

# utility reporter

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Local Union 1245, AFL-CIO  
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Local Union member Ray Brewer, left, employed by PG&E in General Construction, recently shared his feelings on the economy with Business Manager Dean Cofer.

## AFL-CIO moves to expand women and minority representation

The AFL-CIO Executive Council moved to expand representation of women and minorities on the council by two seats by waiving the long-held tradition that council members be general officers of affiliated unions.

Federation President Lane Kirkland said at a news conference during the council's winter meeting in Florida that the election to the two seats as vacancies occur will be governed only by the basic requirement that officers be members of affiliated unions.

The vote by the council was on a recommendation of the committee on council structure which Kirkland established following the 1979 convention to explore ways and means by which the contribution of women and minorities could be better reflected in

the highest levels of the trade union movement. The committee consists of the 15 most senior members of the council with Vice Presidents Paul Hall and John H. Lyons designated as co-chairpersons. Its recommendation to waive the general officer tradition for two council seats was approved unanimously, with an abstention by Vice President Frederick O'Neal.

In response to questions from the press, Kirkland said that from past experience he anticipates that vacancies on the council will occur before the next convention and that he will "invite and urge that candidates be put forward from the affiliates of this federation not currently represented on the council." Another tradition is

*Continued on page 8*

## LU 1245 conference delegates help pass safety resolutions

by Frank Quadros  
Assistant Business Manager  
IBEW Local 1245

Local 1245 delegates to the California State Association of Electrical Workers Conference were instrumental in the passage of several safety

resolutions at the association's semi-annual meeting held recently in Las Vegas, Nevada.

Dean Cofer, Local 1245 business manager, served as the Safety Committee chairman at the conference. Assistant Business Manager Mert Walters reported that the High Voltage Safety Orders Committee completed its work and succeeded in having its amendments adopted by the state. Assistant Business Manager Frank Quadros reported on the Schweiker Bill (SB 2153) and its threat to OSHA. (See related story on page 6.)

Other conference delegates reported on the following items: 1) PCBs haven't yet been placed on the carcinogen list. The IBEW will continue its efforts to have PCBs declared a carcinogen. 2) problems of workers working under helicopters with suspended loads, and 3) the need for training electricians in inside locals who work around high voltage switch gear.

The conference safety committee adopted two resolutions, 1) opposing the Schweiker-Williams Anti-OSHA Bill 2153, and 2) requesting that a safety law be established and enforced requiring emergency communications on all floors in high rise buildings under construction until the buildings are completed.



Chuck McAlister

## Backhoe operator reinstated with \$17,500 in back wages

by Ed Fortier  
Business Representative  
IBEW Local 1245

Chuck McAlister is back to work after having been discharged for allegedly accepting other employment while on industrial injury. Chuck asked that his story be printed so that others may know that union assistance is available for people finding themselves victims of circumstances beyond their control.

Chuck hired on with PG&E's General Construction on August 27, 1969. Like so many other GC'ers, he worked in a variety of classifications and finally got a backhoe operator rate.

In August, 1973, Chuck incurred somewhat of a freak injury when he injured both heels. The injuries

*Continued on page 8*

### This issue at a glance —

- Scholarship Notices page 10
- Spotighting Merced Irr. Dist. page 4
- GC Line Crew Can Do! page 9
- Interview with Larry Foss page 12



# IBEW Local 1245 Dinner-Dance

May 10th

Chico Elks Lodge  
1705 Manzanita Avenue  
Chico, CA

No Host Cocktail Hour 6-7 pm  
Dinner 7 pm — Prime Rib \$13 per person  
Dancing after 9 pm — \$2 per person

Reservations must be made by April 30th

Mail your check to:  
Fred Wannamaker  
2354 Eugene Ave.  
Chico, CA 95926

## You can still file for your SDI refund using Form 540X

Next year don't overlook the special 80 percent State Disability Insurance (SDI) refund when you file your state income tax return. This refund does not apply to contributions to Voluntary State Disability Insurance, which are usually identified as VDI or VPDI on your wage statement, Form W-2. If your wage statement shows CA-SDI and the amount withheld from your wages, you qualify for the State Disability Insurance refund.

The Franchise Tax Board reports a check of tax returns shows one out of every four eligible wage earners is not claiming the one-time refund.

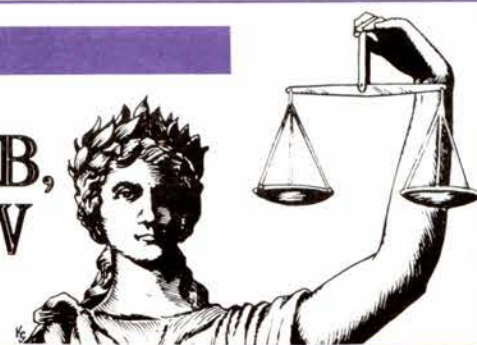
There is a surplus of more than \$500 million in the fund and it is being returned to SDI covered employees with the State tax Form 540.

Eight million California workers are covered by SDI and contribute one percent of their wages, to a maximum of \$114 per year, to the fund. Workers paid more than \$11,400 a year would receive the maximum refund of \$91, which is 80 percent of \$114. Workers with less than \$11,400 income are eligible for 80 percent of the amount actually withheld.

Operations Chief James Gentz urged taxpayers to carefully review the Form 540 to be sure they claim the refund.

"If you've overlooked it," Gentz advises, "wait until you have received your first refund then send in a Form 540X amended return. It's a simple, one-page form you can get by writing to Tax Forms Request Unit, Franchise Tax Board, Sacramento, CA 95867.

## YOU, YOUR JOB, AND THE LAW



### Sex discrimination and job qualifications

by Siona D. Windsor  
Attorney  
Marsh and Marsh

Title VII of the Civil Rights Act of 1964 as amended in 1972 outlaws discrimination by employers based on sex (as well as race, color, religion and national origin). Many jobs filled by 1245 members are traditionally viewed by the employer as being appropriate for only men or women. The purpose of Title VII is to attack such traditional stereotypes that allow sex discrimination on the job to continue. No woman should feel precluded from seeking a "male job" such as "lineman". Nor should a man be precluded from seeking a clerical position.

Title VII makes it unlawful for an employer to discriminate as to hiring, compensation, terms or conditions of employment on the basis of sex. It also forbids employers to limit, segregate, or classify employees in any way that tends to deprive any individual of employment opportunities or adversely affects his or her employment status because of his or her sex. It is also unlawful to discriminate based on sex in apprenticeship, training, or retraining programs.

Title VII is administered by the Equal Employment Opportunity Commission (EEOC). Persons alleging discrimination must file their charge first with the state or local fair employment agency, where one exists. In California the Fair Employment Practices Commissions is the state agency which regulates the Fair Employment Practice Act that bans sex discrimination on the job.

The Equal Employment Opportunity Commission has determined that the following employer practices violate the ban on sex discrimination under Title VII. It is an unlawful employment practice to classify a job as "male" or "female" or to maintain separate seniority systems based on sex. An employment policy that excludes from employment applicants or employees because of pregnancy is a violation of Title VII. A further violation is the refusal to hire an employee because of the preferences of co-workers, the employer, the clients, or customers as to the sex of the employee in that position.

In the early 1900s, many states adopted laws intended to protect women by restricting the hours they might work, the weight they might lift, or the types of job they might handle, etc. These restrictions often were based on Victorian ideas on the role of women in society. These laws today may hinder the job opportunities of women rather than protect them. The

Equal Employment Opportunity Commission has ruled that such laws and regulations conflict with Title VII. And such laws cannot protect an employer charged with sex discrimination.

The most important exception to the sex discrimination ban permits an employer to discriminate where the job involves a bona fide occupational qualification (BFOQ) provided it is "reasonably necessary to the normal operation" of the enterprise. But these qualifications have been construed narrowly by courts. For example, a job may require the lifting of 100-pound boxes.

An employer could administer a pre-employment test that would require job applicants to show that they can lift 100 pounds. But an employer could not make a requirement for the job that all applicants must be six feet tall or weigh at least 200 pounds. Such a requirement would disproportionately exclude women from the position.

Further, people who weighed less or were shorter could possibly fulfill the job duties. Pre-job tests must be rationally related to the duties of the job. In a case involving the refusal to employ women as telephone "switch men" because of asserted strenuous lifting involved, an appeals court said that the test of whether a BFOQ exist is if there is "reasonable cause to believe that all or substantially all women would be unable to perform safely and effectively the duties of the job involved". It held that the company failed to prove that few or no women could safely lift 30 pounds, where all men could.

On the company's alternative argument that women should be denied those jobs because they involved late-hour callouts, the court said: "Title VII rejects, just this type of romantic paternalism as unduly Victorian and instead vests with individual women the power to decide whether or not to take on unromantic tasks." (*Weeks v. Southern Bell Tel. and Tel. Company*, 1969.)

Title VII of the Civil Rights Act's purpose is to prevent sex discrimination on the job. However the law alone will not change the deeply ingrained attitude that people, especially women, should be restricted to certain jobs. It is only by people seeking these non-traditional job opportunities that employers (and co-workers) attitudes will change. Title VII protects your rights once you make the move to seek a non-traditional job given your sex, but the first move is yours.



the utility reporter

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# 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,

Although it didn't get much press in the *Utility Reporter*, I feel the one greatest achievement toward a stronger union and greater protection of conditions is the PG&E contract index.

I have been told for years that such a guide would be formulated and distributed to shop stewards, but until your administration, this never became a reality.

One of the greatest problems I have had in dealing with violations of the contract is not having adequate or ready information available to me. I have many times been in the position as a shop steward of having the people across the table from me more well-equipped with contract information than I.

In addition, having worked in several different divisions, I have found that the agreement is not equally applied everywhere in the company.

When I have challenged the company's application of it, I have been without adequate hard information to really make a case.

I would like to commend and thank you and your staff for your efforts. I want you to know that your efforts are worthwhile and won't be wasted. Shop stewards can now finally carry grievances with good sound information to back them up, and do it expediently because the material will be close at hand.

If used properly, this index should make the job easier for business representatives, shop stewards, Grievance Committees and all others involved with the grievance procedure.

When members ask me where their dues money goes, I'll show them that book and tell them it's the best money they ever spent!

Again, my **deepest** appreciation for this superb job!

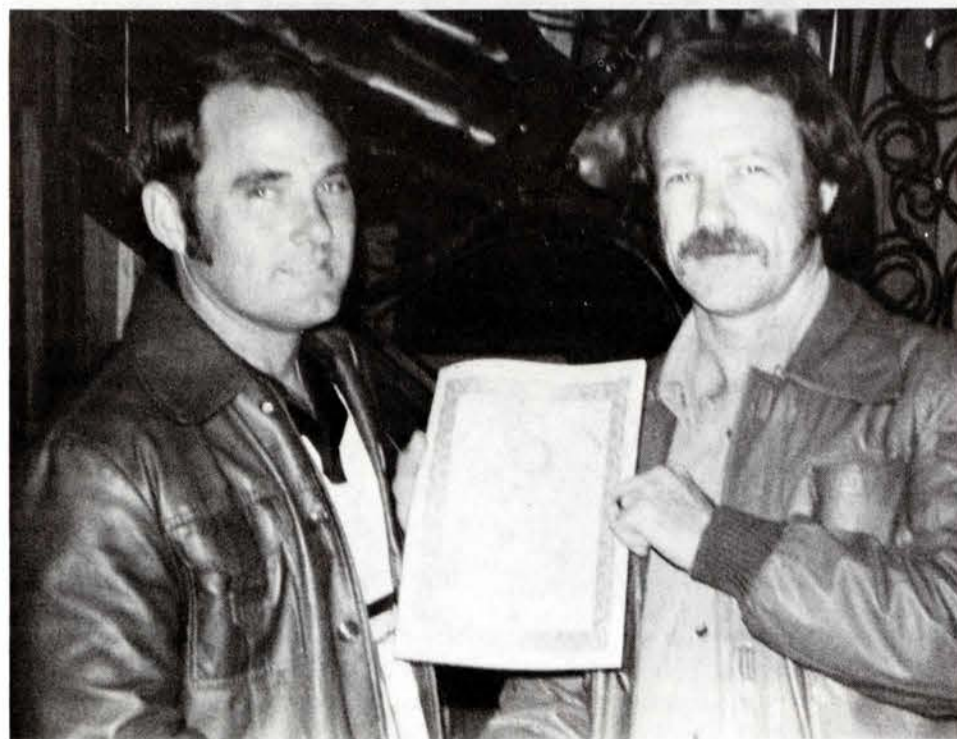
Sincerely yours,  
**Craig F. Nelson**  
Shop Steward  
Pittsburg Power Plant

Dear Editor,

I must compliment the staff and officers responsible for the impressive *Utility Reporter*. We struggle to inform our members of the issues so vitally important to all of us, and many times don't succeed. Your paper is well organized and obviously well informed. Keep up the fine work.

Also, tell Pat Rutherford I admire the PG&E index, and have begun an index of the contract clauses in all the agreements with Local 2131, modeled after her work.

As always, I send,  
Warm fraternal regards,  
**Roger W. Langlois**  
Business Manager  
IBEW Local 2131



Troy Kellett, left, was recently honored with a Local 1245 Certificate of Recognition for his assistance in 1979 Richvale Irrigation District bargaining. Negotiations resulted in a 3-year memorandum of understanding providing provisions for longevity increases and vesting of money for dental services. See details on page 11 of January's *Utility Reporter*. Local 1245 Business Representative Larry Hope, right, presented Troy with his certificate.

## YOUR Business Manager's COLUMN



DEAN COFER

### PG&E Bargaining Continued — Tax Reform Needed Now

Writing a monthly column, in addition to wrestling with all of the other administrative problems of a 19,000 plus member Local Union, can sometimes be a real hassle. Due to printing and mailing schedules, whatever is put in our newspaper is approximately three weeks old by the time our readers see it. This makes it extremely difficult to use the *Utility Reporter* to report up-to-date information on such things as bargaining, and explains why we utilize committee bulletins to give fresh bargaining updates to our members.

With the foregoing in mind, at the time I am writing this (March 26), we are still in bargaining with Pacific Gas and Electric Company. Following the second turn-down by the membership — on February 29, 1980, by a vote of 4,753 to 3,448 — we returned to the bargaining table and told the Company that the offer had to be improved if they wanted to conclude negotiations in a peaceful manner.

By using the ultimate threat of strike we have been successful in gaining some improvements to the last offer. Hopefully, by the time you read this column negotiations will be concluded, and a package will be out in the field for a vote that the members will feel is worthy of acceptance.

In any event, your committee will have done its best, and if our best ends up not being good enough in the eyes of the voters, then a strike against PG&E (since PG&E controls the purse strings) will become a very real possibility.

I, for one, hope the negotiations can be concluded peacefully, but rest assured that the Union's leadership will lead a strike if that is what the majority of our members want.

Enough gloom and doom — if the Lord is willing, and the creek doesn't rise, we will get a contract offer out for a vote in the next few weeks that will be acceptable to the majority of our PG&E members.

The real culprit in all of our bargaining sessions this year is the inflation rate, including the amount of taxes being deducted from our members' paychecks. The U.S. is experiencing a taxpayers' revolt and it's easy to understand why.

Over the years our tax system has become a complicated patchwork of rules providing gaping loopholes for corporations and the rich. The system has lost its fairness, and working people are paying for it. But there is something we can do about it. Local 1245 is circulating petitions to put the Tax Simplicity Act on the November, 1980, California ballot.

Unlike Proposition 9, the Tax Simplicity Act is not a measure to cut

the state's budget. Rather, it was designed by the California Tax Reform Association to restore fairness to the tax system by reducing individual taxes, by increasing corporate taxes, closing loopholes, and indexing tax brackets to inflation.

The average Local 1245 member is a prime example of why tax reform is needed. In recent years, wage increases won at the bargaining table have barely kept up with galloping inflation. Yet higher wages pushed our membership into higher tax brackets. Even though the real buying power of the wages didn't increase, taxes went up. The Tax Simplicity Act will solve this problem by indexing the tax brackets so that they go up with the inflation rate.

The rich have been able to avoid much of the inflation problem by finding tax loopholes and deductions. In fact, 25,000 wealthy Californians got by last year without paying a penny.

The Tax Simplicity Act eliminates nearly all of these deductions and replaces them with a simple percentage tax that ranges from 1 percent to 12 percent. This change provides a \$329 average tax cut for 90 percent of California taxpayers. There would be no taxes at all on the first \$10,000 of income for single people and the first \$20,000 of income for couples. The rich will also pay their share. Those 25,000 Californians who paid nothing last year would pay \$11.2 million after passage of the Tax Simplicity Act.

The current tax system also penalizes individuals because it favors corporations. Few people know that corporations, which used to provide 57 percent of state and local taxes, now carry only 37 percent of the tax load. **You**, working men and women, carry the rest.

The Tax Simplicity Act will reverse this trend, by increasing the corporate income tax rate from the current 9.6 percent to 12 percent which matches the top personal income tax rate.

We can no longer be content to bargain wage increases only to see them eaten up by taxes. A tax system that allows wealthy people to shelter their income, while leaving the burden on the shoulders of the middle class can no longer be tolerated. In addition, there can be no justification for corporations being taxed at a rate lower than individuals.

It is time to reform the tax system. Supporting the Tax Simplicity Act is a start in the right direction.

In conclusion, I urge you to take an interest and active part in your Union. Our Local Union is only as strong as the members make it.



# Spotlighting...

## Merced Irrigation District



John Goodson, Local 1245 shop steward, Unit No. 1122 chairman and 1979 Negotiating Committee member, is a dragline operator for Merced Irrigation District. He operates and helps repair the 20-ton dragline pictured above.



Lake McClure and Lake McSwain are recreation areas maintained for public use by Local 1245 members employed at Merced Irrigation District.



Merced Pump Department members include Gene Turlis, 1979 Negotiating Committee member; Rod Labuga; James Quinn; Bill Petrun; Willy Taylor; and Byron Burthorne.



Local 1245 members employed as park rangers in Merced Irrigation District's Parks Department pose with their business representative Pete Dutton at Barrett Cove Recreation Area. They are from left, John Rosshirt; Doyle May; Duane Bartlow, Unit No. 1122 recorder and Local 1245 Advisory Council member; Pete Dutton; and Rodger Lane, shop steward and 1979 Negotiating Committee member.



# Making the Union Work for You



## Know your Advisory Council

by **Charlie Gadzik**  
**Research Director**  
**IBEW Local 1245**

The advisory council is one of the things that makes Local 1245 unique. There are more than 1,600 locals in the International Brotherhood of Electrical Workers, but only Local 1245 has a rank-and-file assembly like the advisory council.

The council does not make union policy, which is the responsibility of the executive board and business manager. As its name implies, the advisory council's main function is to advise. It communicates the concerns of the membership to the executive board and business manager.

Communication is vital in an organization like Local 1245. With over 19,000 members working for 60 employers in 11 different industries, there are always new challenges to face. The local's leadership must be aware of the membership's changing needs if it is to remain responsive to them.

The composition of the council is well suited to communicating the concerns of the members. Nearly every major subgroup of union members has its own representative on the council. For example, the cable TV, tree trimming, and irrigation district members each have a delegate on the council. Larger employers like Sierra Pacific Power Company, Sacramento Municipal Utility District, Citizens Utilities Company, U.S. Water and Power Resources Service, and Sacramento Regional Transit District also have one delegate apiece.

Several council seats are distributed according to the geographic and struc-

tural divisions within PG&E. Finally, there are representatives for Pacific Gas Transmission Company and East Bay municipalities.

In addition to communication, the council acts as a review panel for unit recommendations (also called unit motions) and bylaw amendments rejected by the executive board. This is an important function. Bylaw amendments and unit recommendations must be approved by the executive board before they can take effect, but the advisory council has the authority to overrule an executive board rejection and put the issue to a vote of the membership.

For example, suppose a unit passes a motion recommending that the union support a law banning smoking in public buildings, and the executive board rejects the recommendation. If the unit wants the advisory council to reconsider this no-smoking motion, it must pass another motion referring the issue to its advisory council member.

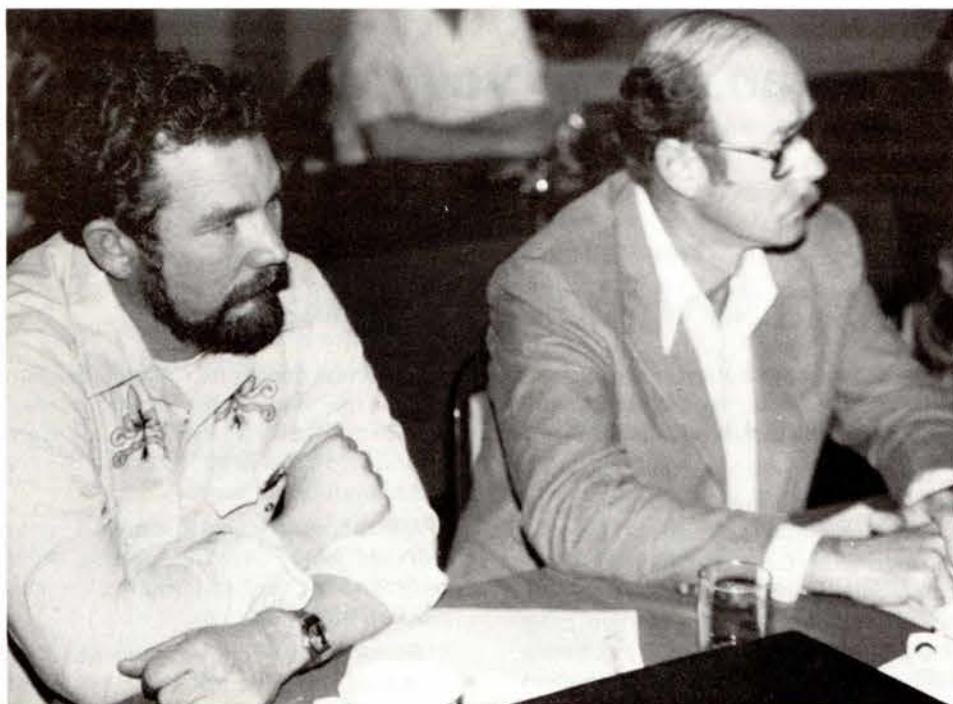
The council member will bring it up at the next council meeting where it will be discussed and debated. If the council agrees with the executive board action, the motion dies. But if the council overrules the executive board, the no-smoking question is put to a vote of the membership.

Whether giving advice or reviewing executive board actions, the advisory council gives the different interests within the Local Union a chance to speak and be heard.

It's an important part of Local 1245's democratic structure.



The Eureka stewards conference brought Barry Jensen, left, and John Mitchell closer to earning a certificate of completion for finishing the Local 1245 Steward Training Program. The certificated program has now been presented in all areas of Local 1245's jurisdiction.



Shop stewards Jimmy Russell, left, and Charles Gordon learned how arbitration works when they attended the Eureka steward training conference last month. Other topics covered were the operation of the union and the union's role in politics.

## APPOINTMENTS CENTRAL LABOR COUNCILS

**Alameda County**  
 Bill Sullivan

## NEGOTIATING COMMITTEES

**CP National - Winnemucca**  
 Lloyd Evans, Jr. Don Rose

**City of Chico**  
 James V. Johnson  
 Ron Faulkner  
 Floyd "Jesse" F. Smith  
 Ken Young  
 Anne M. Byers

**Outside Line Construction**  
 Tommy Heyl

## BALLOTING COMMITTEES

**Davey Tree**  
 Roger Thalacker

## LOCAL UNION

### Election Committee

Gail T. Alston	Harvey Iness
Robert Austin	Charles Larson
Charles Bianco	Christine A. Lay
Ron Blakemore	George Lazaneo
Rayphe Brewer	Gary C. Mai
P.J. Brooks	Austin M. McNamara
Robert Burchfield	James Pendry
Mike Del Rio	Ron Powell
Olga Estrella	Kurt Vanderbundt
Art Fahrner	Lynn A. Wallace
Johnnie Goodson	Arlene Whitman
Charles Gordon	

**Safety Committee**  
 Don McKinley

## GRIEVANCE COMMITTEES

**PG&E General Construction**  
 Fred Pedersen  
**Sierra Pacific Power Company**  
 Phyllis Bennett



# The Safety Scene



Shop Steward Bill Wadman, a roving operator employed at Rodger's Flat in PG&E's De Sabla Division, discussed his concern with carrying full gasoline cans in the back of his company pickup with Local 1245 Industrial Hygienist Juliann Sum. Juliann recently spent time in the field with Business Representative Larry Hope listening to the health and safety concerns of Local Union members and performing on-site monitoring.

## Unionists urged to actively oppose Schweiker OSHA bill

by Frank Quadros  
Assistant Business Manager  
IBEW Local 1245

Senator Schweiker introduced legislation, Senate Bill 2153, that will take away workers' rights to a safe and healthful workplace and basic protection on the job.

This bill is supported by the U.S. Chamber of Commerce, the National Association of Manufacturers and other big business.

SB 2153 will 1) eliminate OSHA safety inspections in 9 out of 10 workplaces, 2) take away workers' rights to an automatic safety inspection as well as give the employer advance notice of an inspection, 3) prohibit OSHA from inspecting any hazardous condition not listed in a filed complaint, 4) divide workplaces so that some workers are protected under the law and others are not, 5) restrict the possibility that health inspections will occur, and 6) penalize workers in small shops.

This bill currently has the co-sponsorship of Senator Alan Cranston. Write Senator Cranston and urge him to drop

his co-sponsorship of this bill and oppose this bill in committee.

### Sample Letter to Senate to Oppose Schweiker OSHA Bill

Dear Senator \_\_\_\_\_:

I am writing to convey to you my opposition to the Occupational Safety and Health Improvements Act of 1980, SB 2153.

As a concerned citizen and one who works for a living, I fear that the Schweiker OSHA bill will not improve safety where I work. In fact, by exempting most employers from OSHA safety inspections and by making penalties almost meaningless, the bill will actually reduce safety protections in the workplace.

I am confident that you share my concern for the safety of American workers. I hope that you will staunchly oppose SB 2153.

Sincerely,

## Member alert: PG&E trying to reinstate unsafe work practice

by Jay Burton and Steve Lee  
Safety Committee Members  
IBEW Local 1245

Although PG&E's requirement that employees climb down insulators on transmission lines has been prohibited since June, 1979, the company continues to try to reinstate the practice.

PG&E filed a petition last October before the Occupational Safety and Health Standards Board to amend Title I of the California Administrative Code Section 2941(b), Access to Insulators. This followed the successful argument before Cal/OSHA's Standards Board Advisory Committee last June by Mert Walters, Local 1245 assistant business manager, deeming such practice to be unsafe.

When Mert delivered his argument he had the support of other union representatives on the committee from the utility industry. The vote to prohibit requiring employees to climb down insulators on transmission lines was split along labor-management lines with IBEW winning.

In the interest of upholding safe working conditions, the Local Union Health and Safety Committee is alerting our membership, particularly in the climbing classifications, of PG&E's cost-motivated efforts and the detrimental implications for all employees.

At the heart of PG&E's objections is not the question of safety per se, but the cost factor. The company simply does not want to spend the extra time and manpower to use ladders presently required by Cal/OSHA. The company further argues that the entire issue is unsubstantiated, was generated by one man's fear, and that lad-

ders present more of a hazard than climbing insulators.

We find such arguments to be more self-serving than reflective of the actual consequences of not using ladders. One of the most serious hazards is the exposure of workers to deep lacerations when shot or cracked porcelain or glass insulators suddenly fall apart under body weight, leaving razor-sharp jagged edges. Also, dirty insulators with atmospheric moisture are extremely slippery.

Essentially, PG&E is saying that such hazardous conditions are negligible. They insisted before Cal/OSHA, contrary to our belief, that it constitutes "safe access". Such reasoning insults the meaning of worker safety.

To bolster its dubious position, it is strongly suspected that the company has inspired a petition campaign, originating in General Construction and exploiting the signatures and job insecurity of temporary help. On the other hand the Local Union received over 400 signatures in the climbing classifications from throughout the PG&E system, Sacramento Municipal Utility District and the City of Santa Clara, supporting the Cal/OSHA standard.

Don't be fooled. If this kind of company strategy is encouraged by the unwitting aid of our own members against our own interests, then other health and safety regulations fought for through the collective bargaining sacrifice of generations of industrial injuries and deaths will be in jeopardy.

## In answer to your health and safety questions —

by Juliann Sum  
IBEW 1245 Industrial Hygienist  
and Frank Quadros  
IBEW 1245 Assistant Business Manager

**Q.** What precautions should we take when using lead naphthenate grease at SMUD hydro facilities?

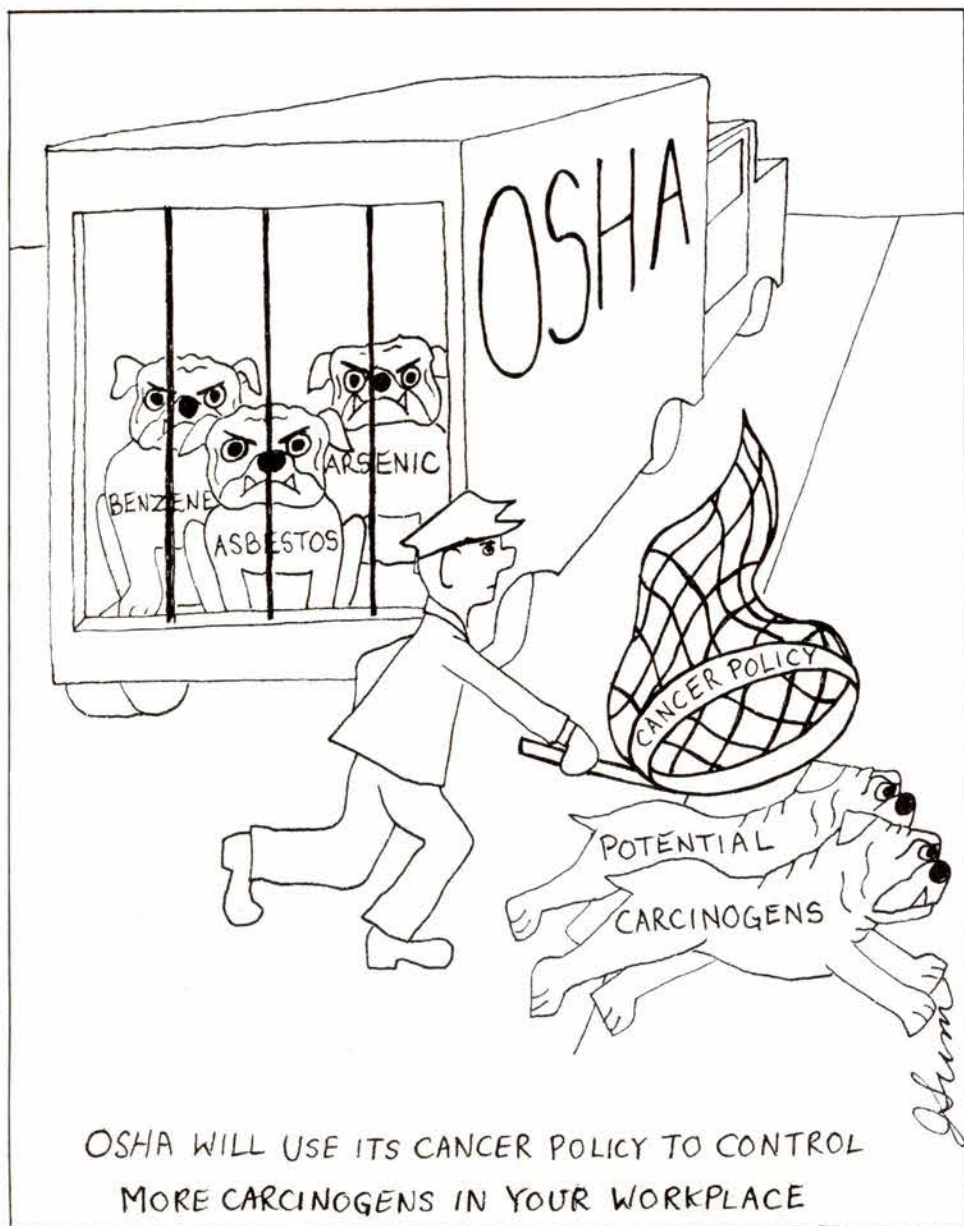
**A.** Lead naphthenate is hazardous because it contains significant quantities of lead. The lead can be absorbed through skin. Early symptoms of lead poisoning include fatigue, sleep disturbance, headache, and digestive problems. Later symptoms include anemia, abdominal cramping, constipation, nausea, and paralysis of certain hand and finger muscles. Kidneys can also be damaged after prolonged exposure.

Abnormal sperm, including reduction in sperm, has been seen in lead workers. Central nervous system effects are seen after ingestion of very large amounts of lead.

We strongly recommend that workers who use the grease wear neoprene gloves and wash skin and clothes after handling.

*Editor's note:* Following this question to Local 1245's industrial hygienist, SMUD removed the lead naphthenate grease from the job.





## New OSHA standards set limits on potential cancer exposures

by Juliann Sum  
Industrial Hygienist  
IBEW Local 1245

Your risk of developing cancer is believed to be increased if you are exposed to any amount of carcinogen, no matter how small. However, it is very difficult to identify carcinogens before exposed persons die or become seriously ill.

On certain carcinogens that have already caused many human illnesses and deaths, such as asbestos, benzene, and inorganic arsenic, you are now protected by special Occupational Safety and Health Administration (OSHA) regulations.

OSHA relies on results of animal tests as well as information on human illnesses with the new OSHA cancer policy ("Identification, Classification, and Regulation of Potential Occupational Carcinogens", January 22, 1980), to set standards on many more carcinogens at a faster pace and thus prevent many more illnesses.

A substance will be classified as a Category I Potential Carcinogen when it is known to cause cancer in humans or shows positive results in animal tests and other laboratory tests.

Your employer will be required to limit your exposure to a Category I substance to levels that are as low as feasible through engineering and work practice controls. If a substitute substance is available, your occupational exposure must be eliminated entirely.

A substance in which the scientific evidence of its cancer causing effects is only suggestive will be classified as a Category II Potential Carcinogen.

Standards will be set to limit your occupational exposures to Category II substances, and further scientific research will be conducted.

OSHA will issue emergency temporary standards on carcinogens which pose grave dangers.

The OSHA cancer policy is currently being challenged through the court system by the AFL-CIO, which would like emergency temporary standards to be issued on carcinogens automatically, and by several industry groups which seek more detailed reviews of the scientific information and the economic impacts.

## Take stress less stressfully

I once gave a friend a large picture postcard she kept on her office door for the longest time. It pictured a grimacing chimpanzee with an apple on its head. The caption read, "There's gotta be an easier way to make a living."

Have you ever felt that way too? If so, perhaps one of these tips might help you work things out so stress works you over less.

- Try to get enough rest before work. Fatigue provokes tension and is reportedly "... a major factor in accidents on the job."

- Are strained relations with people at work making you "uptight"? This quote might be worth pondering. "I have a choice of being right or being human." In relationships with others, which is more important?

- If you're stewing about being "over your head", is there some way to find out where you stand? Maybe what you're falling short of is overly high demands you've placed on yourself, not the boss's expectations. Or perhaps some other adjustment is needed.

- When pressures appear overwhelming, you might also try taking things one at a time. If a task is broken into a series of smaller steps, confidence is apt to grow as each part is completed. The rest starts looking more manageable.

- Do you have too much on your mind? It may help to jot some of it down on paper.

- A manager or foreman whose "door" is always open to people with problems may be opening the door to constant stress. Confining most such conferences to set times of the day or week may put you in better shape to cope and help others.

And here are a few general hints on

stress from Hans Selye, M.D., founding father of stress research.

As much as possible, "do your own thing," he suggests. What he means is, get to know yourself and what suits you best.

For example, stress tolerance differs for different people. But you can get to know your own personal tolerance level and in general try not to go too far above or below it.

Selye adds that there is "good" stress and there is "bad" stress. What takes the greatest toll is the distress of fear, frustration and other negative emotions or situations. But the pleasurable eustress of a task we like and succeed in can be exhilarating. In fact, many of those who were eminent in their fields lived long lives, the notes in his book *Stress Without Distress* (J.B. Lippincott Company-hardcover; New American Library-paperback).

So he thinks it would be ideal if we could all find jobs we liked so much our work became our play. Of course, some are more fortunate than others in this respect. But perhaps we can at least find a job we can be friendly with.

What about the unavoidable "distress" we all face now and then? Selye likes to lessen the impact with "voluntary mental diversion." He finds that focusing on pleasant and positive things and past successes can help restore hope and self-confidence in moments of defeat and depression.

And at times, a change of activity can be more relaxing than doing nothing. The "healing stress of diversion" helps take our mind off our trouble.

Maybe you, too, can take stress less stressfully.

— by Marion Wells  
Research Director  
American Physical Fitness  
Research Institute

## IBEW Local 1245 Poker Run

May 4th  
Brannon State Park  
off Highway 160

Registration 7:30 am-11:30 am  
Drawing at 5 pm

Free hot dogs and beans  
You bring the fixins'

Poker Hands \$2 ea.



For more information contact  
Skip Harris at (415) 754-7978  
or Phil Brooks at Pittsburg Power Plant



# Senate races must not be lost!

by W.H. "Bill" Peitz  
Chairman Political Education Committee  
Local Union Executive Board

As a delegate to the 1980 AFL-CIO COPE Area Conference in Los Angeles, I am making this report to inform the executive board and the membership of the grave importance of the 1980 elections.

At the present time the Democrats have a 9-vote majority in the United States Senate. This majority will be lost in November by the coming assault of the ultra conservative right wing machine. It is estimated, and on the low side, that this group will have \$100 million to use in this campaign. The money will be spent to support candidates selected by this group and to defeat candidates who have supported labor.

Of great importance and concern for Californians will be Senator Cranston's Senate race. He has been one of those targeted for defeat by the right wing machine.

These races, and especially the California race, **must not be lost**. We must make every effort to inform the membership of the tremendous importance of being involved in the political process and the consequences of losing the Senate to antilabor forces.

Here are some of these consequences that are known facts. With an antilabor majority in the Senate the committee chairmen would be appointed by the Senate majority leader. Slated for chairmanship are: labor, Orin Hatch of Utah; agriculture, Jesse Helms of North Carolina; and judiciary, Strom Thurmond of South Carolina. Many more committees important to labor and the working people will go to labor haters such as Senators Tower of Texas and Garn of Utah. The list goes on.

In the state races, we have supported candidates in the past who have taken our money and support, and then murdered us on key legislation that would have benefited labor. We must

take a stand on these legislators and defeat them at the polls. This is the only way we can gain support for labor legislation and demonstrate that labor will not be butchered like hogs when these people swing the axe at progress.

Our responsibility to the membership demands that we stress, to the maximum, our effort to not only encourage, but to urge the members of Local 1245 to become active in this 1980 campaign. We will need members to distribute campaign literature for labor candidates, walk precincts, and most important, **register and vote** in the coming elections. Additionally, they must urge their brothers and sisters to register and vote.

Without active membership support and funds, our union, all of labor, the working people and our country will be politically and financially dead.

There is a need to raise money to support candidates through COPE. One method that would help combat the tremendous slush fund of the National Association of Manufacturers, of the Chamber of Commerce and the right wing machine would be to have a COPE check-off for the members through voluntary payroll deduction.

Some of the employers have this already for their management people, and by law they must grant this right to the employees. Those employers who do not have check-off for management can negotiate this right for the employees. The members could designate as little as 1 cent per hour, 80 cents per 2-week pay period, \$1 a week, or any amount they wish to designate to COPE.

One closing thought. Throughout history, every oppressive government has attacked and destroyed the free labor movement in their country first, before aggression on their own and other people started.

## Council expands representation

Continued from page 1

that there should be no more than one representative of any union among the vice presidents.

Kirkland said that waiver of the general officer tradition was not taken lightly. That tradition, he said, "has some good reasons behind it — that the members of the council should speak for their union or for the members they represent."

The AFL-CIO has not been "laggard or indifferent" to the role of women and minorities in the trade union movement. "We have encouraged and supported the creation and growth of organizations designed for that express purpose, such as the Coalition of Labor Union Women, the Labor Council for Latin American Advance-

ment, the A. Philip Randolph Institute and others. We have encouraged training programs designed specifically to better equip women and minorities to advance within the trade union movement. This is a further step."

The council regards its action, Kirkland said, as "useful and helpful" to its deliberation in dealing with current issues, "and one of the issues that has arisen very forcefully in recent years is the expanding role of women in the workforce and in the trade union movement. It will be helpful to use.

"I don't regard it as simply an act of tokenism or response to pressure. It will be positively helpful to us in our efforts to deal realistically with those issues in the future."



**Calif. Primary**  
**DEADLINE TO REGISTER: MAY 5th**

## Chuck McAlister reinstated

Continued from page 1

resulted from routinely jumping down from the hoe to uncover an obstruction. He was treated by a doctor and placed on light duty and continued to work without loss of time on the job.

Chuck was reinjured in September, 1975. He remained off work and was finally operated on in March, 1976. At this point, his luck took a turn for the worse. The anesthesiologist accidentally hit a nerve with the spinal block which left Chuck paralyzed.

Instead of spending two days in the hospital for the operation on his heels, Chuck ended up spending two weeks. He spent another six months in therapy after his release from the doctor. He continued to see the podiatrist, who eventually designed special inserts for shoes that would allow Chuck to continue working. The doctor encouraged Chuck to get some exercise and prepare to return to work in a few weeks.

In the meantime, another company department had Chuck under surveillance for his Workman's Compensation claim. Apparently they observed him doing some cement work and presumed that he had accepted other employment. He was discharged on August 22, 1977. A grievance was filed on his behalf on September 2, 1977.

The arguments continued while the grievance worked its way through the

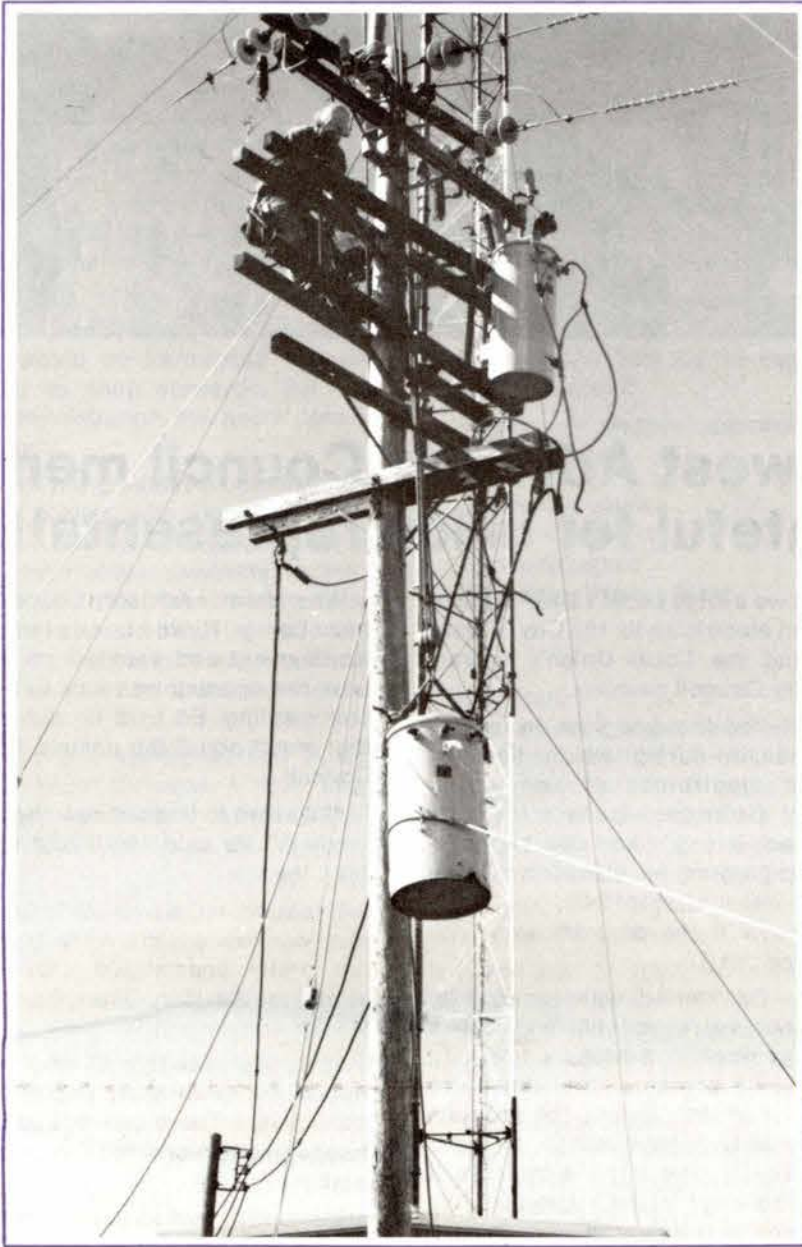
grievance procedure. PG&E produced films that depicted the grievant doing concrete work and the union argued that no pictures of Chuck at the pay window were produced.

PG&E finally subpoenaed the firm's pay records. There was no evidence of Chuck having been paid so they agreed to reinstate him with back pay and benefits retroactive to August 22, 1977.

The initial check for back pay alone amounted to \$12,000. Since the back pay was computed at the miscellaneous equipment operator "B" rate, Local 1245 argued that the grievant would have probably received other rates during the 2-year period that he was off. PG&E agreed to trace the rates of the man just below him in seniority and pay Chuck accordingly. This amounted to another \$5,500.

Since his return to work, Chuck asked to be re-appointed as a shop steward and expressed a desire to get involved. He currently is an active shop steward and has participated on the GC Subcommittee. He recently was appointed to the PG&E General Negotiating Committee, filling the spot vacated by Gene Wallace who left to join the Local Union staff as a business representative assigned to General Construction.





## GC heavy crew replaces blown transformers on Monument Peak

Article and photos  
by Don R. McKinley  
Member  
IBEW Local 1245

During the night of February 27, 1980, lightning struck a 3-pot bank that serves power to the Channel 36 television monitoring station and antenna in the hills above Milpitas. Due to the rough terrain and severe weather conditions, Kas Baracosa's General Construction (GC) heavy crew had to be called out to replace the blown transformers.

Weather conditions and the location

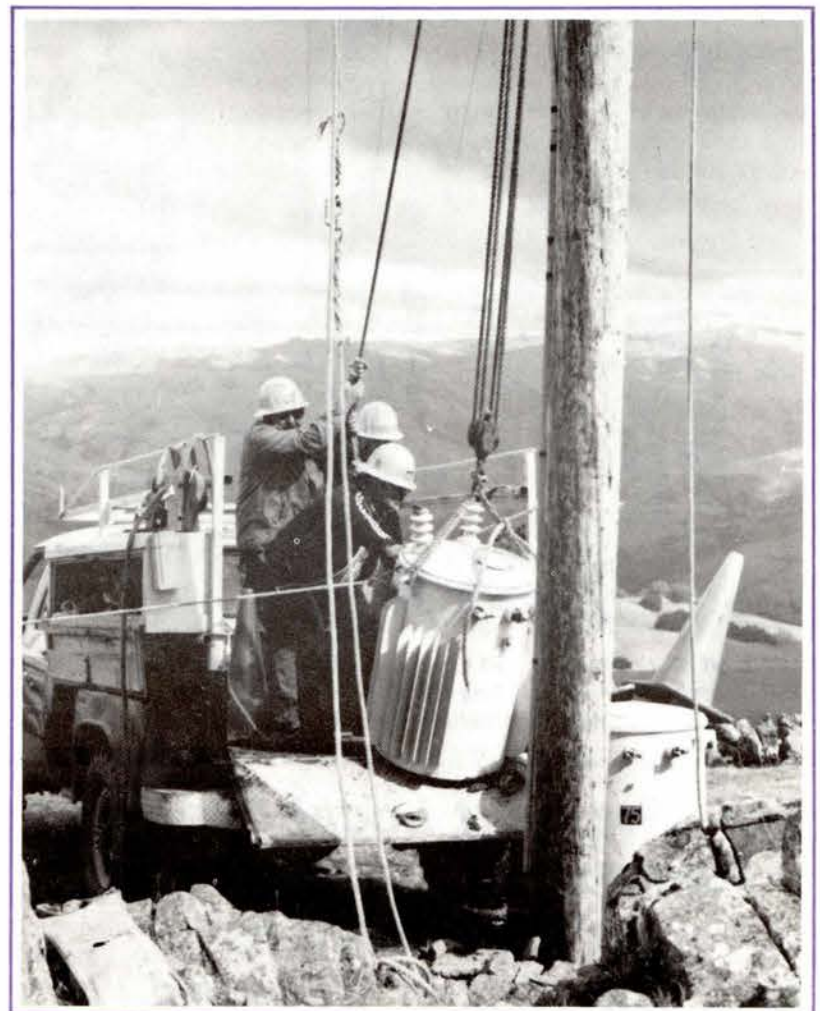
of the transformer bank made it impossible to use the crew's line truck. The transformers (each weighing 1,250 pounds) had to be transported in the back of a power wagon.

In the absence of the line truck, the transformers were raised with block and tackle with the use of a transformer gin. All work was done safely and efficiently.

GC Line can do!



GC line crew members include, left to right, Mark McCann, apprentice lineman; Don McKinley, lineman; Kas Baracosa, Jr., foreman; Russ Knight, truck driver; Steve Fowler, apprentice lineman; M. Ulloa, lineman; and kneeling, Jose Barney, truck driver. Missing from picture is PG&E Field Clerk Bill Hawkins.





## Two trade school grants added to Union's scholarship program

Local 1245 rounds out its 1980 Educational Assistance Program with the addition of two trade school grants.

### Trade School Grants

Local 1245 has offered a college scholarship for over 10 years, but until recently it lacked a similar program for students entering trade schools. That changed last month when the executive board approved a grant program that will award up to \$500 to help students obtain a technical, vocational or trade school education.

The grant can be used to learn skills like court reporting, electronics, book-keeping, drafting, secretarial skills and many others taught in accredited trade or technical schools. It will pay up to \$250 a year for tuition, with a 2-year \$500 maximum. Two grants will be awarded each year.

Local 1245 graduating seniors are encouraged to apply for the grants. To be eligible, the student must be the natural or legally adopted son or daughter of a Local 1245 member or be the member's legal ward.

Applications can be obtained from a shop steward, by writing IBEW Local Union 1245, P.O. Box 4790, Walnut Creek, California, 94596, or by calling the union office at (415) 933-6060.

*Note:* The Trade School Grant is not to be confused with the Competitive Scholarship Contest, which is meant for students entering 4-year colleges

and universities. Be sure to ask for the correct application. Write or call soon: the deadline for receiving completed applications is June 16, 1980.

### Scholarship Contest

Entries are now being accepted for Local 1245's 11th annual scholarship competition, which will award \$2,000 to a college bound son or daughter of a Local 1245 member. Entry requirements are simple and Local 1245 graduating seniors are encouraged to apply.

The winner is chosen solely on the basis of a 500-word essay on a topic chosen by the union's executive board. This year's topic is "What Do Most High School Students Think of Labor Unions and Why Do They Feel This Way?" The student writing the best essay will be the winner of the \$2,000 scholarship and have the essay printed in the *Utility Reporter*.

Applications and contest rules can be obtained from shop stewards, by writing to IBEW Local Union 1245, P.O. Box 4790, Walnut Creek, California, 94596, or by calling the union office at (415) 933-6060. All entries must be received no later than 10 a.m., June 16, 1980.

*Note:* The Competitive Scholarship Contest is not to be confused with the Trade School Grants. Please be careful to ask for the correct application.



Ed Myall

## Newest Advisory Council member grateful for union representation

"I owe a lot to Local 1245," said Ed Myall an electrician for the City of Oakland and the Local Union's newest Advisory Council member.

Ed worked four years as an electrician helper—during which time he studied electronics at Laney and Chabot Colleges—before the city instituted its long talked about apprenticeship program for electricians. "If it hadn't been for Local 1245," said Ed, "I don't know if the program would be instituted yet."

When Ed started with the city in 1970, the apprenticeship was like a carrot in front of a rabbit's nose. "It took a little pressure from the union and a lot of time before the program was actually implemented," he said. After negotiations in 1974 the City of Oakland's electricians apprenticeship finally got off the ground.

Born in Oakland and raised in San Leandro, Ed served his 4-year apprenticeship in three years, with one year credit given to his work experience and college courses.

"A high school radio repair class sparked—pardon the pun—my interest in electronics," said Ed who enjoys his job because it allows him to work outside where he's not confined.

"I worked for General Electric for a while," he said, "but I didn't like the factory environment. I got tired working in the same place all the time."

Unit Recorder of Oakland Unit No. 2211 for two years, Ed wishes there was more participation in the monthly union meetings by other cities, Alameda, Berkeley, and AC Transit members.

When former Advisory Council member Larry Ryan accepted other employment and vacated his council seat, the opening was announced at a unit meeting. Ed said he didn't know that much about the union's Advisory Council.

"I wanted to find out how the council worked," he said, "so I told them I'd take the job."

Because he works rotating shifts, and weekends with his wife Marsha are pretty special, Ed sacrifices to attend the Advisory Council's quarterly weekend meetings.

"But, it's necessary," said Ed. "It's necessary to keep my working conditions stable. There's always something happening at work that requires union action."

Currently, for example, the union differs with the city on the amount of sick leave and vacation time City of Oakland members can accrue. Having gone to a 36-hour work week when the last contract was negotiated in July, 1979, Local 1245 members' accrual and usage of sick leave and/or vacation should be in increments of eight hours according to the union. The city provides only 7.2 hours. This problem is currently in arbitration.

The dedication demonstrated by committee and council members like Ed Myall is appreciated. Local 1245 continues to encourage as many union members as possible to be actively involved in union functions. We firmly believe that an active, informed and involved membership means a strong and united union for us all.



A fishing trip off Benicia netted two 60-pound sturgeons and a 17-pound striper for Local 1245 members Don Glick, left, Henry Azevedo, Ken Weir and Ken Raven. All four are employed at Modesto Irrigation District.

**The next Local 1245  
Advisory Council Meeting  
is scheduled for  
May 3-4 in Concord**

## Ohio brothers fired for decals

Ten workers, fired from their jobs for wearing American flag decals on their hard hats, have filed a union grievance to protest the action. The electricians were fired from the L.K. Comstock Co., a subcontractor at the Perry nuclear power plan construction site in North Perry, Ohio. Robert Modic, president of Local 673 of the International Brotherhood of Electrical Workers, said the grievances will be heard by a labor-

management board after Comstock files a written response. The company has a policy prohibiting any decals on the hats except for the company logo.

Our Local Union business manager Dean Cofer sent Local 673 a congratulatory telegram as there appears to be growing public support for the IBEW members involved in the grievance.



# Union membership expands with addition of 272 new people

Two hundred seventy-two people applied for membership into IBEW Local 1245 between January 25 and February 22, 1980, and qualify for membership in accor-

dance with our IBEW constitution and Local Union bylaws. Local 1245 extends a hearty welcome to the following new members:

## **ASPLUNDH TREE**

Steven Horstman  
Franklin Carpenter  
Daryl Herren  
Doug Miller  
Tim Miller  
Robert Mullins  
Jerald Walls

## **CITIZENS UTILITIES**

Steve Alvarado  
Donald Baer  
Raleigh Bowen  
Regina Brooks  
Hilda Pickolick  
James Rupel  
Linda Simonetti  
Kathleen Vasquez  
Karen Wheeler  
Steven Wright  
Yater, Darlene

## **COAST VALLEYS**

Ronald Bispo  
Amante Buentipo  
Vicki Fort  
Leora Getris  
Jessee Gutierrez  
Ronald Hughes  
Gary Overman  
Mark Spangler  
Linda Sterling  
Steve Urguidi  
M. P. Sternjacob  
C. Martin

## **COLGATE**

James Adams

## **CONCORD CABLE TV**

Julian Bustamente

## **DAVEY TREE**

Chuck Barnes  
John Burrows  
Pat Clements  
Robert Edwards  
William Fike  
David Grant  
Ted Hunter  
Thomas Jason  
Julio Lamadrid  
Wilbur Loighon  
Leon Morimoto  
Joe Morales  
Bruce Mortimer  
Gregory Merritt  
Jose Martinez  
Ralph Oliveres  
Allen Spencer  
Patrick Ryan  
Charles Reyes  
Bill Shepherd  
Steve Talbott  
Keith Williams  
Paul Yokoyama

## **DRUM**

Catherine Luchetti

## **EAST BAY**

Mark Bichser  
Jennifer Brewer  
Richard Bygum  
Divina Camerino  
John Crotoria  
Mary Dias  
Cornelio Dominguez  
Cynthia Frink  
Donna Garcia  
James Hailey  
Janice Halseide  
Wallace Higgins  
June Huey  
Paul Hunter  
Virginia Jacobson  
William Johnson  
William Jung  
Rosalind Latigue  
Anita Lightcap  
Marc Lombre  
Michelle Lussier  
Harold Neely  
Oliver Price  
Robert Preciado  
William Pullins  
David Rabello  
Ronald Silva  
Jeffrey Simmons  
Margaret Traverso  
Alfred Valenzuela

## **GENERAL CONSTRUCTION**

Richard Blakeney  
Richard Bottineau  
Mark Buscher  
Jeffery Cantrall  
David Carroll  
Randy Cook  
Ronald Damele  
Kevin Davis  
Bill Derman  
Julio Escude  
Rodney Foster  
Stephen Frost  
Ralph Guerrero  
Clifford Kazarian  
Dennis Leidig  
Thomas Lincoln  
Doug Lucken  
John Lulis  
Salvador Lerma  
Kenneth Mockel  
Salvador Naranjo  
Greg Ochoa  
Brian O'Rourke  
Enrique Padilla  
Wayne Petersen  
Robert Phillips  
John Renfrd  
Rafael Rivera  
Dale Robertson  
Keith Ruff  
Lawrence Smith  
Gilbert Vaca  
Beverly Vancil  
Russell Volk  
Ronnie Walling  
Richard Wertz  
John Whitten  
James Wilson  
Richard Wilson  
Kevin Wylie  
Lawrence Young  
Louie Zamora  
Louis Zavala

## **GENERAL OFFICE**

Richard Cooper  
John Dillon  
Steven Donahue  
Robert Finato  
Doreen Friedman  
Michelle Grass  
Thelman Goodall  
Sheleen Lim  
Dennis Lee  
Eric McWhorter  
Victor Okumura  
Wivina Palada  
Mary Pistorio  
Loretta Reed  
Ena Rosado  
Valerie Stewart  
Sandra Tam  
Stephen Walker

## **HUMBOLDT**

Lynn Lawson  
Stanley Banner

## **LYNCH COMMUNICATIONS**

Ruth Heggarty

## **MATERIALS DISTRIBUTION**

Michael Harris

## **MERCED IRRIGATION DISTRICT**

James Clinton

## **MODESTO IRRIGATION DISTRICT**

Mike Hatfield  
Damon Jones  
Robert Merritt  
Dewitt Orton

## **NEVADA IRRIGATION DISTRICT**

Richard Konigsmark

## **NORTH BAY**

Richard Arthur  
Steven Brooks  
Harry Elliott  
Wilbur House  
Jerry McCart  
Vernon Morris  
Mark Nicolini  
Patrick Prine  
James Rovetti  
Benigno Sablo  
Rosetta Shirley  
Richard Stevenson  
Barry Sullivan  
Kathy Teaderman

## **PIPE LINE OPERATIONS**

Cheri Smith

## **CITY OF ROSEVILLE**

Henry Bermudez

## **SACRAMENTO**

Robert Hutchison  
Jacqueline Isaacs  
Bettina Tuomala

## **SACRAMENTO MUNICIPAL UTILITY DISTRICT**

Robert Brewton  
Bill Buster  
Christopher Canine  
Marc Dube  
William Gude  
Mark Harbolt  
Luis Lemus  
James Slutzki  
Timothy Mann  
Donald Rodriguez  
Alfred Sanders  
Dan Zoppett

## **SAN FRANCISCO**

Paul Arruabarrena  
Linda Bachle  
Michael Chong  
Mark Dixon  
Susan Jones  
Sebastiani Passanisi  
Wayne Pouncey  
Gino Rinaldi  
Sharon Stout  
Walter Young

## **SAN JOAQUIN**

Connie Bennett  
Johnny Bigham  
Robert Carlson  
Gary Carter  
Joseph Contreras  
Alenne Glock  
John Grayson  
Karen Gruen  
Larry Hagans  
Gail Hester  
Pauline Hubbell  
Ted Johnson  
Betty Lane  
Patricia Minyard  
Steve Morris  
Gail Nelson  
Stacey Taylor  
John Teeters  
Donna Walker  
Mary Williamson  
Vaughn Zubillaga

## **SAN JOSE**

David Allison  
Mary Bartles  
Jeanne Beck  
Peter Contreras  
Jon Foster  
John Ibarra  
Joe Morales  
James Mott  
Robert Stephens  
Matthew Storment

## **SHASTA**

Patricia Warner

## **SIERRA PACIFIC POWER COMPANY**

Sue Aitchison  
Robert Bowen  
Dana Chickering  
Thomas Davis  
Erva Hamilton  
Roy Harkema  
Karen Kruse  
Graig Nicholas  
Ronald Pinney  
Deborah Porter  
Charla Purinton  
Leopoldo Salas  
Roland Smith  
William Summy

## **SONIC CABLE TV**

David Jones  
Ray Peters

## **STOCKTON**

Kenneth Gaultney  
Richard Garibaldi  
Greg Heinz

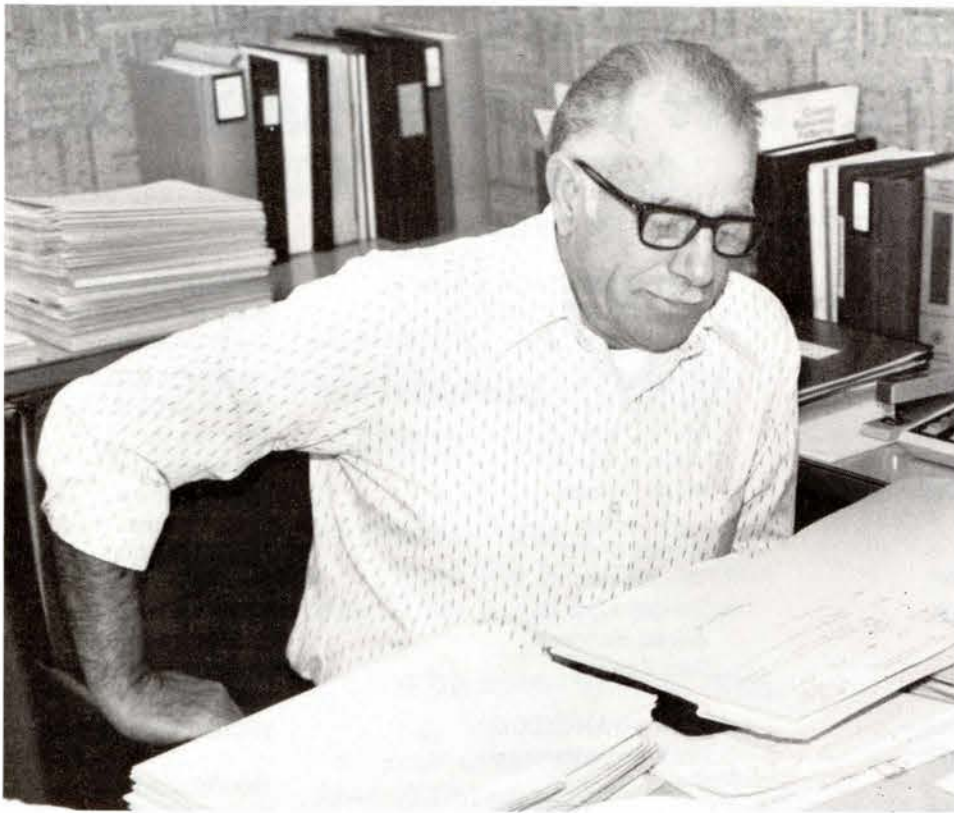
## **TELEPROMPTER OF RENO**

Michael Aldous  
Thomas Anderson  
Mary Baker  
Robin Bastian  
Timothy Bixby  
Rickey Boucher  
Craig Burton  
David Davis  
Aida Douglas  
Billy Garrison  
Don Fooshee  
Dean Gates  
David Grout  
James Hartley  
Keith M. Jeffers  
Craig Miraglia  
John Pearson  
Deborah Weinand

## **WATER AND POWER RESOURCES**

Warren Ackerman  
James Hudson  
John Lawrence  
Roger Rix  
James Say  
Roy Shearer





Larry Foss

## Trends in grievance procedure include demand for due process

Larry Foss has seen a lot of changes and some interesting trends in the 20 years he has served Local 1245, the last ten years as assistant business manager responsible for the PG&E grievance procedure.

"The real demand from our members is for due process, not just lip service," said Larry. "While I feel this is absolutely necessary, it has drastically increased the number of grievances, particularly those relating to employees' contractual rights or employment status."

Since fact finding was established as a step in the grievance procedure, Local 1245 has seen the grievance workload grow to approximately 1,400 grievances a year from a PG&E bargaining unit of 17,000 people. Fortunately, almost 70 percent of the formalized grievances are handled at the division or Local Investigating Committee (LIC) level.

"This is a very positive thing," said Larry. "From a trade unionist's standpoint, the best place to resolve a grievance is at the job level. Not only is it the most desirable place, but the most expeditious as well."

In 1971, Larry's case load at the Review Committee level totaled a whopping 98 grievances. Now, with a case load that has increased to 400 grievances a year, maintaining membership service is a constant battle.

Providing Local 1245 members with a competent, quality job requires time to analyze the case, perform the necessary research, and spend some time reflecting on the entire issue before developing a firm position.

Very simply, the grievance process is a series of appeals like the court system, initiated by union members who feel they have been wronged by the company. The grievances are processed on behalf of the union member

by union representatives. The process generally begins with the grievant contacting the shop steward, an informal but mandatory step. If the shop steward is unable to settle the issue, the first formal step is taken. The steward relays the problem to the union business representative who in turn files the grievance in writing.

If the business representative is unable to correct the problem, the grievance is referred to LIC. The LIC is a 4-person committee consisting of the union's business representative, the departmental shop steward, the company's personnel manager and the involved supervisor. Their function as LIC members is twofold, 1) to develop and agree on the factual situation surrounding the grievance and 2) argue the merits of the case once they've developed the facts.

If the case is not resolved at the LIC level, it can be appealed further to the Joint Grievance Committee or the Fact Finding Committee depending on the grievance issue(s). Assuming the case is not resolved at these steps, it may go to the Review Committee, which is precedent setting, and/or to final and binding arbitration.

At the top of the grievance procedure we have the arbitration process, something the union does not take lightly. Although arbitration is an expensive process, expense is not the union's main concern.

"Our main concern," said Larry, "is that arbitration decisions are final and binding. It has a final and binding effect on the company, our union and the grievant or grievants involved, so it can be of very high impact on a great many people system-wide."

A union leader for 20 years, Larry served Local 1245 as a business representative for eleven years before

## Election Notice!

Nominations for Local Union office were submitted at all April unit meetings. (See article on page 3 of the March "Utility Reporter".) Announcement of all candidates will be presented in the May issue of our Local Union publication. Watch for it, and remember to VOTE in union elections June 1-16.



Working hard on plans for the May 4th Poker Run are Poker Run Committee members Local 1245 Business Representative Skip Harris, left, Patty McKay, Dianna Sutherland, Fred Henderson, Bob Martin and Phil Brooks. (See Poker Run ad on page 7.)

being appointed assistant business manager.

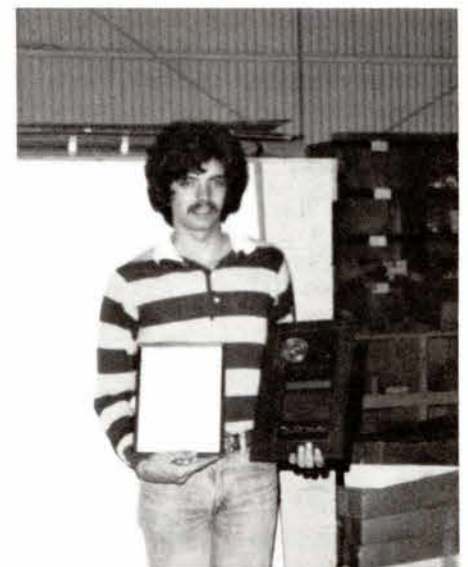
"To maintain your effectiveness in this position," said Larry, "you must keep as clinical as possible. You can't jump into the emotional bathtub with every grievant. But, you can't become so calloused and insensitive that you forget who it is you are representing."

Larry describes his years of service to our Local Union as "never boring, always frustrating and definitely an ongoing education". The luxury he misses most is time to reflect on past accomplishments and lessons learned.

"The job's biggest challenges," he said, "come in daily in the form of grievances. Many involve questions that have never been raised before or even contemplated. Each requires you to use a lot of your thought process, not just to read and research the question, but to develop your positions, both primary and secondary."

A native San Franciscan, Larry and his wife Emma are the parents of three grown children, two sons and a daughter. They also have two grandchildren.

## Larry Barr honored



IBEW Local 1245 member Larry Barr was honored recently with the IBEW Life Saving Award. Larry applied the Heimlich maneuver to a choking woman and saved her life.