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State's energy needs real Labor has stake in promoting search for alternative sources

by Barbara Symons
Local 1245 Executive Board member
Southern Area

IBEW Local 1245 members attending the Citizens for Adequate Energy Conference in Sacramento recently gained a better understanding of California's energy needs.

The purpose of the conference was to provide information enabling participants to understand energy supply options, what regulatory restraints are involved, projections for future energy demands, and what advocacy efforts and techniques are required to achieve positive results.

Local 1245 sent Dorothy Fortier, Orville Owen, and me as delegates to this convention because jobs are dependent upon an adequate energy supply. Without energy there are no jobs; therefore, labor has a stake in promoting a search for sources that will meet energy needs and lessen dependence on foreign oil.

The members of 1245 benefit from having delegates at conferences such as these in that the Local Union keeps informed of policies being developed which could affect the membership.

Some of the speakers at the conference were: State Senator Alfred Alquist, Eleventh District; Russell "Rusty" Schweikert, Chairman, California Energy Commission;

Michael R. Peevey, President, California Council for Environmental and Economic Balance; Llwellyn King, Editor and Publisher, *The Energy Daily*; and Robert Marr, Director of Public Relations, Operating Engineers, Local 3.

All of the speakers stressed that the energy problem is real, it is not going to go away, and we all must work toward viable solutions.

Also, the speakers emphasized that California cannot meet its energy needs using conventional sources alone. Additional sources of supply such as solar, wind, nuclear, cogeneration, biomass, synthetic fuels, and coal must be developed.

The California Energy Commission has a target date of 1990 for the implementation of a plan to develop these alternate sources to be used in con-

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Labor Dept's Women's Bureau sets priorities

Concentrating on issues affecting women workers, the Labor Department's Women's Bureau, headed by Alexis M. Herman, set new priorities for the 1980s.

The bureau's key concerns are entrance of more women into nontraditional jobs, the earnings gap between women and men, child care for all working parents, safety and health in the workplace and equal pay for work of comparable value.

Additional problems to be addressed in this decade are the considerations of women in pension and social security systems and sexual harassment on the job.

Improving the economic status of working women, the bureau will help establish policy and programs for training and employment. These efforts will include outreach, targeting groups of women with special employment needs.

"Besides working with Department of Labor agencies, we will be involved with union women, community groups

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It was a big night for Brother Parmie Appleton recently when he was specially honored at an East Bay Service Awards Banquet for his 40 years of service to Local 1245. Parmie's friend joined in the excitement as Veodis Stamps, Business Rep assigned to Easy Bay, pinned the award pin to Parmie's lapel. See related story and pictures on page 10.

Acquaintances renewed and myths perpetuated at "Lineman's Night"

by Steve Lee
Advisory Council member
IBEW Local 1245

Perpetuating the myth that linemen are wild and crazy guys and heroes for all seasons, Bay Area linemen got together on a Friday night recently to do their thing.

The event was "Lineman's Night" and featured "Slim", a 1937 classic full-length lineman film (the one and only).

Starring Henry Fonda and Pat O'Brien, "Slim" told the story of the making of a rookie lineman, Slim (Henry Fonda), under the tutelage of Red (Pat O'Brien), a journeyman's journeyman.

As pole-partners, they go booming around the country, getting in and out of brawls, in and out of a love triangle ("Red's sent for me, darlin', an' I got to go help him build that line...") and generally exude the kind of moxie that surrounds the lineman's trade ("no one said linework was safe, kid!").

Of course, the trade has made great strides in bringing the benefits of modern technology to the job and above all in rendering safer working conditions. However, the moxie is still an essential element of the work, and "Lineman's Nite" was an opportunity for today's younger generation of linemen to share a little of the pride, in tribute to those "clumpsums" of bygone days.

In keeping with the evening's theme, "Hold the Pull", a PG&E film about building the 500kv tower line, set in the splendor of God's country, was screened as well as a Popeye cartoon called, "Hold that Wire", wherein Popeye and Brutus scrap for Olive's favors on a pole-line doing stunts that would give PG&E's Safety and Claims Department, as well as the Local Union's Safety Committee and OSHA, a collective coronary.

As a matter of fact, with respect to working conditions, the evening's films, if taken seriously, would have set the "grunt's" classification back 25 years, and safety — another 30.

The evening was also an opportunity for reunions of old acquaintances, as well as the making of new ones, whose knowledge of one another were heretofore only by reputation. But even beyond the theme itself, the evening's ultimate success had less to do with linework than it did with a deep sense of brotherhood.

Also present were many cable splicers and friends who have shared the trials and tribulations of Electric T&D for years. As a footnote, some representatives of local management also appeared, which elicited admira-

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This issue at a glance —

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- Health and Safety
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Meeting twice monthly in the Local Union's Walnut Creek headquarters, rank-and-file members serving as trustees review expense checks before payment is made. They approve staff and committee expenses and those expenses previously authorized. Above from left, Trustees Bob Burchfield, Edward Miles and Leroy Foster, make sure Local Union funds are spent according to Local Union policies.

Labor's stake in energy

Continued from page 1

junction with conventional sources (oil, natural gas, hydroelectric, geothermal).

Conservation, and the use of renewable resources, are an important part of the energy program. All of us must take an active part in conservation efforts. It would be counterproductive to develop energy sources without making an effort to conserve the sources we develop.

Several unions besides IBEW sent representatives, including the Operating Engineers and Plumbers and Pipe Fitters. Representatives from several Labor Councils also attended.

Workshops were held on the following topics:

- 1) Planning for future electricity needs,
- 2) Available sources,
- 3) Future sources,
- 4) Conservation,
- 5) Working with the media and 10 tough energy questions, and
- 6) Influencing decisionmakers.

I attended the Media/Energy Questions Workshop and the Influencing Decisionmakers Workshop. Those attending these workshops learned

that sustained efforts must be made in letters to the editor, letters to legislators, and being active in community groups, etc., to bring to the attention of the public labor's needs in regard to energy sources.

Personally, I found the conference valuable because it gave me the opportunity to obtain information on energy needs and sources in California. I feel that the Energy Commission has a laudable goal to reduce the use of imported oil by 50 percent within the next 10 years.

Additionally, while protecting our environment, we must get the plan for expanding our energy sources out of the talking stage and into implementation. Nuclear power can be safe if proper safeguards are taken. However, as union members we should support efforts to start now to begin establishing diversified sources for the energy needs we must have to protect our jobs.

Union label notes

Be aware of a new beer bearing the brand name of "HERMAN JOSEPH 1868". Yep! It's a Coors beer expected to be on the market this summer. Pass it on — DO NOT BUY.

YOU, YOUR JOB, AND THE LAW



Your right to union representation at employer investigatory interviews

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

The United States Supreme Court ruled that an employee is entitled to have a union representative present at an investigatory interview by an employer if the employee "reasonably believes the investigation will result in disciplinary action".

This article will give some examples of cases in which the NLRB has found it reasonable to believe that disciplinary action will result, and examples where an employee does not have a reasonable basis to believe disciplinary action will result from an interview.

I must stress in the beginning of this article that whenever a Local Union 1245 member thinks an interview might be disciplinary, she or he should always contact their shop steward to discuss the matter before going into the interview.

Section 7 of the National Labor Relations Act gives employees the right to engage in "concerted activities for... mutual aid or protection," and requesting union representation at a confrontation with an employer clearly falls within this section.

It is key to recognize that your right to union representation only arises once you request this representation. A worker may forego this right and participate in an interview unaccompanied by a union representative if he or she so desires.

When is it reasonable to believe that disciplinary action will result from an investigatory interview? For example, a general shop-floor conversation in which a supervisor gives instructions, training or needed corrections of work techniques does not normally provide a "reasonable basis" for an employee to believe that adverse impact would result from this conversation.

Thus there would be no right to a union representative at this conversation. The right to representation arises when a *significant purpose* of the interview is to obtain facts to support disciplinary action that is probable or that is being seriously considered.

Another example of where union representation has been denied is at a counseling session of an employee regarding his absenteeism. The employer gave assurance to the employee that the interview was not a

disciplinary meeting and that the interview would not be recorded in his personnel file.

However, when a counseling session is a step to imposition of discipline and employees have reasonable grounds to fear adverse consequences as a result of the interview, the employer violates the National Labor Relations Act by refusing to permit a union representative to be present at these counseling sessions.

The National Labor Relations Board ruled that the right to union representation includes the right to consult a union representative before the interview. However, an employer does have to allow a union representative to consult with the employee on company time before the interview if the interview date provides adequate opportunity for pre-interview consultation with the union representative on the employee's own time.

Further, the employer need not postpone the interview because the union representative is unavailable for reasons for which the employer is not responsible. The employee could have requested the presence of another union representative.

An investigatory interview is to be distinguished from a meeting called by the employer to inform the employee of a predetermined decision regarding disciplinary action. Where a meeting is confined to merely informing an employee of a disciplinary decision, and the employer does not attempt to question the employee or engage in any dialogue to elicit further information, the employee does not have the right to union representation.

It is your right to be represented at investigatory interviews where you reasonably fear disciplinary action will result. You should not attempt to decide alone when it is reasonable to fear disciplinary action. Always request union representation when initially informed of an investigatory interview. Then notify the shop steward or business representative of the proposed interview so that together you can decide if you have a right to union representation given the Supreme Court's criteria cited above.



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.

Legal Services Praised

Dear Editor:

I felt I should write you concerning our Legal Services Program. A little over a year ago I reinjured my back and PG&E would not send me to a doctor due to a technicality. Through the union I acquired the assistance of Mr. Dave Mastagni.

Earlier this month the issue went before the board and I was awarded five years coverage on my back as well as a settlement.

As you might expect, I am very pleased with the legal services our union provides.

Fraternally,
John Graham

PG&E Responds

Dear Editor:

In the January 1980 issue of the *Utility Reporter*, Vol. XXVIII No. 1, you printed an article on Page 7, "In answer to your health and safety questions," which contained a question and answer with respect to Primer 17/3, which in our opinion overstates the dangers involved in the use of this product.

For your information and the information of your members, I am enclosing a copy of a report prepared under the direction of Mr. T. L. Forrester, our senior industrial hygienist, which concludes, "...we do not anticipate a potential health hazard to occur when using Primer 173 under 'normal' working conditions. However, to avoid skin contact, we recommend approved protective gloves, goggles, and impermeable apron to be used where appropriate. In addition, maintain adequate ventilation and avoid sources of ignition."

Very truly yours,
I. W. Bonbright
Manager
Industrial Relations
PG&E

Editorial reply: The article on Primer 17/3 was provided upon request from members out of PG&E's Gas Department, San Francisco Division. Our members have a basic right to know about properties of the materials they work with, so that they can protect their own health and safety.

The article contains information that we have received from our laboratory and information in published literature. It is important that our members receive information on potential cancer and reproductive effects, because certain materials present these risks at very small exposure levels.

We agree with Mr. Bonbright's recommendations that approved protective gloves, goggles, and impermeable aprons be used where appropriate and that adequate ventilation be provided. However, we urge that these

recommendations be implemented by PG&E supervisors in the field.

Had there been warning labels on the cans of Primer 17/3, there might not have been a need for our membership inquiry.

Draft Deplored

Dear Editor:

I read with great disappointment the article in the April *Stewards' Newsletter* reporting AFL-CIO support of the Carter Draft Registration plan.

This encouragement of the Pentagon militarist's bid to regain their power to force our children into their sweatshops is unbelievable to me.

How can we, as free working people, who have fought all these years against the oppression of low wages and unfair working conditions; abandon our sons and daughters in their battle against this forced labor?

It seems to me to be inconsistent with our high ideals of equal rights, to condemn a minority age group to this kind of low-paid exploitation.

Our so-called friends on the Left (Cranston, McGovern, et. al.), have gotten us into part of this crisis with their Soviet Communist aid and apologist stance.

And now it appears that the big oil companies expect us to send our children to fight and die for "U.S. interests" in the Persian Gulf. They know that this can't be done with the present low pay and poor conditions in the military service now. (Many are eligible for food stamps.) They know that even if benefits are improved, few will volunteer when faced with another politico-economic exploitation like Viet Nam, so they must have the draft back for their next international military adventure.

Well, I have news for them. We have not all forgotten what was done to the 55,000 of the cream of our manhood that died in Southeast Asia, and the millions that were wounded and maimed, in the name of "fighting Communism". All the while our aid and trade programs were still going to Russia and other Communist countries.

I have determined, and I hope that many of our brothers and sisters concur, that it is our patriotic duty to stand up and say "Enough!" No more exploitation of our youth, no more draft, no more slavery, no more sweatshop wages for what should be the finest voluntary defense service in the world!

Thus I have determined to back to the fullest, my children and all others that wish to take a stand against registration and any compulsory service!

Yours for Liberty,
Richard L. Harmon

YOUR Business Manager's COLUMN



DEAN COFER

Death of a Lineman

Brother Richard Spiesman, a thirty-two year old General Construction Lineman, died on Friday May 30, 1980 after a forty foot pole he had been working on in Merced fell to the ground. Brother Spiesman is survived by his wife and two children, and our condolences and thoughts are certainly with them.

A natural question that always arises when one of our Brothers or Sisters is killed on the job is "could the fatality have been prevented"? The answer in this case is absolutely, positively, YES.

For some time now our members in PG&E's San Joaquin Division have been experiencing difficulties with Western Pine poles, supplied by B. J. Carney Co., breaking at an alarming rate under normal use. This was brought to the Local Union's attention by Shop Steward Tom Garcia and a number of other concerned members from the San Joaquin area.

On May 27, 1980 the Union raised this problem with PG&E at a regularly scheduled Health and Safety meeting. At that time we were successful in getting PG&E to agree to discontinue using Western Pine poles, supplied by Carney, until such time as every pole had been given a one hundred percent inspection. In addition, PG&E agreed to require that poles purchased by PG&E have a minimum of eighteen growth rings per every two inches, whereas the ANSI standard only requires a minimum of six growth rings per inch.

The Union, however, was unsuccessful at the May 27 meeting in convincing PG&E to issue instructions to all Linemen working in the San Joaquin area forbidding the climbing of Western Pine poles delivered during the last twelve month period. We were also unsuccessful in pursuing our demand that all of the suspect poles be removed and replaced by good poles.

Our concern was predicated on the facts that showed that a number of Western Pine poles, that were delivered in the San Joaquin area within the last twelve month period, were breaking under normal, or less than normal use (i.e., while sitting on a pole dolly, under light load while in the

air, etc.). The Local Union told the Company at our May 27 meeting that it was only a matter of time before these poles would cause a fatality if they were not removed. In addition, we informed the Company that the Local Union would recommend to all of our members that they refuse to climb any of these poles, pursuant to their rights as outlined in the recent Supreme Court decision in the Whirlpool case (see the article "You, Your Job and the Law" in the May 1980 issue of the *Utility Reporter*).

Subsequent to our Health and Safety meeting the Company sent word to San Joaquin Division advising Linemen to treat the Western Pine poles, supplied by Carney, as they would treat any pole suspected of being rotten. However, due to a bureaucratic mixup, the Company failed to notify General Construction Linemen.

During a pre-scheduled meeting on May 30, the Company informed the Union that Brother Spiesman had fallen to his death earlier in the day. The Company again indicated that they were not willing to stop linemen from climbing the suspect poles or to take the poles out of the ground. The Local Union immediately met with Cal/OSHA and, with their help, was successful in forcing PG&E to issue instructions to all Linemen in the San Joaquin area to stop climbing these poles. In addition, the Local Union is attempting to get PG&E cited for permitting a willful and serious safety hazard leading to the death of Brother Spiesman.

In my opinion, all of the PG&E management people present at our May 27 meeting should be thoroughly ashamed of themselves, for they had ample opportunity and power to prevent this fatality.

All of our members should learn one thing, if nothing else, from this incident: **too often employee health and safety is not rated by employers on how dangerous a hazard is, but rather by how much trouble or cost is involved in correcting or eliminating it.**

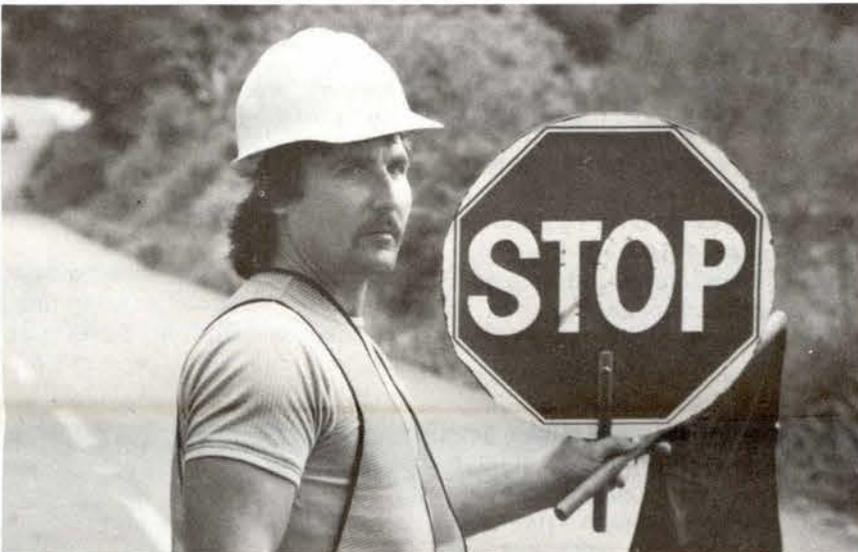
Local 1245 Acknowledgements...

Bob Gibbs, Local 1245 Business Representative, has been named Humboldt County co-chairman of The Muscular Dystrophy Telethon scheduled for Labor Day weekend.

Spotlighting...



Shop Steward Art Vasquez, right, shows climbing hooks to Local Union Business Representative Charlie Gadzik. Strapped to climbers' legs, the hooks are used when climbing trees with heavy bark covering, for example redwood trees.



Local 1245 member Kirk Stribert of Pleasure Point is a groundman on a Davey Tree bucket crew.



"I signed up with Local 1245 the day I got my job with Davey Tree," said 2-year Local Union member Dan Faddis of Newark. A Shop Steward, Dan is a working foreman on a 3-person climbing crew. He supervises Climber Scott Barnheart, and Groundman Ken Williams. "I'd like to see our union get inclement weather coverage for us," said Dan. "We are expected to work in the rain, and in emergencies I do it willingly. But, Davey Tree doesn't provide us with rain gear, and it's a little dangerous going into a wet tree to clear branches from power lines when it's raining." Note: The company is required to comply with OSHA safety standards regarding trimming trees around energized conductors.



Groundman Ken Williams of Newark is a brand new member of Local 1245, having been employed by Davey Tree only a few weeks.

Davey Tree Surgery Company

Headquartered in Livermore, Davey Tree Company bids for tree trimming jobs in PG&E divisions. Organized since 1962, Local 1245 members employed by Davey Tree work in Las Vegas, Nevada, as well as the following PG&E Divisions: San Francisco, East Bay, Stockton, San Jose and San Joaquin. The six Local Union Business Representatives assigned to serve over 200 Davey Tree members are Charlie Gadzik, Wayne Greer, Gary Hall, Mickey Harrington, Orv Owen and Wayne Weaver.



Charles W. "Sandy" Peterson of Capitola is a climber on a bucket crew out of Santa Cruz. The day this picture was taken, the crew trimmed overhang on Empire Grade. They used the bucket from their truck to get up to the eucalyptus trees, then swung their ropes into the tree tops to hoist themselves into the trees. From this vantage point they were hundreds of feet off the ground, but more accessible to branches they needed to cut.



Willie Stewart

“Union members bring expertise, ingenuity to bargaining table”

“Besides contributing expertise in their line of work, our union members bring imagination, ingenuity and ideas to union committees and to the bargaining table,” said Willie Stewart, Senior Assistant Business Manager and Chief PG&E Negotiator.

“Our creative bargaining has made the PG&E contract one of the best utility contracts in the country. I’m proud of that. And, I’m proud of our membership. They are more than linemen, more than electricians, more than clerks.”

Many IBEW Locals throughout the country look to Local 1245’s bargaining successes as examples of techniques and results they would like to emulate. This year’s bargaining with PG&E resulted in one of the few cost of living allowances (COLA) negotiated with a major utility. President Carter initiated the 7 percent wage and price guidelines during general bargaining in 1979. The union’s committee, led by Willie, successfully negotiated a 7.6 percent wage increase for the PG&E membership. Then in a tricky maneuver they rolled it back a month, making it fit within the president’s guidelines.

“We’ve been asked what we’re going to do for an encore,” said Willie. “Contract negotiations require a lot of imagination, that’s true. But, future negotiations with PG&E do not scare me. In fact, it’s the challenge of it all that keeps me going.”

Senior Assistant Business Manager for the past three years, Willie served the Local Union as Business Representative for six years, and prior to that, as an Executive Board and GC subcommittee member. Born in Arizona, Willie grew up in Kern County and worked for PG&E in General Construction as a laborer, before becoming a field clerk and then an electrician.

“Everyday is a learning experience,” said Willie holding up a thick booklet from the pile of material on his desk. “This is the Nuclear Regulatory Commission’s (NRC) latest proposal on staffing and training requirements for

nuclear plant operators and maintenance people. We have to know what regulations we’ll have to comply with, and how they will affect our bargaining unit people and future negotiations with the company.”

Keeping up with continual changes in the workplace is a job in itself, and it’s a small wonder Willie mentions “reading for pleasure” as the activity he misses most in his current position. “New areas of expertise are constantly being required of our Local Union, and of the employers too for that matter,” said Willie. “The complexity of our jobs has increased tremendously over the past ten years. There is a greater degree of knowledge required of our union’s staff in terms of labor law, public agency law, health and safety issues, bargaining, etc.”

According to Willie, the greatest change in Local 1245 over the years has been the increased professionalism of the staff. Besides comprehensive staff training, there is the addition of specialists professionally trained in the areas of labor relations, industrial health, education and public relations. Typically, the change has brought problems integrating traditional and modern views and methods for getting things accomplished.

“Overall it has been very beneficial to our Local Union and our members that these changes were forced upon us,” said Willie, who also is the union’s staff coordinator. “Local 1245 has been able to grow and adapt in this complex world, and in doing so, has become one of the most respected organizations in the labor movement today, not just in the IBEW.”

Industrial health and external political processes are just two areas of special concern Local 1245 will continue to concentrate on in the future. We also plan to break new ground and establish the lead nationally by tackling the problem of shift work.

“Shift work needs to be made more attractive to the young person just

A Business Representative’s life

- If they talk on a subject, they are trying to run things.
- If they are silent, they have lost interest in the organization.
- If they are seen at the office, why don’t they get out?
- If they can’t be found, who don’t they come around more often?
- If they are not at home at night, they must be out drinking.
- If they are at home, they are ducking.
- If they do not agree that the boss is a skunk, they are a company person.
- If they call the boss a skunk they are ignorant.
- If they don’t beat their chest and yell strike, they are a conservative.
- If they do, they are a radical.
- If they don’t stop to talk, their job has gone to their head.
- If they do, that’s all they have to do anyway.
- If they can’t put a member to work who got into trouble, they are a poor rep.
- If they do, that is what they are paid to do.
- If they should give someone a short answer, we’ll get them in the next election.
- If they try to explain something, they are playing politics.
- If they get a good contract, why didn’t they ask for more?
- If they wear suits they think they are big shots.
- If they take vacations, they’ve had one all year.
- If they are on the job a short time, they are inexperienced.
- If they have been a long time on the job, there should be a change.



Bay Area linemen enjoying the recent “Lineman’s Night” included, from left, Levi Hill, SF Line Subforeman; Ray Anderson, Hayward Lineman; and Gary Costigan, SF Line Subforeman.

coming into the work force,” said Willie. “We plan to address problems of shift work in future PG&E bargaining.”

Introduced to unionism and Local 1245 in 1960 by Pete Carlson, a retired PG&E labor foreman now living in Oroville, Willie cites two points that continue to impress him about Local 1245 as an organization. “This union has always paid me back more than I’ve put into it, and I don’t mean in monetary terms,” he said. “And, the membership is always ‘we’ and ‘us’, not a capital ‘I’.”

Willie and his wife Winnie have three children, Terry, 20; Stephanie, 19; and Steven, 16. They live in Antioch.

“Lineman’s Night”

Continued from page 1

tion for their act, as being unduly selfless and unusually mindless of risks to their personal safety.

The evening was accompanied by a perpetual stream of cold beer and bountiful portions of chili dogs. All in all the evening was a great success, lots of fun, enjoyed by all and a great morale booster.

Special recognition should go to the organizers of the event for their initiative and hard work: Carvell “C.O.” Williams, SF Line Subforeman; Dean Gurke, SF Apprentice Lineman; and Ruben Godoy, SF Line Subforeman. Appreciation was also extended to many others who spontaneously pitched in to help.

Participate. Attend your unit meetings.

July '80 — December 1980

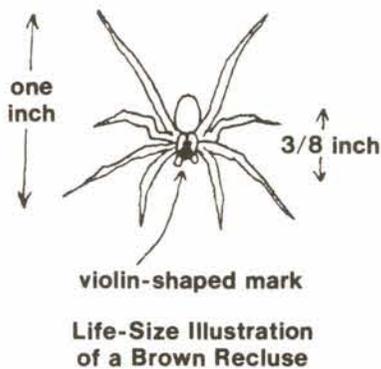
		July	Aug	Sept	Oct	Nov	Dec							
2517	SONORA Wagon Wheel 128 S Washington	Tuesday 7:30 p.m.	1	5	2	7	4	2						
2518	MODESTO IRRIGATION DISTRICT Sundial Lodge 808 McHenry, Rm. #138	Tuesday 7:30 p.m.	8	12	9	14	11	9						
Pacific Gas Transmission														
3023	WALLA WALLA Touchet Fire Station	Wednesday 7:00 p.m.	9	13	10	15	12	10						
3024	REDMOND Grizzley Bear Plaza 413 W. Glacier St.	Thursday 7:00 p.m.	10	14	11	16	13	11						
Humboldt														
3111	EUREKA Labor Temple 9th & E Streets	Tuesday 7:30 p.m.	8	12	9	14	11	9						
3112	GARBERVILLE Fireman's Hall Locust Street	Thursday 5:00 p.m.	10	14	11	16	13	11						
Shasta														
3212	REDDING Hospitality House 532 N. Market	Tuesday 7:30 p.m.	1	5	2	7	4	2						
3213	BURNEY Woodworker's Hall	Thursday 7:30 p.m.	10	14	11	16	13	11						
3216	TRINITY New York Hotel Weaverville	Tuesday 7:30 p.m.	8	12	9	14	11	9						
Nevada														
3311	RENO IBEW Hall 2713 E. 4th	Wednesday 7:30 p.m.	2	5	3	1	5	3						
3312	CARSON CITY Carson City Fire Station	Monday 6:00 p.m.	7	4	8	6	10	8						
3313	YERINGTON Catholic Center	Tuesday 6:30 p.m.	1	5	2	7	4	2						
3314	SOUTH LAKE TAHOE P.J. Peanut Farm	Thursday *6:30 p.m.	3	7	4	2	6	4						
3315	ELY Mt. Wheeler Fire Dept. Mtg. Hall	Tuesday 4:15 p.m.	15	19	16	14	18	16						
3316	RENO MANUFACTURING Carpenter's Hall 1150 Terminal Way	Thursday 4:45 p.m.	10	14	11	9	13	11						
3318	ELKO Stockmen's Hotel Elko	Wednesday 7:30 p.m.	16	20	17	15	19	17						
4411	DAVEY TREE-LAS VEGAS I.B.E.W. Hall 4321 E. Bonanza Road	Wednesday 7:00 p.m.												
DeSabra														
3411	CHICO Retail Clerks Hall 1st & Sheridan	Wednesday 7:30 p.m.	9	13	10	15	12	10						
3417	PARADISE Veterans Memorial Bldg. Skyway	Tuesday 7:30 p.m.	8	12	9	14	4	9						
Drum														
3511	AUBURN Moose Lodge Sacramento & High	Tuesday 7:30 p.m.	8	12	9	14*	4	9						
3512	ROSEVILLE Villa Rosa Restaurant 1704 Douglas Bl.	Monday 5:00 p.m.	21	18	14	20	17	15						
3513	GRASS VALLEY - Nevada County Sportsman Banner Mtn. Trail	Thursday 7:30 p.m.	17	21	18	16	20	18						
*Due to holiday														
Marysville														
3611	MARYSVILLE Petrocelli's 1235 Bridge St. Yuba City	Tuesday 6:00 p.m.	7	4	8	6	3	1						
North Bay														
3711	MARIN COUNTY Sams, 209 Third Street San Rafael	Thursday 5:30 p.m.	10	14	11	9	13	11						
3712	SANTA ROSA Labor Center 1706 Corby Ave. Santa Rosa Ave. Off Ramp	Tuesday 8:00 p.m.	1	5	2	7	4	2						
3714	UKIAH Ukiah Grange South State	Wednesday *7:30 p.m.	2	6	3	8	5	3						
*Time Change														
3715	LAKEPORT Bank of Lake County Main St. Lakeport	Tuesday 8:00 p.m.	1	5	2	7	4	2						
3716	NAPA American Legion Hall 1240 Pearl Street	Tuesday 8:00 p.m.	8	12	9	14	18*	9						
*Due to holiday														
3717	FORT BRAGG - PT. ARENA Presbyterian Church Pine & Main Ft. Bragg	Thursday 5:00 p.m.	3	7	4	9	6	4						
Sacramento														
3811	SACRAMENTO Local Union Ofc. 1414 21st St.	Tuesday 7:30 p.m.	1	5	2	7	4	2						
3812	VACAVILLE Chamber of Commerce 400 Monte Vista Street	Thursday 7:00 p.m.	10	14	11	9	13	11						
3813	PLACERVILLE Hangtown Saloon & Country Kitchen 259 Placerville Dr.	Wednesday 5:00 p.m.	9	13	10	8	12	10						
3815	DAVIS G.C. Gallery Veterans Memorial Center 203 East 14th St. Club Room	Wednesday 5:00 p.m.	*9	6	3	1	5	3						
*Change due to holiday; Meeting place changed														
3911	SACRAMENTO MUNICIPAL UTILITY DISTRICT Plumber's Hall 5841 Newman Court Sacramento	Wednesday 5:00 p.m.	2	6	3	1	5	3						
*Time Change														
3912	FRESH POND (SMUD) Moose Lodge Hwy. 50-Frontage Road, Camino	Tuesday 4:15 p.m.	1	5	2	7	4	2						
3913	RANCHO SECO Reed's Barn 12554 Ede Ln. Herald, Ca.	Thursday *5:00 p.m.	3	7	4	2	6	4						
*Time Change														
Citizens Utilities Company														
4012	SUSANVILLE Grand Cafe Main Street	Wednesday 7:30 p.m.	2	6	3	8	5	3						
4013	ALTURAS Elks Lodge Main Street	Tuesday 5:30 p.m.	8	12	9	14	12*	9						
*Due to holiday														
4014	ELK GROVE Pizza Barn 8610 Elk Grove Blvd.	Wednesday 5:30 p.m.	16	20	17	22	19	17						
4015	BURNEY - C.U.C.C. Sams Pizza Hwy 299E	Thursday 5:30 p.m.	10	14	11	16	13	11						
*Rescheduled due to holiday.														
General Construction			Public Agenices			Trees								
1514 under San Jose			1411 City of Santa Clara			4411 under San Jose								
2312 under East Bay			2211 City of Oakland			4412 under Nevada								
3815 under Sacramento			3911 S.M.U.D.											
			3912 Fresh Pond (S.M.U.D.)											

The Safety Scene

Beware of Brown Recluse spider

by Juliann Sum
Industrial Hygienist
IBEW Local 1245

A member of Local 1245 in PG&E's DeSabra Division was recently hospitalized after being bitten by a Brown Recluse spider. Because of reports of death caused by this bite, Business Representative Laurence Hope requested that the following information be provided to all members of our Local Union.



What the Brown Recluse looks like:

The Brown Recluse is grayish brown to dark reddish brown in color. It has a dark violin-shaped mark on its head. See the drawing for a life-size illustration of the Brown Recluse.

Where the Brown Recluse can be found:

The Brown Recluse seeks dark,

undisturbed areas — under rocks, boards, logs, and furniture, and in closets and drawers. It will bite if disturbed.

Symptoms of the Brown Recluse bite:

The first symptom, usually immediately after the bite but sometimes delayed as long as two hours, is severe local pain. A small whitehead develops, and the surrounding tissue becomes red, warm and hard. The affected tissue will die and leave an indented scar. Healing takes many weeks.

In some individuals, the bite can lead to muscular weakness, numbness, jaundice (yellowing of skin and tissues), bloody urine, convulsions, and/or death.

What you should do if bitten by a Brown Recluse:

See a physician immediately. Although there is no specific antidote for the Brown Recluse poison, a physician can give you general treatments to minimize your medical reactions. Ice packs applied to the bite as first aid will slow the injury process. If possible, catch the spider for positive identification.



Investigating potential health hazards in the workplace, Industrial Hygienist Juliann Sum spends considerable time in her office doing necessary library research and obtaining specific data from other scientists. Above, Juliann coordinates a visit to members in the field with a Local Union Business Representative.

Abandoned Dump Search

Have you lived or worked with hazardous materials?

In order to prevent tragedies like the Love Canal, the California Department of Health Services is trying to locate sites where hazardous materials were handled or disposed of in Alameda or Contra Costa Counties.

The department is particularly interested in disposal sites for pesticides, petrochemicals, lead, electric transformers, heavy metals, paint residues, dry cleaning wastes, and solvents.

Many times, the only records of these sites are in the memories of the people who have lived and worked in these areas.

If you have any information which might help the department locate such sites, or are aware of questionable waste disposal practices, past or present, please contact:

In Alameda County:
John Katz
(415) 540-3006

In Contra Costa County:
David Pontecorvo
Brian Sheppard
(415) 540-3007

Or write to:

Department of Health Services
HMMS — Abandoned Site Project
2151 Berkeley Way
Berkeley, CA 94704

Summer sun is fun, but risky

Before today's tan fans go overboard with the annual browning ritual, they should ask themselves if they're ready for a wrinkled prune look in their future.

Two risks you run with too much sun are skin aging and skin cancer, warns Dr. Richard Strick of the UCLA School of Medicine's Division of Dermatology.

Strick says nothing does more than chronic excessive sunning to make your skin old before its time. It speeds up such aging changes as thinning and wrinkling.

Then there's the matter of skin cancers. Sunburning and overexposure to sun over time is the most important causative factor in their etiology, he says.

Too much sun can be hazardous for anyone. But generally speaking, those with fair or sensitive skin tend to be more sensitive to sun. Many with blond or red hair fall into this group.

Babies tend to be particularly vulnerable to sun, too. The elderly and people with serious diseases such as heart trouble should also be extra careful. If this includes you, ask your physician how much sun you can safely take.

Various drugs may increase sensitivity to sun. Always read labels. If

Continued on page 9

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 are the dangers of carrying butane lighters into areas of high temperature, such as near welding?

A. Butane lighters pose dangers of fire and burn injuries. The National Institute for Burn Medicine in Ann Arbor, Michigan, has reported 14 injuries and two deaths since 1964 from burns caused by butane lighters.

The *Pittsburgh Press* has reported a death in March, 1980, caused by burns received after a plastic butane lighter was lit by the victim whose shirt had somehow become sprayed with butane fluid.

The fire hazards are greatly increased in hot environments and near welding, where butane lighters have ruptured and caused burn injuries on the job.

The National Safety Council has received many reports of serious explosions or fires when butane lighters are placed near furnaces, burning operations, or welding operations which produce flames or sparks.

Fire Commissioner Richard Albrecht of the Chicago Fire Department has

recently issued an order prohibiting all fire fighting personnel from carrying butane lighters.

Safety guidelines:

- Hot environments can cause rapid expansion of the butane and therefore rupture of the lighter. You should never subject butane lighters to temperatures greater than 120 degrees Fahrenheit, such as near a heater or in a car under the sun.

- Sparks can melt plastic cases of butane lighters and cause release of butane and subsequent fire; therefore, these lighters should be kept away from flames and sparks, such as near welding.

- Since loss of air pressure, such as in an aircraft, can cause a butane lighter to leak, you should avoid carrying butane lighters aboard airplanes.

- As precaution against damaged lighters, do not carry butane lighters into hot environments or near flames or sparks, and do not strike the lighter spark near your face.



The union's 5-person negotiating committee for Citizen's Utilities Company of California was in Walnut Creek for a 3-day meeting with Business Representative Dave Rossi and Assistant Business Manager Mert Walters recently. They discussed preliminary bargaining proposals to present to the company when negotiations begin in July. Committee members, from left to right, include: Installation Foreman Jerry Brown, Local 1245 Shop Steward and Advisory Council member; Installer Repairman Dave Monath, Shop Steward; Telephone Operator Pat Herndon; Central Office Equipment Maintencemanceman Joe Bello; and Plant Clerk Susie Russell. Local 1245's contract with Citizen's Utilities expires September 1.

Summer sun brings risks

you're on any medication, check with your physician and pharmacist and follow their advice.

Experts also caution that "You don't have to be hot to be burning." If you're hiking or backpacking, note that the thinner atmosphere in mountain areas lets more ultraviolet rays get through. Sand, water and light-colored surfaces all reflect sunlight to varying degrees. Rays may reach you in the water and also through light overcast clouds or even under a beach umbrella.

Strick says waiting till you're lying on your beach towel to reach for a sunscreen is not the most effective, protective way to apply one. If you put it on about a half hour to an hour before going out in the sun, it has a chance to bind to the skin. Play safe by reapplying after swimming or sweating profusely.

He adds that many such products now have a new clue on their label consumers can use as a guide to their effectiveness. It's a number called a "PF" (protective factor) rating. Those with a higher PF number, about on the order of 15, offer greater protection from sun than those with a PF rating in a lower range.

Strick has another suggestion if you're more sensitive to sun or spend long periods playing, lying or working in it. Especially during the warmer months, you may want to put on a sunscreen as part of your daily morning routine. That way you're less likely to forget. And something of a reservoir of sunscreen tends to build up in the outer layers of the skin.

Persons heavily exposed to the sun

for job or other reasons would be wise to ask their doctors what additional protective measures might be advisable, especially for extra-sensitive skin area.

Do products you put on your skin sometimes cause a sensitivity reaction? If you're prone to such problems, there's less chance of their happening if you stay away from scented products, Strick notes. And again, read labels. If in doubt, ask your doctor and pharmacist to advise you.

Remember, the sun is no fountain of youth. Cover up before you shrivel up!

by Marion Wells
 Research Director
 American Physical Fitness
 Research Institute

Consumer Price Index April update

The CPI for urban wage earners and clerical workers across the nation rose 1.1 percent in April to 242.6. This represents an increase of 9.5 percent for the period from August, 1979, to April, 1980. The total CPI increase for the first quarter of 1980 is 5.3 percent.

The newly ratified PG&E COLA clause (3 percent plus 1 cent for every .3 increase in the CPI from August, 1979, to August, 1980) will have the effect of increasing Journeyman wages by \$1.05 per hour for the period August, 1979, to April, 1980. The increase is derived by:

1) Multiplying the Journeyman

wage by 3 percent (and always round upward to the nearest nickel).

$$462.35 \times 1.03 = 476.25$$

2) Find the inflationary increase in cents per hour by subtracting the August, 1979, CPI (221.5) from the April, 1980, CPI (242.6) and dividing by .3.

$$(242.6) - 221.5 \div .3 = 70.3$$

$$(70.3 = .703 \text{ cents per hour})$$

3) Multiply the increase by 40 hours per week and add to the weekly wage derived in Step 1.

$$(70.3 \times 40) + 476.25 = 504.40$$

(a 9.1 percent increase)

This increase will not be reflected on paychecks until January, 1981, but is being documented to show how COLA clauses affect wages with respect to the inflation rate.

APPOINTMENTS

Balloting Committees

Sierra Pacific Power Company
 Ken Hawkins Ethel Larsen
 Pat Martin Alan Pryor

Conference Delegates

Western Labor Press Association
 Susanne N. Coffey

Calif. State Fed. Legislative Conference

Ruben Arredondo Al Sandoval
 Nannette Brownlee Barbara Symons
 Jay Burton Bob Thomson
 Ron Fitzsimmons M. A. Walters
 Bill Peitz

International Foundation of Employee Benefit Plans

Washington Legislative Update

Dean Cofer Ron Fitzsimmons Frank Quadros

Calif. State Fed. Educational Conference on Labor Political Action

Bill Peitz Al Sandoval
 Bob Thomson M. A. Walters

Labor and Management Public Affairs Committee

Ron Fitzsimmons Willie Stewart

Northern Calif. Electrical Workers

Joint Executive Council

Ron Fitzsimmons Larry Foss
 Gene Wallace Mickey Harrington

Grievance Committees

PG&E Coast Valleys Division
 Evelyn Leikin

Negotiating Committees

City of Oakland

Cecil Jackson James Krugh

Plumas Sierra REC

Hayward Hand

Teleprompter — Reno

Ronald Daniel

Teleprompter — Ukiah,

Willits, Ft. Bragg

Donna Whetstone

Standard Pacific Gas Lines

Manuel Burrael, Jr.

Teleprompter — Santa Maria

Gary C. Cusworth

Pacific Gas & Electric Company

General Construction

Apprentice Welder (Station)

Mark Powell



Twenty-year members in attendance at the East Bay Service Awards Banquet were W.E. Coltharp, P.D. Dolan, J.M. Granato, D.E. Hurst, William Kayo, Jr., S.A. Lorino, Fred J. Lucero, J.E. McCauley, P.W. Miller, John O'Malley, Joe Purcell, E.A. Smekofske and Willie R. Stewart.



Twenty-five year East Bay members in attendance at the recent union Service Awards Banquet were K.L. Allen, J.J. Conley, P.A. Davis, N.J. Divanzo, Ed Horn, Raymond Kmetz, James M. McMullan, J.H. Mosser and E.G. Reasoner, Jr.



Thirty-year members in attendance at the recent union Service Awards Banquet honoring East Bay members were Albert Barone, J.F. Cusack, W.G. Massey, V.J. Pecorelli, J. Sloan, W.E. Wakefield and Donald A. Zuerner.

Banquet honors East Bay members

by Veodis Stamps
Business Representative
IBEW Local 1245

In honor of IBEW Local 1245 members who have been members for 20 years or more, our union held a Service Awards Banquet recently at Concord's Holiday Inn.

Members from all employer groups within the East Bay area were invited.

Special mention of Brother Parmie Appleton should be made as he has been a member of 1245 for 40 years.

Two members of the Local Union's staff were honored for 20 years of membership. They were Business Representative James McCauley and Senior Assistant Business Manager Willie Stewart.

The honorees were:

20 years — W.E. Coltharp, P.D. Dolan, J.M. Granato, D.E. Hurst, William Kayo,

Jr., S.A. Lorino, Fred J. Lucero, J.E. McCauley, P.W. Miller, John O'Malley, Joe Purcell, E.A. Smekofske, Willie R. Stewart

25 years — K.L. Allen, P.A. Davis, N.J. Divanzo, Ed Horn, Raymond Kmetz, James McMullan, J.H. Mosser, J.H. Reasoner

30 years — Albert Borone, J.F. Cusack, W.G. Massey, V.J. Pecorelli, J. Sloan, W.E. Wakefield, Donald A. Zuerner

40 years — Pete Appleton

The hosting East Bay Business Representatives were James McCauley, Scott Thomas and Veodis Stamps.

President's Comments

by Ron Fitzsimmons
President
IBEW Local 1245

COPE is the Committee on Political Education, a department of the AFL-CIO. It is the non-partisan political arm of the trade labor movement.

National COPE is made up of elected officials of national and international unions. The AFL-CIO Executive Council makes recommendations and endorsements on candidates running for U.S. president and vice president.

The AFL-CIO set up state COPE organizations to correspond with state AFL-CIO bodies. The state committee makes recommendations and endorsements on candidates running state-wide for offices.

Area COPE interviews candidates for local district, county and city offices, and works directly with local political parties and candidates.

Local Union COPE, our Political Education Committee, a sub-committee of the Executive Board, continually meets to review candidates in all levels of political office. It also reviews pending legislative action in an effort to curb the increasing tide of anti-worker rights legislation.

Your Local Union is in politics to protect your welfare. We have learned, the hard way, that gains won through bargaining and picketing can be wiped out by one ill-advised action of our state or national legislature.

A survey by the business-supported conference board revealed top corporation executives are increasingly active in politics, 6 percent of which are so involved as to be considered "full-time politicians".

Corporate Political Action Committees (PACs) collect voluntary employee contributions that nurture the campaigns of friendly politicians, now numbering nearly 700, compared with fewer than 100 only four years ago.

Labor unions have always been

under constant attack from business and industrial organizations and often from state and national legislatures and political leaders. This trend is on the increase with additional pressure from, and financial backing of, corporate PACs.

If working people can help elect friendly candidates, then passage of bills which restrict the rights of workers and their unions becomes less likely.

In 1979 Local Union 1245 members contributed approximately 6 cents per member for COPE.

In order to substantially increase collections, labor unions are now entitled, under federal election laws, to seek a check-off provision in their contracts. These contributions are desperately needed to help effect the huge amount of moneys generated by corporate political action committees for the campaigns of anti-worker candidates.

Our Local Union may demand check-off for those Union members who are employed by employers having check-off for management personnel or stockholders. It may also be negotiated as with any other contract provision.

Some unions already have a check-off for political contributions in their contracts. These contributions vary from 5 cents a week to 2 cents per working day. However, no member can be compelled to contribute. Authorization by a member is purely voluntary.

Pro-worker, "freedom of labor", candidates face being swamped by their opponents' spending. Check-offs help counter these threats effectively.

"Fight for my union?"

... Damn right I would."

COPE check-off for 1980.



Possible bargaining proposals were discussed recently at a 1-day meeting in Walnut Creek attended by nine Local Union members employed by Teleprompter Corporation, their Business Representatives and Assistant Business Manager Tony Morgado. Pictured above are, from left, J.J. Rhodus, Teleprompter member from Lompoc; Ed Holman of Teleprompter at Tahoe; Darrell Mitchell and Orv Owen, Local 1245 Business Representatives assigned to represent Teleprompter members; and George Gilkison, employed by Teleprompter in Santa Cruz. The date for negotiations has not yet been determined.

Union membership expands with addition of 484 new people

Four hundred eighty-four people applied for membership into IBEW Local 1245 between March 22, 1980, and April 24, 1980, and qualified for membership in accordance with our IBEW constitution and Local Union bylaws. This brings our

total membership to 20,451. Local 1245 extends a hearty welcome to the following new members.

BAY CABLEVISION

Bradley Coleman
Thaddeus Thomas

CITY OF CHICO

Lloyd Andrade
Arthur Berexa
Don Bertagna
Gene Bertagna
Barry Betonte
Dennis Bird
Walter Brooke
N. Brown
Charles Bryant
Everett Button
Anne Byers
John Callaway
Vicki Corwin
Robert Cummings
William Donahue
Frank Dooney
Patrick Dunlap
Linda Edmond
Dean Evans
Ronald Faulkner
Arva Franklin
Dale Freeman
Robert Garner
Bill Garske
William Gilleland
John Gosnell
Raymond Hanna
Michael Hislop
Charles Howard
Alfred Hunt
James Jackson
David Jahn
Mary Jensen
James Johnson
Harry Kavanaugh
Ray Koistinen
George Kurish
Gladys LaBudde
Vivian Lacey
Orvin Lamberet
Mary Ledyard
Ernest Leeds
Alvin Lineaweaver
Roger Logan
James Marler
Henry McCord
Charlanne McCumber
Jack McCumber
Timothy McSorley
LeRoy Menches
Gary Mohr
Kathryn Moran
Michael Morrison
Sharon Nichols
Claude Paolini
Michael Parks
Odie Pekarek
Grace Riley
Wilfred Rogers
Dwight Sample
Floyd Smith
Gordon Smith
James Smith
Marvin Smith
Wayne Smith
Lee Spesert
William Stevens
Kenneth Swift
Rita Thomas
David Thomasson
Robert Vilcone
Patricia Vogt
William Vsherwood
Gary Wallace
James Wallace
Frank Wallace
Douglas Will
John Woodard

Morris Quick
Gloria Reyes
Rodney Smith
Tina Spangle
Cecil Stickney
Robert Turner
Lynda Williamson

COAST VALLEYS

Marlene Amburn
Cathy Baldwin
Karen Kennedy
Nancy Knudsen
Walter Morris
Marvin Pacana
Philip Pajerski
Rickey Pinson
Emma Ramirez
Kris Ramirez
James Rowe
Ignacio Tablizo
Constance Ventimiglia

COLGATE

Jeanne Bravos
Quintin Deal
Jimmy Divilbiss
Sallie Dutton
David Garcia
Keith Hern
Cheryl Mancini

CONCORD TV CABLE

Tim Jackson

DAVEY TREE

Brian Christensen
Anastacio DelReal
Daniel Edwards
Ernest Elliott
Richard Hart
Gary Householter
Randy Irving
Benny Kellett
Gregory McDonnell
Donald Murphy
Thomas Porter
Cecil Queen
Leonard Senicola
John Shannon

DE SABLA

George Headley
Elaine Hoskins
Ronald Knudson
Bruce Mattson
Doran Westrope

DRUM

Beth Fritz
Susan Hallen
Michael Robinson
Kim Weston
Jerry Whisler

EAST BAY

Glenn Ashworth
Larry Bergman
Tim Buck
Patricia Carroll
Jerry Cederquist
Steven Dawkin
Nancy Delucchi
Tanya Ferreira
Alan Franck
Steven Hines
William Jensen
Alline Jones
Paul Kitchens
Glenn Kiyomura
Lisa Lundberg
Brian Marymee
Monica Narayan
Steven Nichols
Mary Padgett
Daniel Padilla
Joseph Pohl
Raul Rico
Richard Schoepke
Lisa Stewart
Joseph Strzelec
Andrew Timmon
Cheri Woodward

CITIZENS UTILITIES

Irma Benson
Rhonda Blooser
Nelson Brewster
Wayne Ervin
Geraldine Hamilton
Joanne Hodges
Nedda Honea
Douglas McDonald
Lewis Plummer

GENERAL CONSTRUCTION

David Aitken
Brad Allen
William Arnold
Marty Bates
Clinton Betteridge
Dennis Butts
Clarence Caldwell
Mike Camou
Jorge Chavez
Robert Covert
William Douma
Spencer Erickson
Rodney Foster
Manual Garcia
Eugene Guerrero
Earl Haynes
Earl Horden
Richard Houston
M. Ito
Harmon Jett
Douglas Johnson
Jean Jordon
James Kard
Mike Kane
Michael Karastathis
Kathy Kelly
Karen Livous
Paul Lopez
James Martin
Tim Martin
Donald Moniz
Kenneth Montgomery
Kenneth Nesmith
Armando Nevarez
Jack Oliver
Kenneth Palmer
Paul Parslow
Dennis Potts
Steven Pounds
Scott Rice
Joyce Robles
Thomas Russo
Jeffrey Schultz
Donald Sweet
Kevin Thompson
Eonie Wagoner
Kent Wallace
Michael Wilson
Mark Winsborrow
Clarence Wright
Philip Zunino

GENERAL OFFICE

Shanda Arnold
Ivy Baker
Juliet Barba
Angecina Barrientos
Sandra Caldwell
Grace Castillo
Cesar Cervantes
Eric Celosse
Jerome Clifton
Frank DeCarlo
Phil Dela Calzada
Helen Dris
Michelle Duffield
Karen Estebez
Janet Farmer
Deborah Ford
Cheryl Greenwood
Diane Halsell
Joe Helmstreit
Teresita Hernandez
A. Holmes
Donna Javar
Chrostita Lynard
Pamela Macedon
Minerva Madrona
Glenn Magorian
Dominador Marucut
Cynthia Meneweather
Davina Miller
Valine Murphrey
Armando Muro
John Norris
David Ping
S. Carolina Ramirez
Kenneth Riley
Clifford Rinear
Hilda Robinson
Merlita Salenga
Dorcas Soriano

William Stage, Jr.
Angela Stevens
Donna Streckfuss
Kathryn Sullivan
Linda Thomas
Tina Thomas
Leni Torres
Pacita Villaluz
Robin Westergard
Nedra Williams

HUMBOLDT

Pamela Hunt
Thomas Savage

LYNCH COMMUNICATIONS

Emma Gori
Maryann Karau
James Sullivan

MATERIAL DISTRIBUTION

Larry McDowell
Ronald Webb

MERCED IRRIGATION DISTRICT

Edward Valenzuela

MISCELLANEOUS

Jack McNally
Ray Skinner
Silas Treadwell

MODESTO IRRIGATION DISTRICT

Wayne Dobbins
Harvey Frantz
Forrest Mouw
Bryan Smith

MONTEREY PENINSULA TV CABLE

Raymond Hastings
Luis Moreno
William Shearer

MT. WHEELER POWER

David Romero

NORTH BAY

Kenneth Antonio
Jean Bennett
Cassandra Brown
Steve Cooper
Linda Gazzoli
Laura Gregg
Mark Ives
Victoria Kelleher
Thomas Nash
Bobby Ojinaga
Sebastani Passanisi
Frances Starbird
Orlando Villa
Beverly Wardell
Rodney Weiper

OUTSIDE CONSTRUCTION

R. Brunskill
Kurt Dembrowicz
John Ferguson
James Lerer
Kenneth Pawley

PACIFIC GAS TRANSMISSION

Duane Smith

PACIFIC TREE

Jack Atteberry
Dolores Carey
William Carey

PARADISE IRRIGATION DISTRICT

Randy Barker
John Price

PIPELINE OPERATIONS

Howard Nelson

PLUMAS SIERRA RURAL ELECTRIC

Helen Klein
Robert Smith

CITY OF ROSEVILLE

Frank Lopez
Michael Northcutt

SACRAMENTO

Donna Halcomb
Jose Martinez
Katherine Manwarren
Jon Mohr

SACRAMENTO MUNICIPAL UTILITY DISTRICT

Daniel Bittner
Glen Blumberg
Kenneth Johnson
Johnny Melendez
Lela Patterson
Ardelle Pearsall
Mark Vida
Allan Walukones

SAN FRANCISCO

Bobby Adams
Chester Antczak
Steve Austin
Lita Daniels
Edward Fifer
Vernon Haltiwanger
Gerald Huddleston
Fredrick Johnson
Christopher Jones
Scott Luer
Patricia Morabe
Julio Ortiz
Daniel Pena
Silva Anacleto
Richard Sonneborn

SAN JOAQUIN

Jacqueline Busch
Gary Caither
Michael Carr
Madge Cox
Joni Eisner
Kelly Farmer
Dobroah Fesperman
Karen Leach
Sharon Martinez
Martha McGuire
Edith Mayfield
Kathleen Oats
Allen Simms
Patrick Stoffey

SAN JOSE

Aguirre, Mari
Denise Alvarez
Vida Anderson
Randy Auble
Marilyn Barrett
Janice Bergh
Kathy Borger
Robert Bottari
William Brill
Terry Faraone
John Franklin
John Gambucci
Joseph Gardner
Ronald Giendon
Yolanda Gonzales
Mary Haines
Catherine Hamann
Judith Hathaway
Joey Hernandez
Dan Jaeger
Patrick Kinimaka
Nancy Landeros
Michele Lombardi
Douglas Lueck
Eltje May
Sharon Morales
Filomeno Perez
Daniel Pinkham
Marla Rudd
Lucy Salucop
Gerry Sanchez
Marilyn Sanders
Lisa Saunders
David Schappert
Michael Sigler
Theodore Slavick
Joyce Stark
Patricia Sueoka
Karen Terlau
Thomas Vance
Jament Wanamaker
Michelle White
Tim Youmans
Diana Ziglar
Gary Zuniga

SIERRA PACIFIC POWER

Paul Acklin
Richard Arthur
George Baker
Alan Brown
Marna Cliff
Lance Cowperthwaite
Stewart Douglass
Tara Draper
Celia Galvan
John Garton
George Gosar
Kevin Gueld
Victoria Hay-Chapman
Paul Hayes
Dennis Ingalls
Robert Kruger
Rod Lenzora
Dana McKinney
William McMillen
David Miller
Eric Morris
James Ohl
John Prebble
Jim Puccinelli
Kimberly Randall
Frank Richa
Mike Scrottish
Floyd Shirey
Scott Tiboals
Jerry VanValkenburg
Paul Wicker
Robert Wilk

STOCKTON

Steve Barnard
Neil Baysinger
Janice Briski
Carol Collins
Brian Gillick
Richard Kennedy
Sylvia Knight
Gary Krahmer
Donna Leatherman
Karen Petta
Rosalyn Quilenderino
Patricia Reiswig
Arlene Rodriguez
Diane Silva
Pamela Sims
Christine Toy
Rhonda Wetzel

TELEPROMPTER OF SANTA CRUZ

John Estruth
LaVonia Marriott
Brian Tuttle

TELEPROMPTER OF SANTA MARIA

Donald Cronk
Michael Howsorth

TELEPROMPTER OF SOUTH LAKE TAHOE

Richard Bonacorsi
Mark Faber
Wayne Oelrich

TELEPROMPTER OF UKIAH, WILLITS FT. BRAGG

Craig Moyers

TRUCKEE DONNER PUD

Beverly Johnson
Egbert Mertenszurborg

WATER & POWER RESOURCES

Nichlaas Borgwat
Robert Bridges
George Chisum
Stephen Cordi
Michel Eckhardt
George Hebert
Stan Huhtala
Gayle Jones
Timothy Lee
John Wesson

WELLS RURAL ELECTRIC

William Bozarth
Roger Dickson



Studying the new PG&E Index were GC Stewards, from left, Guy Marley, Tom Dotter, Al Calleros and Jim Foster.

GC stewards learn index uses

by Ed Fortier
Business Representative
IBEW Local 1245

Twenty-five Local 1245 Shop Stewards employed by PG&E in General Construction attended a stewards' training conference in Walnut Creek recently. The conference was hosted by GC Reps Ed Fortier, Skip Harris and Gene Wallace.

The morning sessions featured an explanation of the newly completed PG&E Index by Pat Rutherford. Pat did an excellent job of pointing out the various methods of using this index to reference various letter agreements, Review Committee decisions, etc., further clarifying various sections of the labor agreement.

Pat's presentation was preceded by Manny Mederos's report on the status of cases at Pre-Review and Review Committee levels. Manny also stressed the impact of precedent-setting cases and their effect on the interpretation of

the contract.

The afternoon session featured an indepth explanation of how to figure out which COLA's put the most money in members' pockets. Vic Thusen did an excellent job of taking the mystery out of knowing and understanding how COLAs work. Vic (who is an attorney-for-hire who bargains agreements for some unions) used the PG&E COLA proposal developed in recent negotiations as an example of one of the best COLAs that he has seen in 20 sets of bargaining this year.

The meeting concluded with the GC Reps' thanks to those stewards who took the time to give up a Saturday to get knowledge to make them more effective on the job. Most indicated that it was a very productive day and well worth the effort.

Women's Bureau sets priorities

Continued from page 1

and women's organizations," said Women's Bureau Director Herman.

The bureau continues to focus on the needs of women with limited access to employment opportunities. These are women with difficulties gaining job training, experience or advancement in their current employment, and includes minority women, reentry women, female offenders, women in business, and low income, teenage and rural women.

"Nearly a million women joined the labor force each year during the 70s," said Herman. "Forecasts indicate this pattern will continue, increasing the present 44 million working women to 57 million in the 80s."

Despite the tremendous numbers of women entering the work force, many are coming in at or near entry levels for jobs. "And, while more and more women are moving into higher paying nontraditional jobs," said Herman, "over half of all employed women are in just 20 occupations, most of which are related to homemaking tasks and support roles, like clerical work."

"We're greatly concerned about the concentration of women in low paying traditional jobs because it places a particular economic burden upon women, especially those who are heads of families," said Herman.

While the median earnings of women working full time in 1978 were about \$9,300, many women heads of households earned less than the poverty level of about \$6,600. Over 31 percent of the 8.5 million families headed by women had incomes below the poverty level.

Recapping gains made by women in the 70s, Herman noted the increased number of political offices held by women, both elected and appointed. The number of women serving in state legislatures more than doubled from 305 in 1969 to 767 in 1979.

Legal actions made in the 70s affecting women include an amendment to Title VII of the 1964 Civil Rights Act prohibiting discrimination based on pregnancy.

Also, the federal minimum wage and hour law was amended with coverage extending to large numbers of additional workers, many of whom are women.

According to Herman, these changes have contributed to the larger role that women have in the labor force today. "But," she said, "despite this progress, far too many women workers still find their opportunities limited and their welfare threatened economically."

Stewards study mock grievances

by Wayne Greer
Business Representative
IBEW Local 1245

Thirty-two IBEW Local 1245 Shop Stewards attended a union training conference in San Jose last month.

The morning session opened with the introduction of Patricia Rutherford, Local 1245 Administrative Assistant. Pat gave a complete introduction to the 200-page PG&E Index. The index book covers approximately 3,000 Pacific Gas and Electric Review Committee decisions, letters of agreement and arbitration decisions. The Shop Stewards broke up into groups of five and six to research mock grievances the later portion of the morning session.

The members enjoyed a good lunch at Lou's Village in San Jose.

The afternoon session was as

interesting as the morning session. Guest speaker for the afternoon was James Potterton, Field Representative from Local 715 Service Employees International Union. James, who teaches labor courses at San Jose City College, gave a very good workshop in which the stewards participated.

Topics covered were skills in listening, fact finding and fact analysis. All of these skills are necessary for stewards in handling grievances.

It was felt by all in attendance that both the morning and the afternoon workshops were very informative for the benefit of our members. Thanks again to Pat Rutherford and James Potterton for helping us help others.



Stewards Aric Cook of PG&E's DeSabra Division and Marianne Kostick from Citizen's Utilities participated in a grievance role playing exercise.

Role playing helps develop skills

By Larry Hope
Business Representative
IBEW Local 1245

Two IBEW Local 1245 Shop Steward Training Conferences were recently completed for those Shop Stewards served by Business Representatives Arlie Baker, Rich Hafner, Dave Rossi, Gene Wallace and Larry Hope. The two conferences, held in Chico, were the second and third training sessions for 1980.

The first of the two sessions was used to develop grievance handling methods, what to look for in the grievance situation, and how to develop your case for the members' benefit. The session was extremely successful. All present said they were pleased, and that they had learned a great deal. This session was instructed by Pete Guidry from the Labor Studies Center at the University of California, Berkeley. Pete used part of the session to instruct and part for the Stewards' participation.

In the participation portion, stewards were given situations and role playing parts. This was enjoyable, as well as an opportunity to use techniques learned earlier in the day.

Negotiation processes were the topics covered in the second training session. Although time was extremely limited for this subject, Pete Guidry did an excellent job. Senior Assistant Business Manager Willie Stewart, who served as the chief negotiator in recent PG&E general bargaining, also attended and spoke to the group.

The beginning was devoted to some of the primary techniques of bargaining. The rest of the morning session and all afternoon was devoted to placing the stewards in simulated bargaining roles.

At the end of the session, stewards told the group the outcome of the simulated bargaining. They also told the group what they considered the minimum they would settle for in the "bargaining" session.

All members should be aware that their Shop Stewards put a tremendous amount of their free time into representing their brothers and sisters. Tell your Shop Steward thanks the next time you talk to one of them.