refrain from joining a union or, if he is a member, will leave the organization.



Shown above seated from left to right at the first table are: Senior Assistant Business Manager Willie Stewart, Business Manager Dean Cofer, Business Representative Pete Dutton and Assistant Business Manager Tony Morgado.

1245 members in action

Local 1245 Trustees



From left to right above are Local Union 1245 Trustees Ed Bolen, Ed Miles and Leroy Foster.

DeSabra Division Joint Grievance Committee



Shown above from left to right in the front row are DeSabra Division Joint Grievance Committee members Ron Powell, John Jaster and Skip Harris, and in the rear from left to right are Herb Stansbury and Business Representative Larry Hope.

Computer Operations Interim Negotiating Committee



Shown above from left to right, seated, are Thomas Spencer, Jean Wong and Joe Valentino, and standing are Ray Harper and Business Representative Ed Vallejo.

General Construction Joint Grievance Committee



Shown above from left to right are General Construction Joint Grievance Committee members, seated, Ray Friend, Don Finley and Bill Twohey, and standing in the rear are Business Representatives Roger Stalcup and Mickey Harrington.

Water Department Interim Negotiating Committee



Shown above from left to right, seated, are Water Department Interim Negotiating Committee members Emmett Prindiville, Business Representative Pete Dutton, and Joseph Robinson, and standing are John Yochum, Don Bearden and Jack H. Belmont.

1245 COMMUNICATIONS SEMINAR

The second, in a series of specially designed labor courses, was conducted for Local 1245 Staff members in January, 1978. In order to provide full staff participation without interfering with field coverage, the Communications Seminar was run for two consecutive weeks at Local Union Headquarters in Walnut Creek.

The sessions focused on the many

aspects of communications as related to labor leaders; i.e., preparation of effective written and verbal presentations, etc. Sid Roger, an instructor at the University of California, Berkeley's Center for Labor Research and Education and former editor of several well-known labor publications taught both sessions. The Staff members who participated are shown below.



Shown above from left to right, standing in the rear, are Local Union 1245 Staff members Pete Dutton, Scott Thomas, Dorothy Fortier, Instructor Sid Roger, Staff members Veodis Stamps, Frank Quadros, Al Sandoval and Mert Walters. Seated from left to right are Staff members Mike Davis, Vern Loveall, former Staff member Jack McNally, and Staff members Rich Hafner and Charlie Gadzik.



Shown above from left to right, standing in the rear, are Local Union 1245 Staff members Roger Stalcup, Arlie Baker, Manny Mederos, Mickey Harrington, Hank Lucas, Dave Rossi, Ed Vallejo, Bob Gibbs and Ron Van Dyke. Standing from left to right, in the front row, are Staff members Corb Wheeler, Pat Rutherford, Darrel Mitchell, Jim McCauley and Larry Hope. Seated from left to right are Staff members Wayne Weaver, Instructor Sid Roger and Staff member Orv Owen.

Appointments

Central Labor Councils:

Alameda County

Dorothy Fortier
Charles Gadzik
C.P. Henneberry
Ray Shepherd

Butte-Glenn Counties

Thomas C. Conwell, Jr.
Warren (Skip) E. Harris
Fred E. Wannamaker
Ron Powell

Contra Costa County

Dean Cofer
Enid Bidou
Tony Morgado
Veodis Stamps
Willie Stewart
Scott Thomas

Five Counties

John A. Eide
Sherman Fox

Fresno-Madera Counties

Larry Beene
Ron Cameron
Leo Jameson
Angelo Ortiz
Vern Loveall

Humboldt-Del Norte Counties

Jim Russell
Ken Haycraft

Kern-Inyo-Mono Counties

Geary Weaver
Richard Duncan
Mike Del Rio

Marin County

Richard Madden

Marysville

Arlie Baker
Charles N. Larsen

Merced-Mariposa Counties

Michael G. O'Dell

Monterey County

Bob Gibbs
Jerry D. Smith

Napa-Solano Counties

George Nighsonger
Stanton A. Sleeper

Roger Stalcup
Corb Wheeler

Sacramento County
Marvin Rubendall

San Francisco
Steven Lee
Frank Saxenmeier
Ed Vallejo

San Joaquin-Calaveras Counties

Peter Dutton
Gary Mai
Pat Nickeson
Bill Pietz

Santa Clara County
Robert L. Thomson

Sonoma-Mendocino-Lake Counties

Art Fahrner
Christina Reyes
Arlis L. Watson

Stanislaus-Tuolumne Counties

Robert Morange
Joe Robinson Jr.

Negotiating Committees:

Bay Cablevision

Leonard Myles
Daniel Reza

PG&E Water Department

Emitt Prindiville
Joe V. Robinson Jr.
John R. Yochum
Jack Belmont Jr.
Don Beardon

PG&E Clerical Wage Restructuring

Joe Valentino
Jim Kosta
Jack Hill
Lloyd Medlin
Cortese Saunders

PG&E Central Mail Collections

Kim M. Laub

Turbine Peaking Units

Ad Hoc Negotiating Committee

Richard Leach
Michael Lee
Doug Runkle
Tom Young

Back pay recovered by the NLRB

The National Labor Relations Board reported recovery of a record \$17,576,320 in back pay for workers in the 1977 fiscal year that ended last Sept. 30.

The money represents earnings lost by American workers because of unfair labor practices. Most were discharged or otherwise discriminated against in violation of their statutory rights to organize.

The total was almost 50 percent higher than the previous record recovery of \$12,019,170 in fiscal year 1975.

History of the Hard Hat

How old are hard hats? The hard hats worn by construction workers date back more than 1,600 years, according to newspaper columnist L. M. Boyd.

"The job foreman at the erection of the Egyptian obelisk in Rome's Circus Maximus made his men wear metal helmets to protect them from falling masonry," he said.

The Safety Scene

Editor's Note: Assistant Business Manager Tony Morgado, assigned to direct the Local's activities in the areas of Safety, Apprenticeship and Training, is responsible for all items appearing in the Safety Scene. He prepares most of the articles, and when we use material from other publications, a credit line

will appear at the conclusion of the article. If you have any suggestions for articles that relate to safety, they should be sent to the Local Union headquarters marked Attention: Tony Morgado.

New right zeros in on OSHA and job safety

As organized labor pushes to move social reform forward in America, foes of labor and its programs are pushing ahead in a multi-front campaign of their own to turn the clock back.

The latest example — though it is but one of many covering a variety of issues — is a cleverly-organized, well-funded assault on the Occupational Safety and Health Administration (OSHA) and its programs to protect workers on the job.

As in most such efforts, it consists of a campaign spearheaded by one of the dozens of increasingly active rightwing groups aided by a mouthpiece in Congress. In this instance, the group is the American Conservative Union (ACU). Its front man in Congress is Rep. George V. Hansen (R-Idaho), the self-described "national redneck of OSHA."

Through the Freedom of Information Act, ACU was able to secure computerized lists from OSHA of all businesses cited for job safety violations. Fronting for ACU, Hansen sent to the entire list, on his congressional letterhead, an appeal for funds to "stop OSHA inspectors at the door."

The response from businessmen was swift and substantial. More than \$200,000 was raised to help the battle against OSHA and to finance court tests against its provisions, notably a case already filed by an Idaho businessman who happens to be a member of the ultra-right John Birch Society.

ACU and Hansen apparently feel any enforcement of OSHA constitutes harassment of business, and they're determined to end it.

They encourage businessmen to contribute to their cause in the typical language of the right wing. Hansen's letter, for example, declares, "OSHA is on the ropes. Now is the time to deliver the knockout punch. Now is the time to go for the jugular."

That is precisely what they are doing, and they've found a sympathetic and generous source of funds in the business community to wage their battle.

The war on OSHA and the manner of

its conduct are forecasts of what to expect in the 1978 elections from the "new right wing" political operation. It will be sophisticated and incredibly well-funded, and it will exploit issues where, and as, they are most exploitable.

Where OSHA can be used to pick up points, the "new right's" candidates will use it. So, too, with the Panama Canal treaties, already a cause celebre on the right. Where labor law reforms can be used as a threat by the right both for fund-raising and vote-getting purposes — as in the so-called "Sunshine Belt" — they'll raise its spectre.

And so on down the line — improved social security, job-creating programs, tax justice, organization of government employees at all levels, rational trade programs, health security on all these issues, and more, the "new right" will pick and choose where and in what fashion they'll be used by its candidates.

This is the approach used by the "new right" in battling three-for-three in 1977 special congressional elections, successes which honed its operations and whetted its appetite for the 1978 campaign.

In spreading itself around this way — though in almost all cases somehow focussing on the "labor bosses" — the "new right" has discovered a political gold mine that can be tapped for almost limitless funds.

These funds will be earmarked for ultra-conservative candidates primarily in marginal U.S. House and Senate contests where the rightists figure they can either gain new seats or save threatened ones.

The tactic poses a particular challenge to labor's political programs in 1978. That is, to keep the real issues in focus and to prevent the right wing from dictating the battleground on which campaigns will be fought.

It's no small challenge but one that must be met head-on among our own members so that in November we will be celebrating victories rather than licking wounds. — *Service Union Reporter*

don't gamble...



...with your life!

UTILITY REPORTER
• IBEW •

LOCAL UNION 1245 MOURNS THE LOSS OF ALEX ADAMS

Alexander M. Adams, Advisory Council Member — Pacific Gas Transmission Company died of cancer at the St. Charles Medical Center in Bend, Oregon on February 14, 1978.

Brother Adams was initiated by Local Union 1245 on February 1, 1963; he served as Vice Chairman

of Unit 3024 — Redmond, Oregon; and held the Advisory Council seat representing Local Union 1245 members employed by Pacific Gas Transmission Company since 1974.

Our heartfelt condolences are extended to Alex's wife Christine on behalf of the Local Union.

JOINT HEALTH AND SAFETY MEETING

The Joint Health and Safety Meeting for P.G. & E. will be held on February 28, 1978. The items on the agenda include:

1. Linemen being required to wear leather gloves while working with hot sticks.
2. Possible hearing damage due to operating "back hoes" and other types of equipment where ear protection is not mandatory.
3. Problem with 12KV "hot jumpers" breaking while being used.
4. Underground problem concerning "Ferro Resonance."
5. A large number of problems in Power Plants.

If you have any problems in the area of Health and Safety that should be discussed by this Committee, please send them to the Office, attention: Tony Morgado.

The next Health and Safety meeting will be held on May 23, 1978.

INFORMATION NEEDED

Anyone who has a health problem that might be caused by working with cellon treated poles (i.e., skin rashes, sores on hands, arms, face, etc.) and who would be willing to participate in a health evaluation survey, please fill out the following form and send it to Tony Morgado, P. O. Box 4790, Walnut Creek, California 94596.

NAME: _____

ADDRESS: _____

PHONE NUMBER: _____

CLASSIFICATION: _____

AGE: _____

TYPE OF IRRITATION: _____

LOCATION OF JOB: _____

MEDICAL TREATMENT, IF ANY: _____