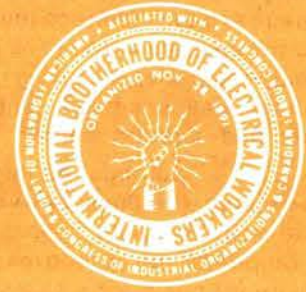


# utility reporter

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Discussing issues at the recent Stanislaus Central Labor Council meeting were, from left, Stanislaus County Supervisor Ray Simon; Modesto Assemblyman John Thurman; CLC President and Local 1245 Business Representative Pete Dutton, and Dean Cofer (Photo courtesy of "New Valley Union Journal")

## Dean Cofer

### No tolerance for politicians ignoring key labor issues

"Organized labor will no longer tolerate politicians who eat at the table of labor and then take a walk on important issues," said Business Manager Dean Cofer recently in a speech to some 50 Modesto-area labor leaders.

Guest speaker at a monthly luncheon meeting of the Stanislaus Central Labor Council Organizing Committee, Dean outlined labor's

growing disillusionment with 26th District Assemblyman Carmen Perino (D-Stockton).

The assemblyman, who has always enjoyed the support of labor and boasts a 90 percent pro-labor voting record, drew the wrath of the California labor movement last June when he refused to vote on a bill that would have given union security rights to nearly half a million government employees in California.

The measure, SB 858, was killed in the Assembly committee because of two Perino abstentions, which California State Labor Federation officials, including Dean who is a state federation vice president, interpreted as a "no" vote.

### Utility ordered to reinstate legislator

An arbitrator in Albuquerque, New Mexico, has directed the state's Public Service Company to reinstate Ron Gentry to his job as a lineman.

Ron, a shop steward for Local 611 of the International Brotherhood of Electrical Workers, was elected to the state legislature last year. But the utility firm refused his request for an unpaid leave of absence while the legislature was in session and then

*Continued on page 5*

## Power plant construction will provide 900,000 jobs through 1983

Demand for construction workers to build new U.S. power plants will drop slightly each year through 1983 as new plants are completed, but power plant construction will still provide nearly 900,000 year-long jobs over the 5-year span.

These forecasts were made in a study released by the U.S. Department of Labor and Energy.

According to the study, demand for onsite construction labor is expected to total 200,330 year-long jobs in 1979. This total will decline each year until 1983 when 142,840 jobs are projected.

Demand for construction workers on fossil-fueled plants is expected to stay relatively constant during the 1979-83 period. Labor requirements on nuclear power plant jobs, however, are expected to grow by some 5,000 year-

long jobs in 1979-80, and then fall off through 1983.

The study was undertaken as part of the research program of the Construction Labor Demand System (CLDS). CLDS is a computerized management information system of the Department of Labor and is designed to forecast—on a 1-year to 5-year basis—future levels of construction activity and associated labor requirements. The Department of Energy is providing direction and funding support to the CLDS program.

Copies of the report are available from the Office of Information and Consumer Affairs, (Room C-4331), Employment Standards Administration, Department of Labor, and the press room, Department of Energy, Room GA-343 Forrestal Building, 1000 Independence Avenue, S.W., Washington, D.C. 20585.

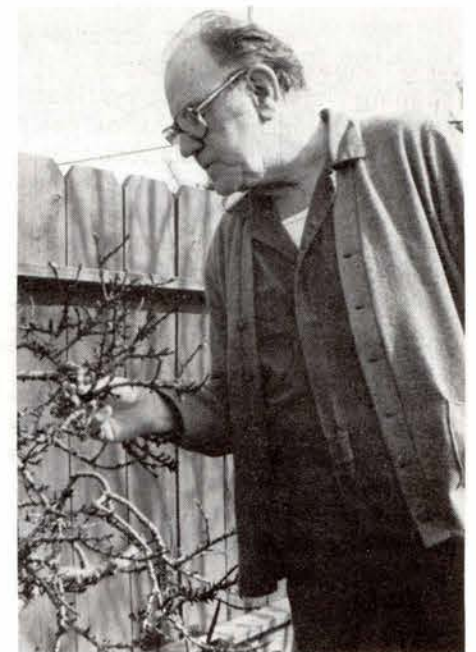
## Union members' expectations—unrealistic?

Former General Construction trencher operator John Scheeringa is on long term disability with emphysema. After 32 years with PG&E, John goes a little slower these days. He has time to enjoy his yard, trim his miniature Chinese peach tree, and talk about one of his favorite topics—The Union.

"We used to compare contracts with other guys during lunch," said John. "We'd ask, 'how many paid holidays do you have? How much sick leave? How many weeks vacation? Do you have long term disability?' Local 1245's contract always came out smelling like a rose."

John started working for PG&E as a laborer in Modesto for \$52 a week. "It was better than the \$3 a week I made in Iowa," he said. "But even with PG&E I remember when we lost holidays if they fell on a Saturday, didn't have decent vacation plan, didn't have an employee stock plan or long term disability benefits. Local 1245 negotiated these contract improvements. Members who haven't seen these positive changes over the years, tend to think the company just gives this stuff. They're wrong. We negotiated for it."

A Local 1245 shop steward for 30 years, a former member of the Advisory Council and General Construction



John Scheeringa

Grievance Committee, John feels good about his long association with the union. "Lots of honest and dedicated people operate Local 1245," he said. "It's well-run. We know where our money's going and yet we haven't gone overboard on spending. We have modern equipment now and have our own building in Walnut Creek that we can be proud of."

John's equally pleased with the quality of union members. "The kids in G.C. these days know their contract. They know what they got coming. And that contract sure has changed—those new job definitions confuse me."

*Continued on page 2*

## This issue at a glance —

- Spotighting Lynch Communications page 4
- SMUD and MPTV Cable Settlements page 9
- Sierra Pacific Bargaining History page 10
- 1979 Financial Report pages 14-15

# YOU, YOUR JOB, AND THE LAW



## Injunctions — their use and abuse in labor disputes

by Siona D. Windsor  
Attorney-at-law  
Marsh and Marsh

Recently Local Union 1245 members employed by the Sacramento Municipal Utility District experienced the use of the legal device called an injunction which prevented them from peacefully picketing to achieve the objectives of their strike. Therefore, it may be of interest to our members now to understand what an injunction is, and how it is used and abused by employers in labor disputes.

An injunction is an order issued by the court which tells a party to cease some activity in which it is currently engaged. For example, if a person is engaged in fraud or violence on a picket line, the court could issue an injunction which orders the person to cease this activity.

Victory in a labor dispute depends on the Union's ability to use its full legally permissible economic weapons up to and including picketing and striking at the most opportune time. Because an injunction freezes the parties in the position they held before the labor dispute, the injunction is a favorite employer weapon.

In 1932, Congress enacted the Norris LaGuardia Anti-Injunction Act. (U.S. Code, Section 101). This legislation severely restricts the power of courts to prohibit activities that are part of a labor dispute, such as peaceful picketing in a strike.

The Anti-Injunction Act does not forbid injunctions in all labor disputes. For example, it does not prevent an employer from seeking to prohibit violence on a picket line; and as demonstrated by the SMUD strike, the Anti-

Injunction Act does not protect public employees in California covered by the Meyers-Milias-Brown Act where these employees have called a strike. An employer will, many times, seek to incite violence or disruption on a picket line in order to create an excuse to go into court and seek to halt picketing.

The Anti-Injunction Act specifically prohibits the forbidding of peaceful picketing. Picketing can be halted where fraud or violence is involved. Further, an injunction may not issue where the party seeking the injunction has failed to make every reasonable effort to settle the dispute by negotiations or through government machinery such as mediation and arbitration.

One major exception to the Anti-Injunction Act is that a court may issue an injunction in a strike where the strike violates a no-strike clause in the contract and a contract also contains a mandatory grievance-arbitration procedure which could decide the issues underlying the strike.

Where a person willfully violates an injunction, he or she may be charged with contempt of court. A fine and/or a jail sentence can be imposed on this person if found guilty of contempt of court. In the typical labor injunction situation, the court will, at most, impose a fine.

The recent strike by SMUD employees shows that, under certain circumstances, courts can issue injunctions against union activity

*Continued on page 8*



A river boat cruise down the Mississippi is in store for recently retired Local 1245 Assistant Business Manager John Wilder and his wife. Honored at a retirement party at the Emeryville Holiday Inn overlooking San Francisco Bay, John received a plaque for his 28 years of service to the Local Union, a specially designed tee shirt from Local 1245's clerical staff and an official union hat. Above, John's longtime colleague and Local Union Assistant Business Manager Larry Foss, left, and Business Manager Dean Cofer present John with a check to help John and his wife enjoy their river boat cruise. The money was donated by Local Union members and staff, plus many of the employer groups John worked with over the years.

## Wayne Greer serves members in San Jose

Wayne Greer and his family will move from their Victorian house in Alameda to San Jose soon, as Wayne has accepted a position as a Local 1245 business representative and is now serving Local Union members in PG&E's San Jose Division.

Stepping in for former business rep Mike Davis who resigned recently, Wayne has been a Local 1245 shop steward since 1967 and served on the Gas Department Subcommittee during PG&E general bargaining.

"I'm watching our Local Union really start to unite," said Wayne. "Many of us talk about doing something for our union. Serving as a Local 1245 business rep fulfills that need for me and has been my goal for a long time. I'm pleased to be a part of this effort."

Wayne's personal philosophy in his new position is "exposure to members". "Even if it's only for 15 minutes, I'm doing my best to be available," he said.

Born in Livermore into a union family, his dad helped organize dairy truckers into the Teamsters during the 40's and his mother was a member of Retail Clerks, Wayne grew up in the Bay Area. His hobbies include farming and fishing. He catches striped bass and cat fish in the Delta and ocean fishes for ling cod, rock cod and red snapper.

Wayne's family includes his wife, Donna, and 12-year-old Sandra and 9-year-old Martin.



Wayne Greer

## G.C. member speaks out...

*Continued from page 1*

But John also shares the opinion of many people that often union members today tend to have unrealistic expectations of what a union can do for them. "We have a union to bargain for our fair share of company profits," he said. "But our membership may be pricing themselves right out of a job, especially in G.C. where it's already cheaper for PG&E to contract out some of the work."

John feels unions are in for some hard times. "They couldn't break us with the Right to Work campaign. But there will be other movements. No matter what title you hang on it, it's the right to break unions.

"We still need unions," he said. "Not just to get wages. We have grievance disputes to settle. But we've reached a point in time. How much further can you take wages, vacations and holidays?"

Indeed, that's one of labor's dilemmas.



the utility reporter

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# Submit nominations for union office at April unit meetings

Nominations will be open for Local 1245 officers at April unit meetings. Local Union bylaws Article III provides for nominations for the following offices: president, vice president, recording secretary, treasurer, business manager-financial secretary, southern area executive board member, northern area executive board member, central area executive board member and at-large executive board member, and advisory council seats.

Per Article III, Section 2 of our Local Union bylaws, the office of financial secretary shall be combined with the office of business manager and must be filled by a member holding an "A" membership (EWBA) as required by the IBEW Constitution.

The entire Local Union membership elects the offices of president, vice president, recording secretary, treasurer and business manager-financial secretary. Union members employed in areas or groups outlined on pages 8-11 of Local 1245's bylaws shall elect the southern area executive board member, central area executive board member, northern area executive board member, and the at large executive board member.

By virtue of the offices, business manager-financial secretary and president shall be delegates to the IBEW International Convention.

Qualifications of and procedures for nominating candidates are provided in Local 1245 bylaws, Article III, as follows:

**Article III, Section 5** — Members elected or appointed to Local Union office must be able and available to attend all regular and special meetings, and to conduct affairs of their office in the city of Walnut Creek without compensation or expenses other than provided for in Article X. Assistant business manager and/or business repre-

sentatives shall not be eligible to hold any elective or Local Union office. They shall, however, be eligible to run as delegates to the International Convention.

**Article III, Section 6(a)** — Nominations shall be made under a special order of business at 8:30 pm at April unit meetings.

**Article III, Section II** — Nominees shall have been members in good standing for two years prior to April 1, 1980, and have tendered dues for the month of February, 1980. Nominees should not have their names recorded in the minutes as candidates if they know they do not qualify.

**Article III, Section 12** — In order to qualify as a candidate, members must attend the unit meeting at which they are nominated. The only exception is if members notify the Local Union recording secretary in writing on or before April 1, 1980, that they will run for specific office if nominated.

**Article III, Section 13** — Members shall not accept nomination for more than one office of the Local Union unless the offices are combined by our bylaws. If members are nominated for more than one office, they must notify the recording secretary promptly in writing not later than May 15 for which office they will be a candidate, and decline all other nominations for Local Union offices. Candidates nominated for the Advisory Council or other Local Union office may be nominated as delegates to the International Convention.

You have a duty to encourage able members to be candidates for office keeping in mind the officers you elect will guide Local 1245 for the next three years.

Attend your April unit meetings at the locations listed on pages 6-7 of the December, 1979, *Utility Reporter*.



Moving boxes hadn't been unpacked at the new IBEW's Ninth District office in Walnut Creek when a Local 1245 welcoming committee delivered a welcome-to-the-neighborhood cake. The international office (I.O.) district headquarters moved across the street from Local 1245 after being located in San Mateo for 10 years. Pictured from left to right are V.L. Breuillot, I.O. senior representative; Frank Quadros, Local 1245 assistant business manager; Dean Cofer, Local 1245 business manager; Nina Swift, I.O. secretary; Tom Roberts, I.O. representative; Polly Strickline, secretary to IBEW Ninth District Vice President Jack McCann; and Local 1245 Executive Secretaries Lynn Buresh, Robin Marshall and Margie McCauley.

## YOUR Business Manager's COLUMN



### BROTHERHOOD AND UNIONISM

DEAN COFER

The name of our union is the **International Brotherhood of Electrical Workers**. Of all the words in this name, "brotherhood" is by far the most important. It may sound corny, but unionists believe there is more to being a union member than just paying dues. It is a matter of caring for fellow members and considering their welfare to be as important as your own.

While the spirit of brotherhood seems to be rare in this world of big business, big government and even big unions, Local 1245 believes it is as important as ever. That's why our union has led fund raising efforts to help members hit by natural disasters. That's why our business representatives, **your** business representatives, routinely work 60 and 70 hour weeks. That's why our shop stewards give up evenings and weekends with their families for no compensation to do union business.

It is not always easy to build and maintain a spirit of brotherhood in an organization with 200 officers, 1,200 stewards and over 19,000 members. Like any normal family, we might disagree and even fight among ourselves. However, when we're confronted by external threats to our interests as unionists, we stand united. Unity and solidarity are the essence of unionism.

Without dedication to these principles, workers become easy prey to profit-hungry employers.

\* \* \*

I am pleased to report that since last month's column the strikes at the Sacramento Municipal Utility District and Monterey Peninsula Cable TV have been successfully concluded and our members are back to work. While we were not able to accomplish everything we set out to do when these strikes were called, the major issues were settled in a manner satisfactory to the Local Union and its members.

As I indicated in last month's column, I am extremely proud of our members at both SMUD and Monterey Peninsula Cable TV. They showed courage, unity and solidarity. As a result they gained dignity and respect that no amount of hardship or threats from their employers can ever take away from them.

\* \* \*

Please continue to attend your monthly unit meetings and participate in the affairs of your Local Union. With the help of a concerned and active membership, your Local Union will continue to progress, and the legitimate interest of all working brothers and sisters in your Local Union will be protected and improved.

## Local 1245 Acknowledgements...

Vernamae Baker, wife of Business Representative **Arlie Baker**, is now a certified professional legal secretary after passing a comprehensive 2-day examination sponsored by the certifying board of the Professional Legal Secretary program of the National Association of Legal Secretaries. She

may now use the title "PLS" after her name and joins only approximately 1,000 other professional legal secretaries in the U.S. and Canada. Vernamae works as a secretary and legal assistant to Oroville Attorney Darrell Stevens. Congratulations, Vernamae!

### Support

## CITY OF HOPE





Two desks are designated as union desks at Lynch. Shop Steward **Arlene Whitman**, pictured above, handles union business four hours a day at one desk and Chief Steward **Dusty Cecchi** maintains similar hours at another desk for a total of 40 hours a week. "Without the union we'd be nothing," said Arlene, "especially in a right-to-work state like Nevada." Arlene was raised in a union family. "My father checked the labels before my mother bought anything," she said. Her hobbies include swimming and bowling. She has two sons, one is in the Navy and the other works for Sierra Pacific Power Company, and two grandchildren.



"Merging with Local 1245 was a very good move for us," said Lead **Opal Bonham**, left, supervising **Kayoko Curlee**, a wiper and solderer. "The union has done a good job for us. Retirement benefits is an area I'd like to see improvements in, however." Originally from Texas, Opal used to race barrels on horseback. Now she enjoys caring for her two horses and rides mostly for pleasure. She has a son and two grandchildren.

## Spotlighting... Lynch Communications

Founded in 1945, Lynch Communication Systems, Inc., designs, manufactures and sells telecommunications equipment. Their major market is the Bell System, telephone holding companies, and independent operating telephone companies in the United States, Canada and overseas. With corporate headquarters in Reno, Nevada, the company is composed of four wholly-owned subsidiaries including Lynch/Reno, Nevada Division; Transcom Electronics Manufacturing, Ltd., Quebec; and Lynch Circuits, Inc., Sunnyvale.



Stewards **Ada Rivera**, left, and **Mary Nattress** discuss a grievance procedure. Ada is a former Butcher's Union member from New York. Now she stuffs electronic component boards at Lynch. "I have better wages because of Local 1245," she said, "and I like the representation." A resident of Sun Valley, Nevada, Ada is the mother of an 11-year-old daughter, and sons, 4 years old and 7 months old. Mary is a wiper and solderer for Lynch. "My grandfather was from the coal mines of Hazard, Kentucky," said Mary. "I never knew him because he died in 1939 of black lung fever. But because he fought for better working conditions through his union, I want to be involved in my union, too." Mary's interests include fine hand work.



Local 1245 member **Doris Harrington** winds different size bobbins for electrical transformers. "I love my work," said Doris, a winder at Lynch since 1966. A native New Yorker, Doris is proud to be a Local 1245 member. "This is the best contract we've ever had. Our membership is growing every year," she said. Doris' outside interests include reading, crocheting, bowling and swimming. She is the mother of two grown children and has two grandchildren.



Reno resident **Mae Chandler** helped promote sign language on local TV. Mae's own deafness doesn't stop her from leading an active happy life. Born in Oklahoma, Mae's grandparents taught her to read lips. She studied at the School for the Deaf in Tucson, Arizona, and speaks beautifully. A winder at Lynch for 7½ years, Mae's hobbies are crocheting and sewing. She has a daughter, four grandchildren and one great-grandchild!

# Making the Union Work for You



## Know your executive board

by Charlie Gadzik  
Research Director  
IBEW Local 1245

The IBEW Local 1245 Executive Board is a group of elected off-the-job members who bear the main responsibility for making internal union policy.

In some areas its authority is decisive. For example, all union spending is subject to the board's review. And the board's action on a unit motion determines the outcome of that motion, unless the membership exercises its right to refer the action to the advisory council.

However, in areas like grievance handling and negotiations, the business manager wields complete authority. Nonetheless, the seven executive board members exert a great deal of influence on most areas of Local 1245's operation.

The board is composed of the president, vice president, recording secretary and four executive board members. Of these four, three represent geographical areas (northern, central and southern) within the union's jurisdiction. The fourth person represents union members like general construction workers who are spread out over the entire jurisdiction.

The business manager is not a member of the board and has no vote, but he does attend and have a voice at the meetings.

Meetings are held monthly at the union headquarters, usually on a Friday so that board members can use the services of the Local Union's clerical and administrative staff. Board members are reimbursed for their expenses and lost wages, and are paid a small salary ranging from \$35 to \$50 per meeting.

Routine business of the board includes a review of the union's expenditures from the previous month, discussion and action on proposed union policies, and action on unit recommendations submitted during the previous month.

The action taken by the board on a unit recommendation depends on the type of motion. For instance, suppose a unit submits a motion asking the union to sponsor a scholarship for children of union members. The executive board may act on the motion immediately or refer it to a subcommittee of board members to study the financial implications.

Suppose the board concludes that a scholarship is a worthy expenditure of union funds. Is that the end of the process? No. When it comes to spending money in a way not previously authorized by the membership, a vote of the members is needed.

Such a vote will be taken when the members approve or reject the executive board report at their next unit meeting. They may decide to approve

the entire report or just a part of it. If a majority of the members voting in all of the units reject a board action put before them, the action will not be taken.

Some unit motions are referred directly to the business manager. For example, suppose the members of one unit are dissatisfied with the medical insurance plan provided for in their contract. They send a motion to the board asking for a change of insurance plans. Since this is a matter for negotiations between the union and employer, the motion is referred to the business manager who, by the IBEW Constitution, is given the authority for collective bargaining.

Many of the board's actions involve the creation of written policies, which (after getting membership approval) are then carried out by the business manager. There are policies governing scholarships, steward training, political contributions, billing practices and dozens of other subjects. You can learn about local union policies by attending your unit meeting, where the chairman has a copy of the policy book.

Three executive board members have official duties beyond being an executive board member. These members are the president, the vice-president, and the recording secretary.

The president appoints rank and file members to serve on union committees. When these appointments involve the business manager's area of responsibility, they must be done in cooperation with him.

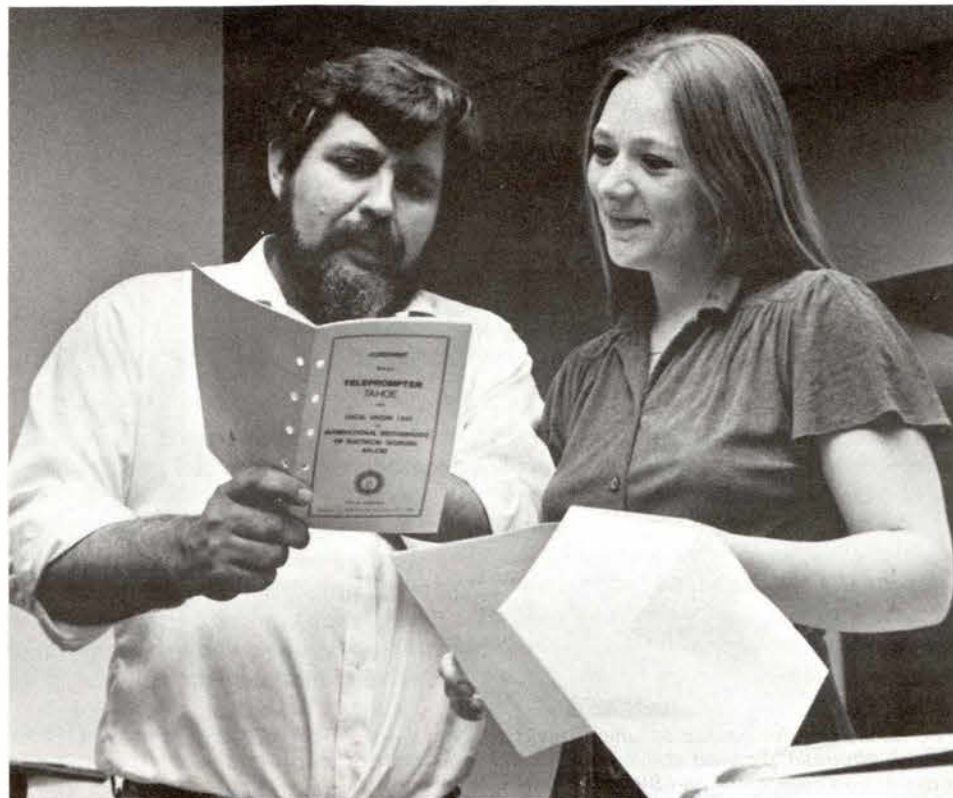
The president does not appoint stewards or business representatives. They are chosen by the business manager. The president also acts as the chairman during meetings of the executive board and advisory council.

The vice president assists the president and is acting president when the president is absent.

The recording secretary receives and answers correspondence at the direction of the president. Recording the minutes of executive board and advisory council meetings is also the responsibility of the recording secretary.

The executive board attends advisory council meetings where it receives information and advice from council members. The board is not obligated to follow the council's advice, but the council does have the authority to review board actions. If the council disagrees with what the board has done, a majority of the council can decide to put the issue to a vote of the membership.

**Next: THE ADVISORY COUNCIL**



Assistant Business Manager Tony Morgado and Local 1245 Executive Secretary Robin Marshall compare contract language between a current contract and newly prepared language proposals.

## Tony Morgado fights paper work but is still challenged

Coordinating bargaining efforts of nine reps who handle 30 contracts affecting Local 1245 members throughout California and Nevada is Tony Morgado, Local Union assistant business manager.

"Prior to becoming a business representative in 1971 I never even considered a career with a labor union," said Tony. "I was like a lot of members; I went to unit meetings whenever it was convenient. I never got involved. One day I spoke out against an issue and was told 'if you don't like it, change it'. It was shortly thereafter I was appointed to the rank-and-file General Construction Grievance Committee, my first official position with Local 1245."

A native of Chico, Tony was employed by PG&E as a substation mechanic before becoming a Local 1245 business representative in General Construction from 1971-1973, and Colgate Division from 1973-1977. In 1977 Tony was promoted to assistant business manager assigned to direct the Union's safety, apprenticeship and training, a position currently held by Frank Quadros. In September he assumed his present position as contract coordinator in Outside Construction, Cable TV, Sierra Pacific Power Company, Nevada and miscellaneous utilities.

"The hardest thing about my job is the reams of paper work," said Tony who keeps track of the bargaining process with each employer group by reading written reports submitted by the business reps.

Tony finds dealing with employers frustrating. "Getting employers to do what you want when you want it is a real challenge," he said. "But, I've never considered that discouraging. We just try harder."

Serving the membership is especially gratifying to Tony. "Local 1245 is a real service organization. Helping people is very rewarding. It always makes me feel good when someone brings me a problem and I'm able to take care of it."

Employed in a job that is often all-consuming, Tony's outside interests include duck hunting and ocean fishing.

A resident of Antioch, Tony and his wife, Valeria, are the parents of 16-year old Robin and 12-year-old Matthew.

## Legislator reinstated

*Continued from page 1*

fired him for "unauthorized absence from work".

While denying leave to Ron, a Democrat, the company granted leave to an employee not in the bargaining unit who had been elected to the legislature as a Republican.

Arbitrator A. Langley Coffey of Tulsa, Oklahoma, said Ron should be restored to his job with seniority and back pay excluding only the period the legislature was in session and less any interim earnings.

The company has not yet complied with the reinstatement award, and union attorneys are prepared to seek enforcement in court or contest any management attempt to avoid the decision.

Ron has worked for the utility for nine years and the arbitrator said he found inescapable the belief that the discharge "was politically motivated".

# The Safety Scene

## Health Care: Labor's Priority

The American citizen is confronted today with a bewildering variety of proposed legislative solutions to problems in the health care system, including comprehensive national health insurance, catastrophic health insurance, and a national health service.

Organized labor is particularly interested in a satisfactory Congressional remedy, since it has had a frustrating experience in having to allocate more and more negotiated money to pay for health benefits which have increased in cost much faster than the general rate of inflation. The cost escalation has not resulted in health care of greater accessibility to working people, or of better quality.

Most of the major unions, including AFL-CIO affiliates, Autoworkers, and Teamsters, have lined up behind the comprehensive national health insurance bill of Sen. Kennedy and Rep. Waxman. The Kennedy-Waxman bill would mandate that adequate health insurance be provided by private insurance companies for all employed Americans and their families, and would expand Medicare and Medicaid to better protect the elderly and the poor.

Union members currently covered by negotiated health insurance would continue to use their same program under the Kennedy-Waxman bill, but would receive an expanded range of benefits in most cases. The employer would continue to pay the insurance premium, and there would no longer be any deductions or limits on benefit coverage to the recipient.

### 1. The Health Non-System

The failings of the current health care system are easy to see. Although Americans spend more for health than any other nation in the world, 18 countries have lower infant mortality rates and ten countries have longer life expectancy than the United States.

In 1963, the nation's health bill was \$32.4 billion, less than 6 percent of the Gross National Product (GNP). By 1983, without major legislation, total U.S. health expenditures are expected to be \$323 billion, roughly 10 percent of the GNP. This is a 1000 percent increase in 20 years.

The average family of four will see its yearly health bill shoot up from \$533 in 1963 to \$3,590 in 1983.

There are still major disparities in health care coverage. Over 24 million Americans have no health insurance at all, and another 60 million Americans have inadequate health insurance.

These people are faced with financial catastrophe if they fall seriously ill.

### 2. Congressional Proposals

Health care reform proposals over the past decade have fallen into three types, each with its own version of the problem to be solved and each with its own tailormade solution.

The comprehensive national insurance proposals, of which the Kennedy-Waxman bill is the latest, see the need to insure access to care for all citizens regardless of age, income, or occupation. They provide health insurance for everyone, either directly or through the private insurance corporations. By mandating a fixed national budget for health that cannot be surpassed, they also try to insure that the medical establishment will not just use the system to raise its prices.

Major medical or catastrophic health insurance bills have been put forward by more conservative politicians led by Sen. Long. They feel the need only to protect the finances of those individuals who have serious medical problems requiring large payments. The bill currently being prepared by President Carter is essentially a major medical proposal in that it excludes federal payment for expenses up to \$2,500 per year per person, and limits coverage to employed persons and their dependents.

The national health service proposal, authored by Rep. Dellums and supported by the Mineworkers and the United Electrical Workers, sees the profit-making nature of the American health delivery system as the basis of the problem. It would completely reorganize the system by making all facilities federally owned but locally controlled. Dellum's proposed system would be financed through taxes on employers and a progressive income tax.

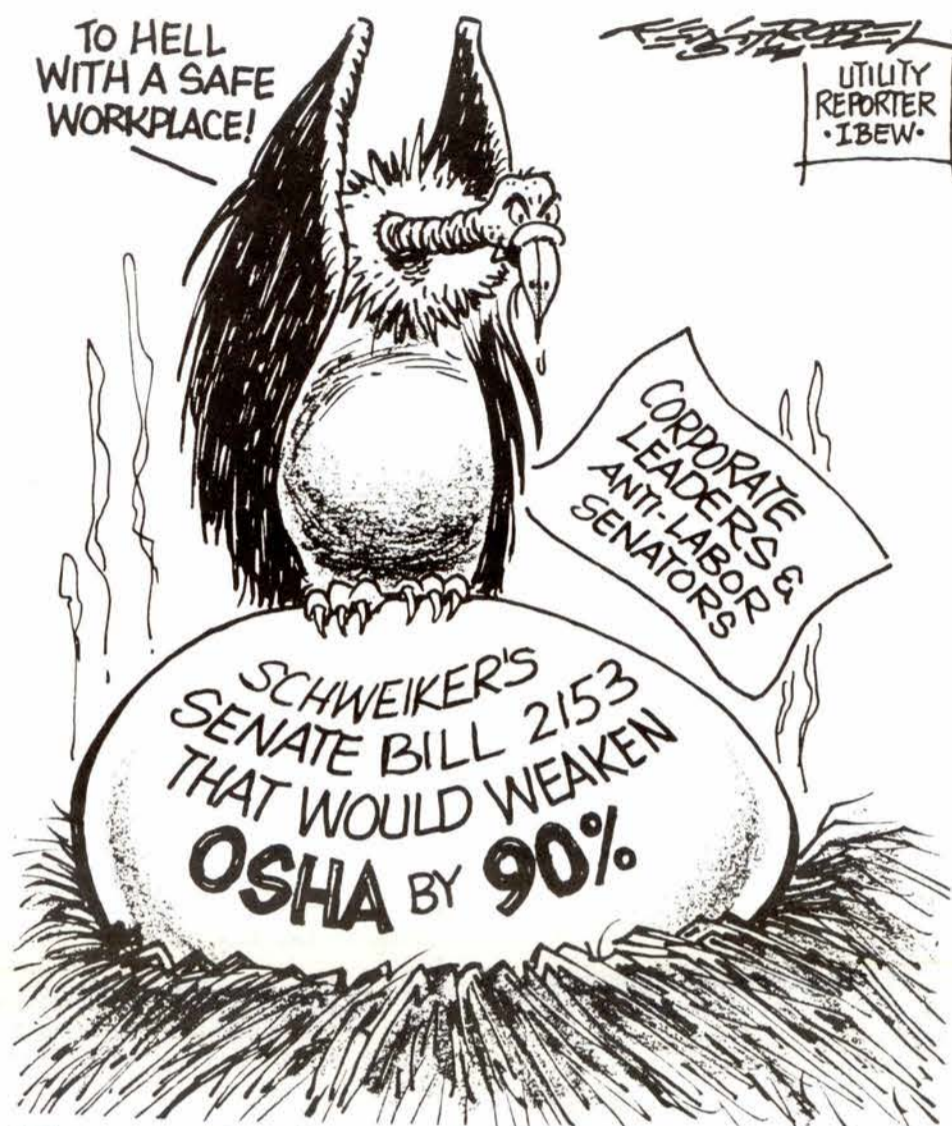
### 3. Labor's Concern with the Kennedy Bill

A key compromise in the current Kennedy bill allows the private insurance companies to handle the collection and disbursement of health care payments. Made to increase the acceptability of the bill to industry and conservative critics, this compromise threatens to undermine the cost-containment provisions of the bill.

Use of the private insurance companies is an expensive way to process claims. The AFL-CIO has looked to the experience of the Canadian health insurance program to see the amounts of money that could be saved by by-passing the private companies and

TO HELL  
WITH A SAFE  
WORKPLACE!

UTILITY  
REPORTER  
•IBEW•



## Trying To Hatch Out a Rotten Egg!

having the government directly collect and pay providers of health care. The cost of administering the Canadian hospital insurance program is 1.15 percent of the total hospital expense. This is far below the administration expense of 8.9 percent for hospital claims for Blue Cross, the major American hospital administrator.

Some health care experts believe that it will be impossible for the U.S. Congress to pass any kind of comprehensive health care program, and that long run reform will depend instead on how existing health planning legislation is implemented. However, many political observers now feel that the national health care issue may be actively featured in the presidential politics of 1980 — as a part of Sen. Kennedy's active involvement. If so, the comprehensive approaches favored by organized labor stand to benefit enormously both in public understanding and in prospects for more careful consideration by Congress.

—Jamie Robinson  
Institute of Industrial Relations  
U.C. Berkeley

## Property access ensured for union hygienist

By hiring an industrial hygienist, IBEW Local 1245 provides many services to its members that other unions cannot obtain from OSHA alone.

It's also an advantage to have the hygienist hired as a business representative. This status ensures entrance to company properties.

The U.S. Supreme Court ruled in the *Barlow* case that OSHA inspectors may be required to obtain search warrants, and the California Supreme Court ruled in the *Salwasser* case that an inspection warrant must meet the same standards as a criminal penalty of California law for certain violations.

Local 1245's industrial hygienist need not follow these procedures with most of our employers, including PG&E, because the labor agreement permits business representatives to enter company properties where union members are employed.

# Injuries vary from exposure to broken mercury vapor lamps

by Juliann Sum  
Industrial Hygienist  
IBEW Local 1245

Mercury vapor lamps, used for roadway lighting, sports arenas, school gymnasiums, parking areas, warehouses, and retail establishments, as well as home use to light yards, patios, and driveways, can cause injury when the protective outer glass bulb is broken and ultraviolet radiation is emitted.

Injuries include eye damage (keratitis), skin reddening, and possible skin-aging and skin cancer. Injuries usually occur after exposure for several hours within six meters (about 18 feet) of the damaged lamp.

The Food and Drug Administration will require automatic shut-off mechanisms for lamps used in areas where injury is likely. Labelling for these lamps should state:

This lamp should self-extinguish within 15 minutes after the outer envelope is broken or punctured. If such damage occurs. **TURN OFF AND REMOVE LAMP** to avoid possible injury from hazardous shortwave radiation.

Where injury is unlikely, labeling should state:

#### WARNING:

This lamp can cause serious skin burn and eye inflammation from short-

wave UV radiation if outer envelope of the lamp is broken or punctured. Do not use where people will remain for more than a few minutes unless adequate shielding or other safety precautions are used. Lamps that will automatically extinguish when the outer envelope is broken or punctured are commercially available.

These requirements will apply to lamps manufactured after March 6, 1980.

If you are injured from exposure to a broken mercury vapor lamp, see a physician. Consider replacing mercury vapor or metal halide lamps with those that have a safety shut-off feature, or consider installing an ultraviolet radiation-absorbing shield over the lamp reflector.

## Know your rights

Local 1245 mailed each union member a brochure developed by the U.S. Department of Labor Occupational Safety and Health Administration entitled, "OSHA: Your Workplace Rights in Action". Read the brochure to know your rights!

## Blue Cross tips to good health

**WE'RE EATING BETTER** — Research has discovered some encouraging news in a study comparing American eating habits now and twenty-five years ago. Men and women of all ages seem to be consuming fewer calories and fats, yet it appears they are getting the recommended daily allowances of protein, vitamin A, thiamin, riboflavin, phosphorus, and vitamin C. And low income families appear to be getting the same nutrients as wealthier families. However, many of us still consume too much fat, cholesterol, sugar, salt, and total calories, and do not get enough iron, zinc, magnesium, and vitamin B6.

**SPEED UP THOSE LAGGING SPIRITS** — The effects of jet lag can be minimized with a few simple adjustments. Reduce the intake of liquids starting about four hours before the flight, and keep it light when in the air. Coffee, tea, and alcohol often cause problems. Avoid high-sugar foods, chew food slowly and carefully, and eat lightly if sleep is the next activity on the schedule. Exercise during flight is also a good way to preserve a feeling of normalcy as you skip across time zones.

**SWIM THROUGH PREGNANCY** — The expectant mother can often maintain her regular exercise program through most of her pregnancy. The mother who exercises is likely to have

fewer backaches, shorter labor, easier delivery, and faster recovery. Walking and swimming are particularly recommended during pregnancy.

**REFORMED SLEEP AIDS** — New sleeping preparations sold over the counter will use doxylamine succinate, a chemical which has long been used in cold medications. The drug replaces methapyriline, found to cause cancer in laboratory animals. Preparations containing methapyriline should be discarded.

**PULL UP A CHAIR** — Just make sure it is the right one for you. Look for adequate firmness, correct seat height (slightly less than the length of the lower leg, slight backward tilt, seat length no more than two-thirds the length of the thigh, good back support, and comfortable armrests.

**KIDS SHOULD BUCKLE UP** — When a car crash occurs, children become flying missiles. A shameful 90 percent of children ride with no protection, even when their parents are using seatbelts. Junior is safest in the back seat, securely belted. If the front seat has belts and the back doesn't, put him in the front. And no matter how much you love him, in the event of a crash you are not strong enough to protect a child sitting on your lap.

—Blue Cross of Northern California



PG&E Line Subforeman Dick Hoyer, left, showed Local 1245 Business Manager Dean Cofer a recently replaced cross-arm during a visit with Local Union members in the field.

## Consumer Product Safety Alert

Under laws administered by Consumer Product Safety Commission (CPSC), an estimated 117 million potentially hazardous products have been called back from the marketplace and consumers since 1973 (when CPSC was created). Most of these were voluntarily recalled by manufacturers who established programs to repair or replace the products, or to refund the purchase price.

Recent actions include the following:

### Energy-Saving Devices

Approximately 15,000 air-damper systems for fireplaces and wood-burning stoves manufactured by the Chim-A-Lator Company should be modified to prevent possible fire hazards.

Excessively hot chimney temperatures could cause some of the air dampers to close unexpectedly; if this happens, smoke or flames could be forced back into the room.

The systems have been manufactured since 1969 as energy-saving devices to reduce heat loss up chimneys while they are not in use.

The company has agreed to provide free devices to keep the dampers open even in extreme heat. Consumers may obtain the device by writing to: Chim-A-Lator Co., 8824 Wentworth Ave. S., Minneapolis, Minn., 55420 (telephone: 612-884-7274). The devices will be available beginning in December.

### Coffee Percolators

Millions of owners of potentially defective Corning Ware coffee per-

colators have not yet responded to the company's offer to compensate consumers for taking the coffeemakers out of use.

CPSC and Corning warned consumers last September that virtually all Corning glass/ceramic percolators manufactured since 1960 should be considered potentially hazardous and that consumers should immediately stop using them. The handle assembly may separate without warning from the white pot, possibly subjecting consumers to burns from hot liquid.

Corning has established a compensation program to persuade consumers to stop using the coffeemakers (both electric and stove-top white glass/ceramic models). More than 18 million such coffee percolators have been sold since 1960.

Consumers are urged not to return the coffeemakers to Corning or to retailers, but instead to write to the company for details on the compensation program. The address is: Corning Glass Works, P. O. Box 5750, Corning, New York, 14830. At least six weeks should be allowed for the company's response.

To report a product hazard or a product-related injury, consumers should write to the U.S. Consumer Product Safety Commission, Washington DC 20207, or use the agency's toll-free Hotline. In the continental U.S. the number is 800-638-8326. In the state of Maryland, call 800-492-8363. In Alaska, Hawaii, Puerto Rico, and the Virgin Islands call 800-638-8333.



The 1980 CP National - Elko Power Negotiating Committee is made up of Russ Morgan, left, a lineman and 15-year member of Local 1245; Darrel Mitchell, Local Union business representative; and Pam Anderson, a customer service clerk who has been a Local 1245 member for two years.

## NEVADA NEWS

by Darrel Mitchell  
Business Representative  
IBEW Local 1245

### Wells Rural Electric Company

Bargaining has been concluded with Wells Rural Electric Company. The 2-year agreement provides for a 6 percent general wage increase with three cost-of-living adjustments every six months. The agreement also contains two new clerical classifications with new wage rates, payment for employees who stand "on-call", a fully paid long-term disability plan and numerous language changes in the contract.

Union's committee consisted of Mike Braun, Risa Paul and Darrel Mitchell.

### Mt. Wheeler Power Company

As provided in the current agreement, all wage rates were increased by 6.1 percent February 1, 1980. This figure represents the increase in the CPI-U, all cities for the 6-month period ending December, 1979. Future cost-of-living adjustments will be applied on August 1, 1980, and February 1, 1981.

### CP National-Elko Telephone Division

A shop steward training session was held in Elko for telephone stewards. The meeting was very productive and additional steward meetings will be held in this area.

Company and union have resolved a vacation scheduling problem that was held over from the 1979 bargaining. Wages effective August 1, 1980, have yet to be negotiated.

### CP National-Elko Power Division

A tentative settlement between the company and union was rejected by the membership January 31, 1980. The offer provided for a 1-year contract with a general wage increase of 9.2 percent. Meetings with the company are presently being scheduled. The union's committee is comprised of Pam Anderson, Russ Morgan and Business Representative Darrel Mitchell.

### CP National-Winnemucca Division

The union plans to meet with the company in March to discuss an issue that is held over from 1979 negotiations. The meeting date and union's committee are presently being established.

On February 7, 1980, Business Representative Darrel Mitchell appeared and testified before Nevada's Public Service Commission regarding a rate case that would re-establish the employee discount. The discount was removed by commission order on January 1, 1978.

Benefit bargaining for all CP National properties will commence in the near future.

### Teleprompter of Reno

Meetings have been held with union members to discuss upcoming negotiations with Teleprompter. Shop Stewards Lela Beer and Ron Daniel will attend a meeting in Walnut Creek in March to further discuss 1980 bargaining.

# APPOINTMENTS CENTRAL LABOR COUNCILS

Santa Clara County  
Wayne Greer

## NEGOTIATING COMMITTEES

CP National — Elko Telephone Interim Bargaining  
Stan Jensen Gary Glazier

Pacific Gas and Electric Company  
Chuck McAlister Marshall Proschold

Sierra Pacific Power Company  
Pat Lantis Nancy O-Dell  
Gino Aramini Louis Mora  
David Herman Kurt Banderbunt  
Louis Johnson George Ostrander

## GRIEVANCE COMMITTEES

Pacific Gas and Electric Company

San Joaquin Division  
Tom Garcia

Coast Valleys Division  
Lorenzo V. Gonzalez, Jr.

## Commitment to service not new to Stan Justis

by Arlie Baker  
Business Representative  
IBEW Local 1245

Stanley Justis, Local 1245 Advisory Councilman since 1956, has been elected to a 4-year term on the board of the Black Oak Mine Unified School District in El Dorado County.

A troubleman in Auburn at PG&E's Drum Division, Stan has missed only five or six school board meetings in the past four years. Those absences were due to his job with PG&E.

Stan has quite an impressive record with Local 1245 also. Besides being a long-term member of the Advisory Council, he has been a Local Union member since 1947, a shop steward since 1953, on the Grievance Committee since 1955, unit chairman of the Auburn unit three terms, unit recorder four terms, and vice chairman two terms.



Stanley Justis

In addition, Stan has attended all unit officer training sessions since 1956, has been to all shop steward training conferences since 1953, and has been appointed to the Bylaws Committee three times. He presently serves on the Ballot Committee.

Stan and his wife, Barbara, have two daughters: Tammy, who will be 16 in March, and Shiela, who is 15.

## YOU, YOUR JOB, AND THE LAW

Continued from page 2

which is engaged in either for an unlawful objective or by unlawful means. In the case of the SMUD strike, the court felt it had the authority to prohibit peaceful picketing because, under California case law, strikes by public employees are illegal. The court, therefore, concluded that, since the strike constituted an unlawful purpose, the means of picketing to obtain this purpose should be enjoined.

It is important to recognize that if SMUD workers had not been public employees covered only by the Meyers-Milias-Brown Act, their strike could not have been enjoined where their activity was peaceable. This points up the importance of working to change California law so that all public employees have the right to strike.





# BARGAINING ROUNDUP



## Yuba County Water Agency

Negotiations still in progress on non-wage matters.

## Glenn-Colusa Irrigation District

The district's latest offer was rejected on February 5, 1980, by a vote of 34 to reject and 5 to accept. Union is attempting to resume negotiations and has requested that a mediator from the State Mediation and Conciliation Service be brought in.

## Truckee-Donner Public Utility District

On February 11, 1980, the district made an improved offer of settlement to the Union's negotiating committee. This offer is being prepared for presentation to the membership for their consideration.

## Sacramento Municipal Utility District

SMUD members ratified a memorandum of understanding 219 to 131 February 20. Terms of the 2-year agreement include a 10.25 percent general wage increase, wage adjustments tied to Workers Consumer Price Index (W-CPI) and the introduction of reduced employee contributions to Public Employees Retirement System (PERS).

## U.S. Water and Power Resources Service Agency

Negotiations are still in progress.

## Merced Irrigation members ratify 3-year M.O.U. with 5½% wage hike

by M. A. Walters  
Assistant Business Manager  
IBEW Local 1245

Local Union membership employed by Merced Irrigation District recently voted 65 to 7 to accept the results of negotiations. Negotiations resulted in 3-year memorandum of understanding with a 5½ percent general wage increase effective January 1.

Wage openers in the second and third year are provided for with the parties cooperating in a study of comparable classifications and relative wages. Prior to the application of the general wage increase, a number of special classification adjustments were applied.

## Davey Tree Surgery Company

In a mail ballot counted on February 15, 1980, the Local Union membership involved voted 41 to 33 to reject the company's settlement offer. The offer of settlement was for a 3-year agreement. Union has requested that the company resume negotiations in an effort to reach an acceptable agreement.

## Pacific Tree Expert Company

Negotiations are still in progress.

## Citizens Utilities Company of California

The company has made an offer of settlement which is in the process of being presented to the membership for their consideration. The current negotiations involved benefit programs only.

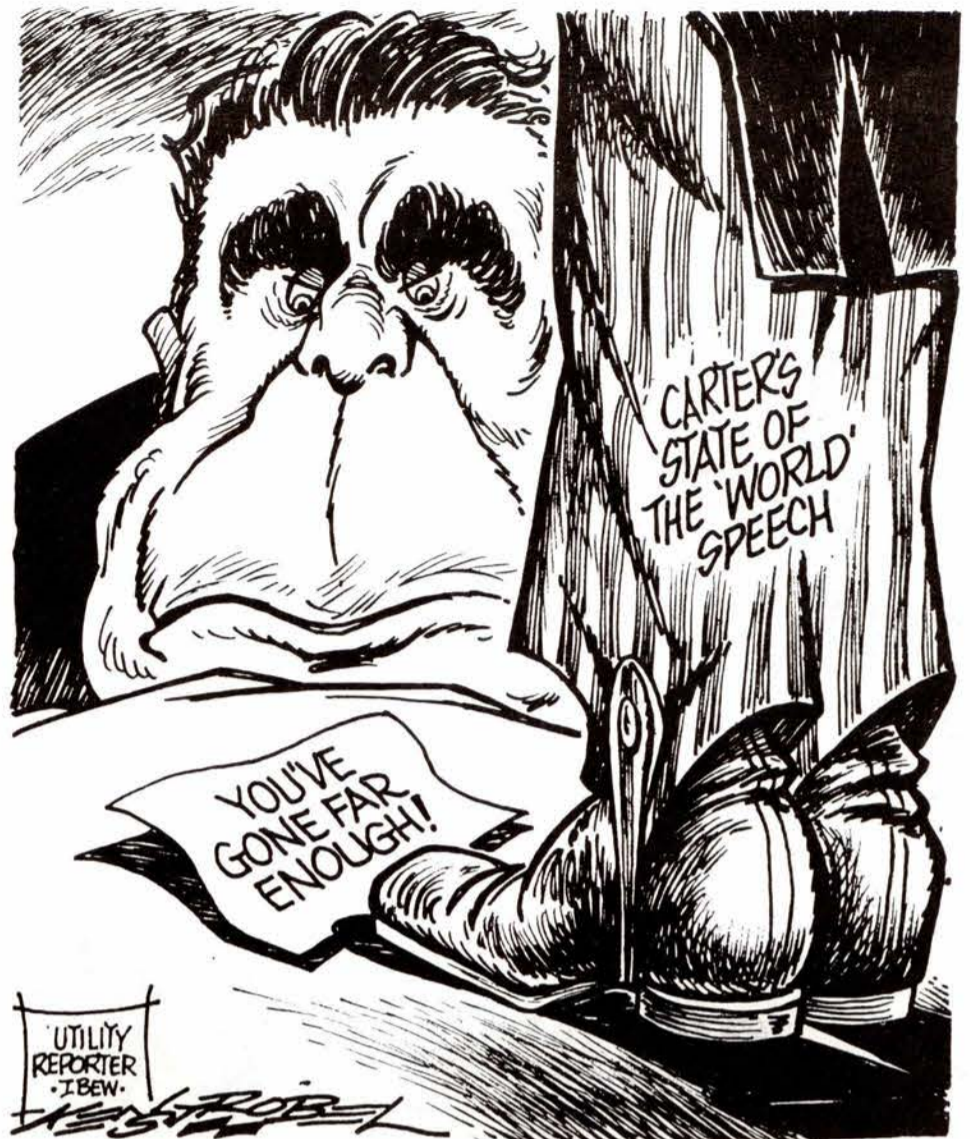
## Monterey Peninsula TV Cable

Contract ratified 20-9 after 2-month strike. Settlement includes a 12 percent general wage increase this year, with 7.5 percent increases in 1981 and 1982; \$70 a week stand-by pay; 90 percent medical and dental premiums paid; and the addition of Friday after Thanksgiving as a holiday.

## City of Roseville

Local 1245 members received a 12 percent wage increase effective January 1. The city also agreed to improvements in medical and dental plans, an increase in meal allowances during extra emergency hours, an inclement weather clause and a new troubleshooter classification.

Nevada bargaining - pg. 8



### Letting 'em know where we stand!

## Oroville-Wyandotte Irrigation members vote 24-8 to accept M.O.U.

by M.A. Walters  
Assistant Business Manager  
IBEW Local 1245

In a mail ballot counted February 4 Local Union membership employed by the Oroville-Wyandotte Irrigation District voted 24 to 8 to accept the results of negotiations.

The new memorandum of understanding between Local Union 1245 and the district is for a 3-year term and provides for a 9 percent general wage increase effective January 1 for Water Division employees, and wage parity with Pacific Gas and Electric Company for Power Division employees for the term of the M.O.U. Wages for Water Division employees for the second and third years are subject to future negotiations.

In addition to the 9 percent general wage increase, special adjustments were made for a number of Water Division classifications. This brought total increases for the classifications involved to 12.8 percent (Meter Reader), 13.6 percent (Ditchtender and Utilityman) and 18.3 percent (Water Treatment Plant Operator-Grade III).

Other improvements obtained included:

1. Double time for overtime worked on Sundays and holidays.

2. Three days funeral leave in the event of death of family members. Previously was charged to sick leave.

3. Employee's birthday established as an additional holiday. Also, exchanged Columbus Day for Friday after Thanksgiving.

4. Reduced requirements for four weeks vacation from 17 to 15 years of service.

5. Sick leave buy back maximum increased from \$1,000 to \$1,500.

6. Establishment of a district-paid vision care plan for employees. Employees may cover dependents at the employee's cost.

7. Improved mileage allowance for use of employee's vehicle.

8. District provided coveralls for certain employees.

In the second and third years of the M.O.U., the union may open one item each year in addition to wage openers for Water Division employees.

Local Union Negotiating Committee members were Jimmy Higgins and Chuck Lee, with Business Representative Larry Hope.

# 27 years with Sierra Pacific Power

by Jim Schultz, IBEW Local 1245 Economics Intern

## How it was in 1947

- No doubletime payment for overtime.
- Only eight paid holidays per year.
- Maximum vacation of three weeks after 10 years of service.
- Maximum cumulative sick leave is limited to 60 days.
- Maintenance of membership shop.
- No funeral or jury duty leave.
- Resident employees have no regular hours.
- No union payroll deduction of Union dues.
- Minimum six-hour scheduling between shifts.

## 1953

- General Wage increase of 5 percent or \$15, whichever is greater, granted to all employees.
- Additional increase of 5 cents per hour won for inspector, working foreman and engineering assistant classifications.
- Increase of 2 cents per hour applied to powderman and heavy equipment operator classifications.
- SPPC is to pay half the cost of the health and welfare plan and all premium costs in excess of 60 cents per \$1,000 of life insurance.
- Retired employees are to receive a \$1,000 life insurance policy, upon retirement.

## 1954

- All employees receive a wage increase of 5 cents per hour.
- A further increase of 5 cents per hour is given to climbing classifications.
- An additional 3 cents per hour increase is won for senior clerks, unit bookkeepers and PBX operators.

## 1955

- Wages increase by 3 percent or 5 cents per hour, whichever is greater.
- A checkoff system permitting payroll deduction of Union dues is won.
- Probationary employees get a guaranteed full day's pay when reporting to work during inclement weather.
- Employees are assured a minimum 8-hour rest period between consecutive 8-hour shifts.
- Vacation payment will be made upon termination.

- Job security is increased due to preferential rehiring for regular employees laid off for lack of work.
- A joint Union-Company Safety Committee is established.

## 1956

- Every employee receives a 4 percent general wage increase.
- An additional 2 cents per hour is applied to all employees whose wage rate had been between \$2.00 and \$2.49 per hour.
- An additional 5 cents per hour is won for all employees whose wage rate was previously \$2.50 per hour or more.
- Inequity adjustment of 5 cents per hour is given to gas servicemen and assistant engineers.

## 1957

- A 5½ percent general wage increase is applied to all employees.
- Linemen gain an extra ½ cent per hour and the elimination of the one month probationary period.
- Any work done on a holiday (whether it was scheduled or not) will be at the overtime rate.
- Four weeks vacation after 20 years of service. Maximum vacation allowance increased from 15 to 20 days. (Maximum reached in the twentieth year of service.)
- Supplemental benefits for industrial injury increased to equal 90 percent of employees' base wage.
- A bidding procedure is established for filling job vacancies.
- The requirement for an employee to be "on call" is eliminated.

## 1958

- A 5 percent wage increase (averaging 12 cents per hour) won for all employees.

## 1959

- A total wage increase of 5½ percent is agreed-to.
- Linemen gain additional increase of 1 cent per hour.
- Probationary employees will now receive the same fringe benefits as regular employees.
- Employees are reimbursed at a stated mileage rate for using their car on company business.
- Eight paid holidays are guaranteed.
- Contract states that company will pay meal cost for employees on

emergency work and for employees whose regular meal practices are disrupted.

## 1961

- Wages increase by 4 percent.
- Total wage and benefit increases average almost 13½ cents per hour.
- The amount of life insurance per member is doubled.

## 1962

- General wage increases average 10 cents per hour for the first year, and 13 cents per hour for the second year.
- Doubletime overtime rate is won for callouts on Sunday, holiday and consecutive work exceeding 16 hours.
- Death benefit is increased to \$2,000.
- Employee discount utility service rates are revised to equal 25 percent for gas and 50 percent for electric and water services.

## 1963

- Major Medical coverage is improved.
- Paid coverage of hospital, surgical and life insurance for all present and future retirees and for dependents of employees on military leave.

## 1964

- Wages increase by 3½ percent (averages 12 cents per hour).
- Special maternity leave is achieved for regular employees who become pregnant.
- The right to return to your former job after all types of leave is guaranteed.

## 1966

- Wages increase 4 percent in the first year and 3½ percent in the second year of the agreement.
- Unlimited accumulation of sick leave is achieved.
- Employees win the right to a paid rest period after working overtime on Sunday or other non-work day.

## 1968

- Wages increase 5 percent for all classifications.
- Shift premiums are increased by 2½ cents per hour.
- Three weeks vacation begins after eight years of service instead of nine years; four weeks vacation after 18 years of service instead of 19 years.
- Major Medical plan is improved,

decreasing the cost of the plan to employees.

## 1971

- Wages increase by 7½ percent the first year, 7 percent in the second year, and 6 percent the third year.
- Earlier eligibility for vacations: three weeks after seven years, four weeks after 17 years.
- An additional holiday (employee's birthday) brings the total number of paid holidays to nine per year.
- Dental care benefits are added.
- Pension plan changes from contributory to non-contributory. Employees will reduce contributions to plan until 7/1/74 when it will be fully subsidized.
- All employee contributions to the pension plan will be returned to the employee after retirement.

## 1974

- A general 10.2 percent increase in wages is applied.
- An additional holiday (the day after Thanksgiving) brings the total number of paid holidays to 10 per year.
- The proportion of group insurance premiums paid by the employees is reduced from 34 percent to 20 percent.
- Life insurance is fully subsidized.
- Shift premium increased by 5 cents to 20 cents per hour for second shift and 25 cents per hour for the third shift.
- Meal allowances increased to \$2.50 for breakfast, \$3.05 for lunch and \$5.50 for dinner.

## 1975

- Wages increase 7.95 percent.
- An extra 2 cents per hour won for all employees whose wage exceeds \$5.98 per hour.

## 1976

- A general wage increase of 8½ percent the first year, 8 percent the second year and 7 percent the third year.
- Major Medical is improved.
- Shift premium differential is increased by 5 cents to 25 cents per hour for a second shift and 30 cents per hour for a third shift.
- Paid travel time increased from 15 to 30 minutes on call-outs.
- Mileage rate increased from 9 cents to 15 cents per mile.
- Employees who work on holidays shall be paid overtime rate plus regular holiday pay.
- Four weeks vacation won after 16 years of service, five weeks vacation after 23 years of service.
- Meal allowances increased to \$2.95 for breakfast, \$3.65 for lunch and \$6.50 for dinner.

## 1979

- A fully paid vision care plan is added.
- A sick leave payback plan for unused sick leave is instituted.
- A 7.6 percent general wage increase is applied to all classifications.



Photo courtesy of "Pipe and Wire"



### ***"We stood by our principles"***

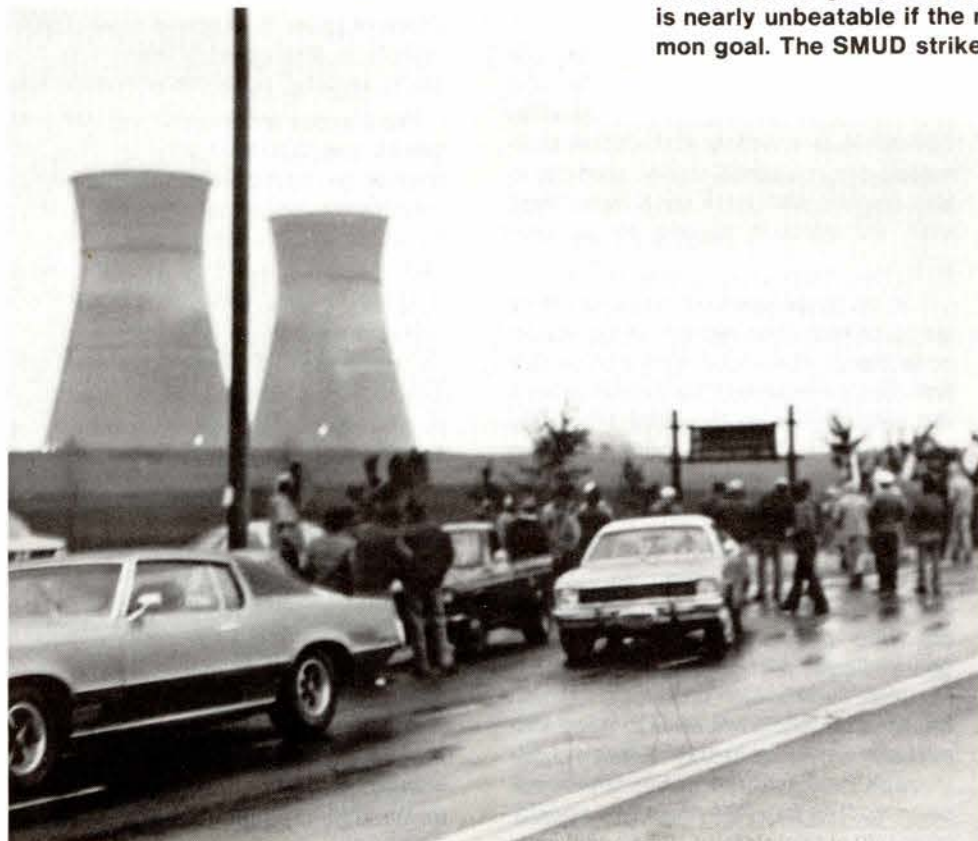
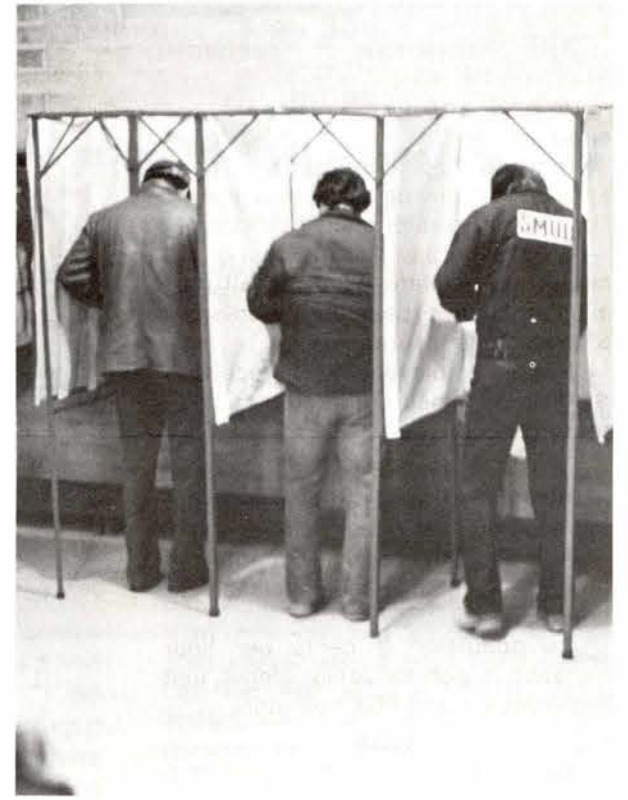
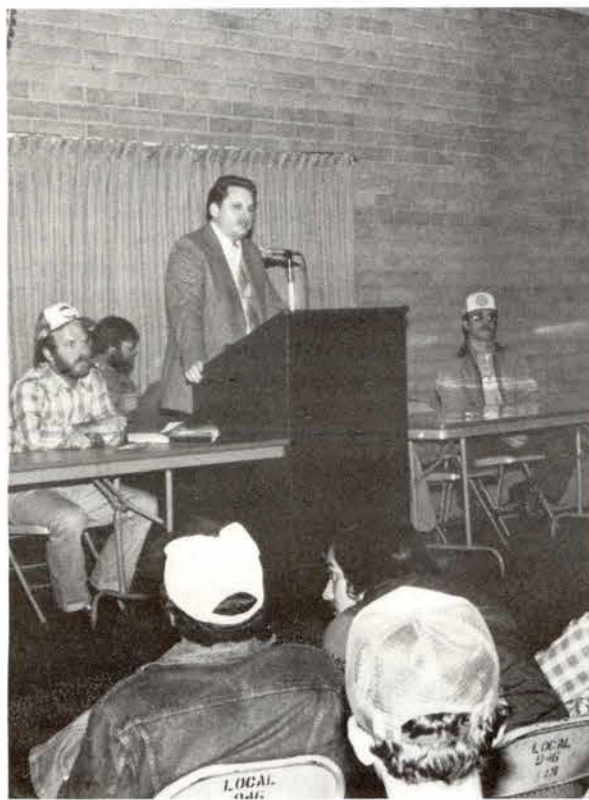
**A chapter in Local 1245 history was completed when Local Union members employed by the Sacramento Municipal Utility District ratified the district's offer last month (see Bargaining Round-Up page 9). Negotiations were marked by the controversy and publicity surrounding public employee strikes.**

Utility strikes are difficult to win. Public opinion usually opposes the strikers. The utility can often get a court injunction ordering the strike to end (see legal column page 2). If that fails, the utility can operate its automated equipment with supervisors. All of these factors favor the employer.

**The SMUD strike succeeded despite these difficulties. It succeeded because the membership solidly supported the principles of unionism, especially unity. The members put aside their individual doubts and demands and acted as one body.**

The picket lines were peaceful and strong. So strong, in fact, that 12 members went to jail rather than abandon their picket line. Members honored the lines, even when conflicting news reports caused confusion about the status of the strike.

**Unity like this is the basis for a union's strength. The most skilled negotiator is powerless if the members are more concerned about their individual welfare than the welfare of the group as a whole. But that same negotiator is nearly unbeatable if the members unite behind a common goal. The SMUD strike is proof.**





Local 1245's in-house print shop handles volumes of print jobs daily, from job definition and lines of progression books and letters of agreements, to E-board reports, "Stewards' Newsletter" and negotiating bulletins. Head Printer Harry Kirkbride and Machine Operator Kua Patten provide printed information to our union members employed by over 60 employer groups. Above, Dean Cofer, business manager, awaits a copy of a bargaining proposal.

## Why should I join a union?

by Ed Fortier  
Business Representative  
IBEW Local 1245

Why should I join a union? This is probably the most often asked question that any union steward, business representative or member will ever hear. It is also the most difficult question to answer because there is no simple or easy answer.

There are usually two types of people who ask this question. People who have a personal problem with their employment, such as low wages, long hours or no benefits, are perhaps easier to convince. Their only chance is to join with others sharing a common plight.

The other type of people is usually more secure. Their wages and working conditions are adequate. Often times the security they enjoy results from direct efforts of a union, which they have not been forced to join, on the property. Or where there is no union, they may be beneficiaries of indirect efforts of organized properties within the industry.

The second type of people is really asking, "What's in it for me?" These people are obviously more difficult to satisfy. There are several reasons for this. In some cases there is a genuine interest in union operation. More often, the question is a challenge. People asking are usually self-confident, competitive and reasonably successful. Why do they need to join others and share their success?

All of us are born into this world naked and naive. The nakedness is easily overcome. The overcoming of naivete is usually a lifelong task for most of us; however, there are exceptions all around. Every industry, company, endeavor, sports event, political contest or social club has people

that, for one reason or another, outpace others.

From our earliest experience, we are taught that there are rules to every game and that to compete we must follow the rules. Part of our education and introduction to adult life takes place in the school room where we are taught history and social sciences among other things. In reality, we were being taught the rules of the "game of life".

Unfortunately we are not adequately informed in the classroom. Government classes tell us how rules (laws) are made and how they are enforced. U.S. history unfolds the successes of our society that have made this the best place to live on earth.

Not enough is said about the fact that rules are constantly changed by more vocal and influential forces within our society. Little is done to identify these forces.

The motivation for these influential forces comes from self-interest. Business people have the Chamber of Commerce, lawyers have the American Bar Association and doctors have the American Medical Association. In spite of the published intent to benefit society, the real intent of these organizations is to benefit the self-interests of their respective membership.

The membership in these influential groups is restricted to those with very special qualifications. Who then speaks for the rest of us? Churches? Special clubs? Political parties? A combination of all of these, the American labor movement, is the single most influential force for over one hundred

## Save the date!

## Sunday, June 1



## 3rd Annual IBEW Local 1245 Softball Tournament

at

## Willow Pass Park Concord, CA

## details to follow...

million of us who work for wages and depend upon government to make and enforce rules allowing us to educate our children, provide assistance to the aged, the infirmed, the disabled and the needy.

Unlike the Chamber of Commerce or the American Bar Association, you don't have to be a union member to benefit from a union. Out of the estimated one hundred million people in this country who work for a living, less than 20 percent belong to a labor union.

Too many people in this country take for granted that which was made possible by the blood and sweat of a few. They never bother to ask where the idea of Social Security, disability insurance, workman's compensation and the public school system came from. They also forget that there are forces constantly at work trying to erode these gains.

Who will stand up and fight for people who not only benefit from this social legacy, but pay for it as well? It certainly won't be those 80 million unorganized workers, who for the most part have no say in the matter except through their elected public representatives. It won't be through special interest organizations, who will gain

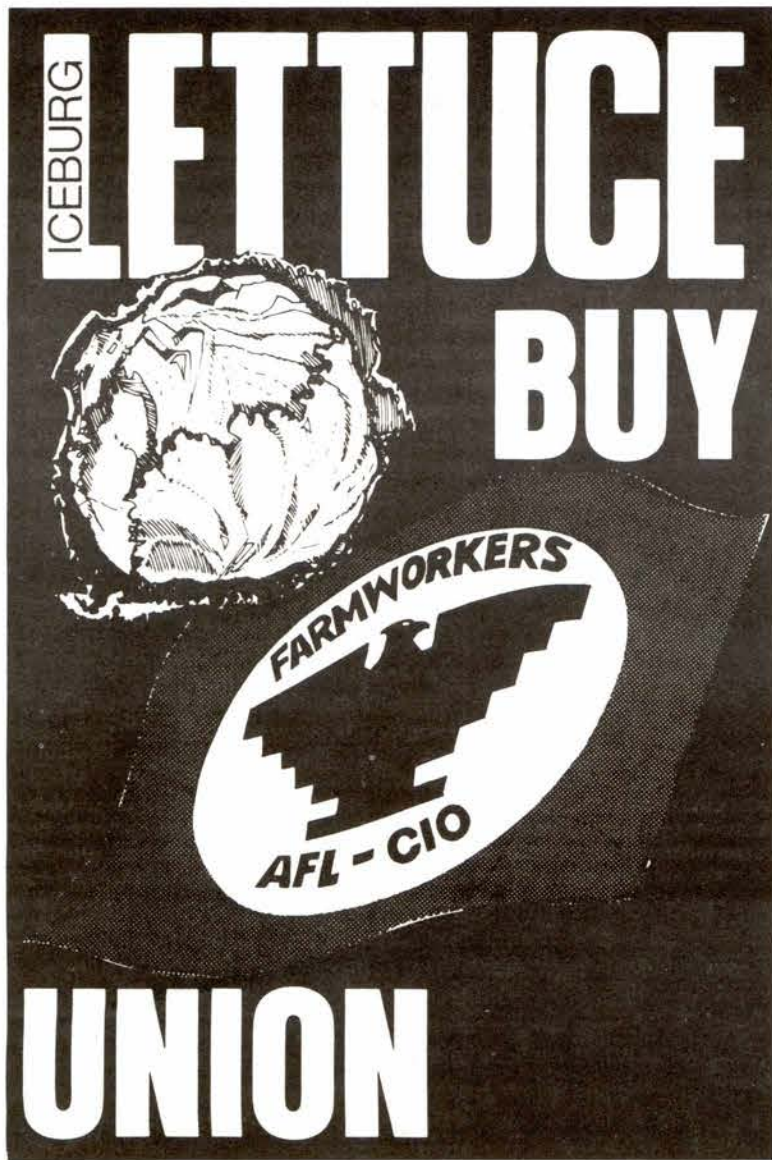
from diverting tax money in areas benefiting working people to areas more beneficial to their own self-interest.

It can only be accomplished by the voice of labor, that group speaking for people in this country who make "the great society" possible with daily toil.

People pay insurance premiums for health insurance, death benefits, fire insurance, and automobile insurance. Usually it is necessary to experience a hardship or catastrophe before you can collect. If you look at union membership in this light, there is nowhere else you can get the variety of service affecting every level of society that has the impact on your daily life for the price of your monthly dues.

What other organization could guarantee to represent your interest at every level of government effecting everything in your daily life, plus provide personal representation at your workplace to negotiate wages and working conditions, not to mention job protection against disciplinary action and layoffs for unjust causes.

If you figure the daily cost of your dues on this basis, in most cases it would amount to less than \$1 per day—which is quite a bargain by any standards.



## Boycott Non-Union Lettuce

The AFL-CIO and the Union Label and Service Trades Department have joined the United Farm Workers in urging all consumers to look for the bona fide Farm Workers' union label on iceberg lettuce wrappers or cartons before buying.

In order to concentrate the impact of the boycott, Farm Workers' President Cesar Chavez is asking all consumers to specifically avoid buying "Red

Coach" brand iceberg lettuce, grown by the Bruce Church Company.

"Red Coach" is marketed nationally. It may appear in stores in individual "Red Coach" wrappers, or it may be taken out of the carton by the retailer.

Some growers have signed new contracts with the United Farm Workers of America, but many have not and the boycott continues.

## Letters to The Editor

*Editor's note: Letters from our readership are always welcome. If you have comments and/or suggestions about the Utility Reporter or Local 1245 and its operations, please address your letters to the editor in care of Union headquarters, P.O. Box 4790, Walnut Creek, CA 94596. For publication purposes, please keep in mind that we reserve the right to edit letters due to space limitations.*

Dear Editor,

The members of Local 1245 employed at MPTV Cable Company wish to express sincere thanks to Business Manager Dean Cofer and Business Representative Corb Wheeler for their support and guidance during our recent strike.

We faced many problems with management and crossed many milestones in our first collective effort to obtain what is rightfully ours.

Their undaunted struggle with what, at times, seemed like impossible odds was of paramount importance in obtaining a firm foundation for bargaining efforts in the future.

You can be sure that the pride in brotherhood that was instilled in our membership shall withstand any test, and prevail in any challenge by management.

Local 1245 has shown us that personal convictions, controlled by a collective effort, can obtain the respect it demands. For this we are eternally grateful.

Sincerely,  
Your Brothers at MPTV

What is the union's position on this bill? If the union opposes it — then I think the members should be mobilized to write their senators. Alan Cranston, a friend of labor, currently supports it. I feel he is mistaken. I would like to see more analysis of bills that affect the membership as a whole.

Thank you,  
Bruce Eejima  
No. 3889023

### Editorial reply:

We are pleased you share our interest in Senate Bill 2153 introduced by Senator Schweiker. Local Union 1245 strongly believes the so-called "Occupational Safety and Health Improvements Act" is improperly titled. Rather than bring improvements, it would actually eliminate health and safety protections for a majority of American workers. It drastically limits safety complaints by workers and by its prior notice requirement, permits employers to temporarily clean up prior to inspection.

We submit that passage of SB 2153 would drastically reduce safety protections in the workplace; therefore, Local Union 1245 sought and obtained opposition to this retrogressive legislation from the California State Association of Electrical Workers at its semi-annual meeting February 23.

We will discuss in more detail our opposition to this issue in the April issue of the *Utility Reporter*. In the meantime Local Union 1245, as well as the State Association of Electrical Workers, have advised members of the Senate Labor and Human Relations Committee of our feelings regarding this legislation.

Dear Editor,

I have been reading the *Utility Reporter* for the last six months and find the articles to be informative and interesting. The columns on industrial safety and how the union functions deserve special mention.

I would like to see an article analyzing the status of the bill that deals with the revision of OSHA. I believe it is called the "Schweiker Bill". My understanding of this bill leads me to believe that it is an attack on the enforcement powers of OSHA.

## HAVE YOU MOVED?

The Union Office is having quite a time keeping up with some of you big movers. You change your name, your address, your phone number, and often we don't find out about it. It means membership cards, bulletins, income tax receipts, mailed ballots, etc., may never reach you.

If you move, please let us know your new address. Simply complete the coupon provided and mail to: **IBEW Local 1245; P.O. Box 4790; Walnut Creek, CA 94596.**

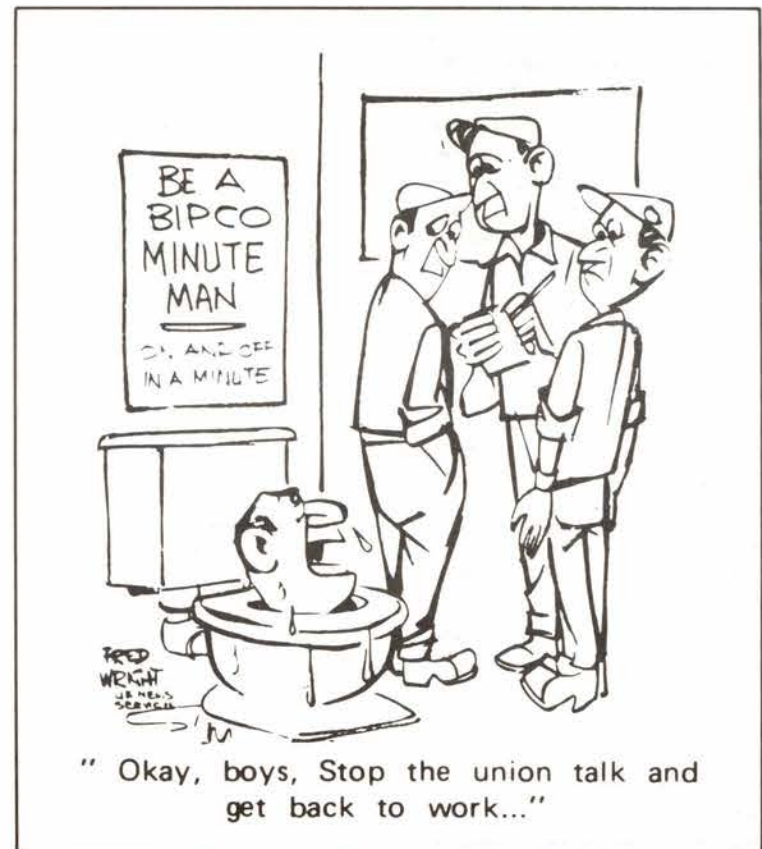
Please Print:

Name: \_\_\_\_\_

New Address: \_\_\_\_\_  
\_\_\_\_\_

Social security number: \_\_\_\_\_

Division (if applicable): \_\_\_\_\_



# 1979 Financial Report IBEW Local 1245

SIDNEY RUBIN  
 Certified Public Accountant  
 650 E. Blithedale Ave., Room C-1  
 Mill Valley, California 94941  
 Telephone: 338-6870

February 1, 1980

TO THE OFFICERS AND MEMBERS OF THE  
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
 LOCAL NO. 1245  
 WALNUT CREEK, CALIFORNIA

I have examined the Statements of Cash Receipts and Disbursements of your Local Union for the year ended December 31, 1979 and the related Statement of Assets, Liabilities and Equity at December 31, 1979. My examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances. The following summarizes information included in these financial statements which are a part of this report:

Cash and Stock Fund at Cost at 12/31/78:		
General Fund	.....	\$1,726,317.23
Replacement Fund	.....	42,363.35
Supplemental Retirement-Severance Fund	.....	97,489.48
		<u>1,866,170.06</u>
Receipts*	\$4,006,575.78	
Disbursements*	3,929,380.86	
Increase		77,194.92
Cash and Stock Fund at Cost at 12/31/79:		
General Fund	1,765,652.24	
Replacement Fund	84,046.21	
Supplemental Retirement-Severance Fund	93,666.53	1,943,364.98
Other Assets and Liabilities Net		140,933.89
Equity		<u>2,084,298.87</u>

\*Exclusive of Transfers Between Funds

Generally accepted accounting principles have not been established for labor organizations. The Local records receipts and disbursements on a cash basis. The basis for its statement of assets, liabilities and equity is described in the note thereto.

The savings accounts and stock fund account which make up the Supplemental Retirement-Severance Fund are included in these statements as they are carried in the name of the Local and are considered an asset of the Local. However, as of December 31, 1979 the entire amount in the Fund was a liability to present and former employees and the Local had no equity in the fund.

In my opinion, the accompanying financial statements present fairly the cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1979 and the equity of Local No. 1245 at December 31, 1979 in accordance with the accounting principles stated in the note to the Statement of Assets, Liabilities and Equity applied on a consistent basis.

SIDNEY RUBIN

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
 LOCAL NO. 1245  
 STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS  
 FOR THE YEAR ENDED DECEMBER 31, 1979

<b>GENERAL FUND</b>		
Cash Balance December 31, 1978	.....	\$1,726,317.23
<b>Receipts:</b>		
Local Union portion of receipts:		
"A" members' dues	\$ 52,912.70	
"BA" members' dues	2,931,754.54	
Initiation fees	18,165.77	
Reinstatement fees	281.50	
Agency fees	20,624.36	
Working dues - Outside Line	44,333.58	
Difference in dues	118.80	
Total	<u>3,068,191.25</u>	
<b>Reimbursements to General Fund:</b>		
Receipts held for credit or to refund	8,425.09	
Members' credits applied to dues, etc.	( 4,972.94)	
Interest	101,817.33	
Dividend	231.00	
Refunds and reimbursements:		
Experience rating refund - members group life insurance	23,844.85	
Workmens compensation insurance	13,512.31	
Loan payments - Energy Workers Center	31,200.00	
From Supplemental Retirement Fund - to forward to former employees	14,615.87	
Auto insurance	2,328.00	
Postage and other office expenses	3,414.39	
Staff expenses	3,071.13	
Insurance recovery - Theft of equipment	1,232.58	
U.S.B.R. Agreements	1,209.77	
Others, details in quarterly financial statements	5,836.10	
Total	<u>205,765.48</u>	
<b>International portion of receipts:</b>		
"A" members' per capita	83,351.50	
"BA" members' per capita	624,793.00	
Initiation fees	18,165.74	
D.B.A.F. fees	232.00	
Reinstatement fees	281.50	
Agency fees	5,694.00	
Pension reinstatement fees	220.00	
Difference in per capita	421.40	
Total	<u>733,159.14</u>	
Total Receipts	4,007,115.87	
Total Receipts and Balance	5,733,433.10	
Disbursements - Schedule 1	3,967,780.86	
Cash Balance December 31, 1979	1,765,652.24	
<b>Details of Balance - General Fund:</b>		
Wells Fargo Bank, commercial account:		
Statement balance	\$ 25,128.34	

Checks issued, not cleared bank	.....	( 45,180.31)
Wells Fargo Bank, savings account	.....	1,780,504.21
Contingency, petty cash and change funds	.....	5,200.00

<b>Affiliation Fees:</b>		
International Brotherhood of Electrical Workers	\$739,713.78	
San Francisco C.L.C.	2,880.00	
Santa Clara C.L.C.	2,106.00	
Alameda C.L.C.	4,800.00	
Northern Nevada C.L.C.	1,386.00	
Nevada State AFL-CIO	2,240.00	
Nevada State Electrical Assn.	420.00	
Sacramento C.L.C.	3,360.00	
Contra Costa C.L.C.	3,600.00	
California Federation of Labor	31,500.00	
California State Assn. of Electrical Workers	6,300.00	
Marin County C.L.C.	585.00	
San Joaquin & Calaveras C.L.C.	1,785.00	
Butte-Glenn C.L.C.	585.00	
Napa-Solano C.L.C.	1,234.00	
Kern-Inyo-Mono C.L.C.	1,350.00	
Fresno-Madera C.L.C.	2,040.00	
Sonoma, Mendocino, Lake C.L.C.	1,932.00	
Merced-Mariposa C.L.C.	540.00	
Stanislaus-Tuolumne C.L.C.	1,116.00	
Marysville C.L.C.	240.00	
Humboldt-Del Norte C.L.C.	603.00	
Five Counties, C.L.C.	681.60	
Monterey County C.L.C.	576.00	
Joint Executive Conference of Nor. Cal. Electrical Workers	100.00	
Public Employees Council - cancel year check	(30.00)	\$ 811,693.38

<b>Staff Expenses:</b>		
Salaries	1,133,106.61	
Hotels	22,534.32	
Meals	40,163.12	
Other transportation	6,943.00	
Automobile expenses	76,377.74	
Parking and tolls	4,370.86	
Mileage	5,830.33	
Transfer to Replacement Fund	38,400.00	
Auto Licenses	2,663.50	
Moving expenses	5,800.47	
Auto insurance	16,021.13	
Auto rentals	2,095.26	1,354,306.34

<b>Research and Education:</b>		
Utility Reporter	\$71,345.41	
Public relations	414.33	
Subscriptions and publications	6,556.90	
Miscellaneous meeting expenses	648.60	
Shop Stewards' Conference	43,445.09	
Membership survey	8,340.66	
Educational	5,493.30	
Film & Recorder	495.12	
Industrial Hygienist Program	4,176.03	
Scholarship awards and related expenses	2,886.68	

<b>Dues for Membership to:</b>		
Coalition of Labor and Business	100.00	
National Safety Council	70.00	
Int. Assn. of Business Communicators	85.00	
Int. Foundation of Employee Benefit Plans	300.00	
Commonwealth Club of California	138.00	
Union Label Councils	84.00	
Western Labor Press Assn.	25.00	
Bldg. Trades Council - Stanislaus, Merced, Tuolumne, Mariposa Counties	120.00	
National Council of Senior Citizens	6.00	\$144,730.12

<b>Office Expenses:</b>		
Clerical salaries	227,587.89	
Rent	76,200.00	
Telephone and telegraph	63,987.19	
Postage and meter expense	43,255.37	
Supplies and printing	60,876.66	
Equipment maintenance	11,383.36	
Data processing	46,093.44	
Mileage	33.25	
Equipment rental	625.01	
Furniture and equipment	46,174.05	
Meals	22.58	576,238.80

<b>GENERAL FUND</b>			
	<b>Salaries Paid or Reimbursed</b>	<b>Expenses</b>	<b>Total</b>
<b>Other Salaries and Expenses:</b>			
Executive Board	\$20,018.64	\$ 8,791.89	\$ 28,810.53
<b>Executive Board Committees:</b>			
Communications	355.66	58.70	414.36
Ways and Means	353.89	200.57	554.46
Benefit	2,220.01	552.73	2,772.74
Advisory Council	9,227.48	18,603.14	27,830.62
Trustee Committee	3,887.21	627.12	4,514.33
Conference and Convention	8,190.35	18,236.61	26,426.96
Grievance Committee	3,012.26	12,918.41	15,930.67
Review Committee	4,031.39	1,673.49	5,704.88
PG&E Arbitration	2,021.76	7,363.76	9,385.52
Local Investigating Committee	42.21	709.68	751.89
Industrial Safety	7,094.71	5,487.46	12,582.17
Shop Steward	6,523.89	188.23	6,712.12
NLRB Hearings	168.88	3,094.67	3,263.55
Organizing Committee	386.59	1,376.33	1,762.92
PG&E Apprenticeship	789.76	1,315.64	2,105.40
Joint Labor Management Meeting		1,081.27	1,081.27
Strike Assistance		8,498.33	8,498.33
SMUD Arbitration	78.32	919.10	997.42
By-Law Revision	258.93	110.60	369.53

PG&E Ballot	4,214.69		4,214.69
USBR Arbitration		807.73	807.73
Citizens Utility Ballot	714.60	50.25	764.85
JATC Safety		144.00	144.00
Davey Tree Safety	534.24	162.00	696.24
Davey Tree Ballot	113.12	39.73	152.85
SMUD Apprenticeship		9.43	9.43
City of Redding Arbitration		232.58	232.58
S.P.P. Safety	664.71		664.71
Outside Line Apprenticeship		300.95	300.95
Sacramento Regional Trnsit Arbitration		75.00	75.00
USBR Apprenticeship		65.52	65.52
Pacific Tree Ballot	112.80	51.16	163.96
SPP Ballot	2,249.94	262.04	2,511.98
SPP Apprenticeship	45.85		45.85
Pacific Gas Transmission Apprenticeship		688.25	688.25
Political Education	384.08	43.35	427.43
Utility Tree Safety	347.31	66.50	413.81
City of Redding apprenticeship		9.42	9.42
Cal. Pacific Safety		204.00	204.00
Citizens Utility Arbitration	320.88	645.20	966.08
Total Various Committees	78,364.16	95,664.84	174,029.00
<b>Negotiating Committees:</b>			
C.P. National	\$ 1,636.57	\$ 5,175.91	\$ 6,812.48
City of Redding		29.55	29.55
Outside Line Construction	1,650.00	5,097.38	6,747.38
Sacramento Regional Transit	4,849.76	776.65	5,626.41
City of Oakland		249.31	249.31
City of Lodi		184.56	184.56
U.S. Bureau of Reclamation	1,921.16	4,129.98	6,051.14
Merced Irrigation District		469.50	469.50
City of Gridley		90.92	90.92
Davey Tree	674.16	806.08	1,480.24
Citizens Utility	1,438.58	443.23	1,881.81
Sacramento Municipal Utility Dist.	4,779.60	1,936.97	6,716.57
Nevada Irrigation District		116.43	116.43
Lynch Communication	1,060.00	730.60	1,790.60
Modesto Irrigation District	288.72	815.84	1,104.56
Paradise Irrigation District		289.39	289.39
Pacific Tree Expert	353.76	257.25	611.01
City of Roseville		52.99	52.99
X-Ray Engineering	689.16	279.39	968.55
Tri-Dam		93.34	93.34
Yuba City Water Agency		5.15	5.15
Standard Pacific Gas Lines	256.04	6.50	262.54
CCCC TV		44.90	44.90
Pacific Gas Transmission	1,329.02	4,718.20	6,047.22
Sonic TV Cable	197.96	351.73	549.69
Monterey Peninsula Cable TV	49.44	150.30	199.74
Richvale Irrigation District		128.21	128.21
City of Healdsburg		168.34	168.34
Outside Telephone Construction		160.00	160.00
Plumas Sierra REC	69.60	44.75	114.35
Mt. Wheeler Power	127.68	5.70	133.38
Tele-View		14.00	14.00
Truckee Donner PUD		146.08	146.08
Teleprompter		25.00	25.00
City of Santa Clara	633.60	475.51	1,109.11
City of Alameda		116.86	116.86
Orange Cove Irrigation District		167.00	167.00
Oroville-Wyandotte Irrigation District		6.75	6.75
Placer County Water Agency		6.63	6.63
City of Lompoc	530.88	71.01	601.89
Glenn-Colusa Irrigation District		10.00	10.00
Total Various Negotiating Com.	22,535.69	28,847.89	51,383.58
<b>PG&amp;E Company:</b>			
Wage and Contract	\$50,255.83	\$ 57,719.06	\$107,974.89
Benefit	14,572.68	1,918.22	16,490.90
Departmental:			
PLO Reorganization	261.72	215.65	477.37
Gas Meter Shop	407.67	81.25	488.92
Traveling Crew	1,652.81	226.50	1,879.31
Clerical Restructuring	428.19	113.80	541.99
Lineman's Job Definition	623.51	210.93	834.44
General Const. Lines of Progression	2,704.52	1,906.69	4,611.21
Substation Operations	8,640.86	5,960.34	14,601.20
Computer Operations	5,339.20	975.60	6,314.80
Technicians	632.80	318.47	951.27
Contract Revision	502.43	144.00	646.43
Reprographic Dept.		77.34	77.34
Gas Service	511.27	319.07	830.34
Water Department	4,565.34	3,257.07	7,822.41
Material Handling	781.00		781.00
Total PG&E Co.	91,879.83	73,443.99	165,323.82
S.P.P. Co.			
Wage and Contract	20,349.11	3,280.24	23,629.35
<b>Membership Supplies:</b>			
International supplies		3,310.00	3,310.00
Election Expenses		82.50	82.50
Membership Cards		1,012.16	1,012.16
Printing - Membership Information		3,364.34	3,364.34
Shop steward supplies		7,633.22	7,633.22
Dues, Buttons, Scrolls and Awards		2,332.27	2,332.27
Agreements:			
PG&E		3,269.55	3,269.55
Lynch Communications		705.87	705.87
Total Membership Supplies		21,709.91	21,709.91
Total Other Salaries and Expenses	213,128.79	222,946.87	436,075.66
<b>Membership Benefits:</b>			
Group Life Insurance		\$92,302.56	
Flowers		418.83	
Pin Award Dinners		11,832.87	
Unit Meeting Prizes		550.00	
Local Union Unit Social Fund		550.00	
Membership meeting expenses		4,983.00	
Life Saving Award		11.34	
Memorial Bibles		216.71	
Donations in Lieu of Flowers:			
American Cancer Society		20.00	
Crippled Childrens Hospital, Oakland		20.00	\$110,905.31

<b>Donations:</b>			
W. L. Vinson Testimonial Dinner		1,500.00	
Cal. Council for Environmental & Economic Balance		1,200.00	
Center for Labor Research - Labor Occupational Health Plans		1,000.00	
United Farm Workers		500.00	
American Cancer Society		500.00	
SMUD Family Day		500.00	
Cancelled checks issued during 1978	(	1,950.00)	
Others, details in quarterly financial statements		2,825.00	6,075.00
<b>Payroll Taxes:</b>			
Employee Portion:			
US Income Tax withheld	(	268,515.88)	
California income tax withheld	(	59,046.96)	
FICA withheld	(	68,315.88)	
SDI withheld	(	6,307.46)	
US Income Tax forwarded		268,515.88	
California income tax forwarded		58,170.39	
FICA forwarded		68,315.88	
SDI forwarded		6,049.54	
<b>Local Union Portion:</b>			
FICA		68,315.88	
California Unemployment		11,583.40	
Nevada Unemployment		397.38	
U.S. Unemployment		2,602.34	81,764.51
<b>Employee Benefits:</b>			
Health and welfare plans		\$78,818.03	
Group life insurance		23,692.69	
Staff pension plan		169,108.95	
Clerical Pension plan		29,312.46	\$ 300,932.13
<b>Other Disbursements:</b>			
Legal fees		47,676.00	
Audit fees		4,900.00	
Hall rentals		23,466.00	
Refunds		8,837.84	
PRD service charges		1,450.89	
Workman's Comp. Ins.		42,905.23	
Forward amounts received for former employees from Supplemental Retirement- Severance Fund		14,615.87	
Bond and other insurance		845.80	
Hearing transcripts		286.98	
Consultant fee		75.00	145,059.61
Total Disbursements			3,967,780.86
<b>REPLACEMENT FUND</b>			
Cash Balance December 31, 1978			\$ 42,363.35
<b>Receipts:</b>			
Transfers from General Fund		\$38,400.00	
Interest		3,282.86	41,682.86
Total of Receipts and Balance			84,046.21
Disbursements			NONE
Cash Balance December 31, 1979			84,046.21
<b>Details of Balance:</b>			
Wells Fargo Bank - Savings Account		84,046.21	
<b>SUPPLEMENTAL RETIREMENT-SEVERANCE FUND</b>			
Balance December 31, 1978			97,489.48
<b>Receipts:</b>			
Interest		6,114.52	
Dividends		1,464.25	
Gain on redemption of one Dodge & Cox Stock Fund account		3,214.15	10,792.92
Total of Receipts and Balance			108,282.40
<b>Disbursements:</b>			
Transfer to General Fund to pay benefits			14,615.87
Balance December 31, 1979			93,666.53
<b>Details of Balance:</b>			
Eight American Savings and Loan accounts		85,726.28	
One Dodge & Cox Stock Fund account - at cost		7,940.25	
Total As Above		93,666.53	
<b>ASSETS</b>			
<b>Cash Accounts and Stock Fund at cost:</b>			
Commercial Account - General Fund:			
Statement Balance	\$	25,128.34	
Checks issued, not cleared bank	(	45,180.31)	
Cash Funds - General Fund		5,200.00	
Savings Account - General Fund		1,780,504.21	
Savings Account - Replacement Fund		84,046.21	
Savings Accounts and Stock Fund at cost - Supplemental Retirement-Severance Fund		93,666.53	
Total Cash and Stock Fund at Cost			\$1,943,364.98
100 shares PG&E common stock - at cost			3,388.17
Air Transportation Deposit			425.00
Loan Receivable from Energy Workers Center, Inc.			242,765.34
<b>Fixed Assets:</b>			
Automobiles (32) at cost		184,924.75	
Less allowance for depreciation		64,700.00	120,224.75
Furniture & office equipment - at cost		188,819.38	
Less allowance for depreciation		58,774.00	130,045.38
Total Assets			2,440,213.62
<b>LIABILITIES AND EQUITY</b>			
<b>Liabilities:</b>			
IBEW per capital portion of September through December 1979 receipts to forward		255,761.67	
Payroll taxes		6,486.55	
For Supplemental Retirement-Severance		93,666.53	355,914.75
<b>Equity:</b>			
General Fund		2,000,252.66	
Replacement Fund		84,046.21	2,084,298.87
Total Liabilities and Equity			2,440,213.62
<b>Note:</b> The accounts are maintained on a cash basis. Assets and liabilities consist of those arising from cash transactions and all other material assets and liabilities. Depreciation has been computed on depreciable assets, at \$100. per month on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid operating expenses are not included in this statement.			



A comprehensive 200-page index to the PG&E contract is the result of 12-month's diligent work by Patricia Rutherford, Local 1245 administrative assistant, at podium above. Presented at the February Advisory Council meeting, the index covers approximately 3,000 PG&E review committee decisions, letters of agreement, and arbitration decisions. "An index like this has been needed for years," said Dean Cofer, business manager. "Now, in a matter of minutes, stewards or business representatives using this index can find a summary of any agreement or contract interpretation that affects their problem." Executive Board Recording Secretary Kathy Tindall is pictured at far left.



Local 1245 Advisory Council members employed by PG&E, John Collenback, center, of Coast Valleys Division and Anthony Gonsalves, right, from De Sabla Division, received their copies of the PG&E contract index at the quarterly council meeting. Local Union officers and staff have also received copies. Stewards will get the index during their 1980 training conferences. Advisory Councilman Frank Locati of Pacific Gas Transmission Company is pictured at left.

## What does it mean to you to serve on the PG&E Ballot Committee?



**CHARLES KASPER**

This is my first time serving on the committee. It's been great to learn how other members think and speculate why certain segments of the membership voted the way they did. It's also been interesting to learn about the voting procedure and how many units and members are involved. It's not a simple procedure. In fact, it's surprising how complex it is. I've been able to see just how much personnel it takes to keep this Local running. It's a lot of responsibility. The Local didn't run this election. Our members that voted on the proposed contract showed that.



**FRED PEDERSEN**

This is my first time on the committee. I can tell you that this is real. There is nothing phony about the voting procedure. Now I can tell my fellow members out in the field about the balloting process. I'll also tell members to take the balloting serious, not to deface the ballots by writing across them or voting twice. It automatically cancels out the vote. I don't know how it could be any fairer.



**HARVEY INESS**

I've served on election and negotiating committees and feel it's important

to donate my time. It's for the people. The work just won't carry itself if you give up and not do anything. The Union is only as good as the members make it.



**CHUCK LARSEN, Judge**

As judge of this committee, I'll have to say this committee has been one of the best. All 16 members have been very congenial and work well together. I enjoy serving on Local Union committees. I meet a lot of people. It's interesting. And you learn so much about your union when you serve on a committee.



**GENE JAVILLO**

Being a shop steward, I feel serving on the Ballot Committee is one of my responsibilities. It's important to help out in these situations. Serving on this committee is a real job—a lot of work. But, it's also a change of pace from distribution operations. No outages to worry about. I've served twice before.



**GEORGE LAZANEO**

Having served on committees before, I always appreciate the chance to participate more directly in the election process. You don't get an opportunity to serve very often and I feel it's important to participate. It also gives me a chance to exchange views with members from other geographical areas and to share common problems.