



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Local readies for bargaining at PG&E

Preparations for 1983 general bargaining with PG&E are in full swing, barely three months after Local 1245 members employed by PG&E ratified the tentative 1982 agreement by an overwhelming 78% margin in late December. Under the terms of the 1982 agreement, bargaining with PG&E for 1983 will begin in early May.

Business Manager Jack McNally

and President Howard Stiefer are in the process of appointing Local 1245 members to the General Bargaining Committee to assist Assistant Business Manager Manny Mederos in the 1983 bargaining.

In the meantime, members employed by PG&E attending Unit Meetings in February and March have submitted dozens of bargaining proposals which will be added to

those received last year and deferred to 1983 bargaining.

The bargaining committee is expected to get to work in early April, a full month before proposals are to be exchanged with PG&E.

Under terms of the current contract hammered out last year, bargaining should be completed by September 1. With bargaining probably not getting into full swing

until June, this means a lot of hard work ahead for union staff and rank-and-file bargaining committee members, but Local 1245 is confident that with the continued support of the membership for the bargaining committee we can win an agreement as good as — if not better than — the current contract.

Bargaining report:

1983 busy contract year

by Orv Owen,
Assistant Business Manager

Sierra Pacific Power Company

Company and Union negotiating committees have held nine bargaining sessions since they exchanged proposals to amend the current agreement on January 25, 1983.

The parties have discussed and exchanged counter proposals on contract language and provisions covering hours, shift premium, overtime, holidays, vacations, sick leave, seniority, expenses and pension plan. At their next scheduled bargaining dates of March 22-25, the negotiating committees will be discussing all economical issues including wages.

For further update on negotiations, please attend Unit meetings in your area.

CP National - Lassen

On February 24, 1983 at a special ratification meeting, Local 1245 members, by a 22 to 1 vote, rejected Company's offer of February 9, 1983 to amend the current agreement. CP National members have stated

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ISSUES RAISED

Interim negotiations start with PG&E as Meter Readers meet with Company



Photo by Carol Burdette

Meeting with staff counsel, Tom Dalzell, center, prior to the opening of interim negotiations at PG&E are Meter Readers, l-r Ernie Canfield, Bob Blanc, Louise Music and

Darrel Turner. The committee started meetings in early March and scheduled subsequent meetings for later in the month to discuss key issues.

On Friday, March 4, 1983, interim negotiations between PG&E and Local 1245 got underway at the company's San Francisco offices on Meter Reader issues. The Union was represented in the first meeting of interim negotiations, which were agreed to by the 1982 general bargaining committee, by Staff Counsel Tom Dalzell, and Meter Readers Bob Blanc, North Bay Division; Ernie Canfield, San Joaquin Division; Louise Music, East

Bay Division; Daryl Turner, San Jose Division.

Over the past several years, PG&E Meter Readers have become increasingly active in Local 1245, attending Unit Meetings, Shop Steward Conferences, filing grievances, and organizing a Meter Reader Conference at Local Union headquarters in April 1982.

A number of Meter Reader issues were submitted as bargaining proposals in 1982, and in the last year

the Local has referred two grievances involving Meter Readers to arbitration. For these reasons, the company and the Union agreed to interim negotiations strictly on Meter Reader issues, with the interim committee given the power to reach agreement or refer issues to general bargaining as it sees fit.

Issues raised by Local 1245 in the March 4 meeting include the following: job definitions for Me-

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Major victory scored in garnishment case



Photo: Veodia Stamps

Nelvin Goree.

Local 1245 recently won a major arbitration decision involving an issue of importance to many union members — the right of an employer to discipline employees whose wages are garnished by creditors.

The case (PG&E Arbitration Case No. 99) involved Nelvin Goree, an East Bay Division Gas Department employee, who between January 1, 1977 and his discharge in the summer of 1981 received four separate garnishments of his wages. The union challenged the discharge for three basic reasons. First, the

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IBEW Local 1245 welcomes new City of Lodi members

IBEW Local 1245 welcomes 125 new members from the City of Lodi.

After de-certifying their former area association City of Lodi workers recently voted overwhelmingly to be represented by IBEW Local 1245.

The Local will now represent General Service and Maintenance and Operator workers, as well as Lodi's 25 Utility workers which Local 1245 has represented since 1968.

Business Representative Mickey Harrington who headed up the organizing stressed that he believes Local 1245 can offer Lodi workers a

more powerful bargaining agent with the ability to draw important data from many different avenues.

Harrington extended a special thanks to all the organizers and Shop Stewards who were instrumental in the organizing drive, and especially Gary Mai, Chief Shop Steward in the electrical department, Donna Clift, Clerical and General Services and Billy Callicott, Maintenance.

New members are now preparing contract proposals for preparation of the upcoming bargaining in May.



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Credit

Lifeline: Principal writer, Juliann Sum, Industrial Hygienist

Contributing writer, Tom Dalzell, Staff Counsel.

FROM THE CONGRESSIONAL RECORD

Clearer portrait of Federal Worker

Mr. FORD of Michigan. Mr. Speaker, we all carry in our minds stereotypes of groups in our society. They often little resemble reality.

Take the workers in the Federal civilian work force. It is probably true that this very title conjures up in the American mind an image of paper shufflers wearing green eye shades at their desks in obscure Washington offices. It is probably true as well that these nondescript figures are regarded as overpaid, underworked and that they multiply geometrically.

Sadly, this picture is terribly distorted. It squares not at all with the way things really are.

The people who are lumped together, sometimes derisively, as Government workers are doctors, lawyers, electricians, brick masons, accountants, shipbuilders, deep sea divers, oceanographers, scientists, typists, mechanics, secretaries, architects, librarians, teachers, mailmen, and so forth.

In short, they are the people who live next door. The only difference is that they do not work for General Motors, United States Steel, Prudential Life Insurance, the local supermarket or the neighborhood automobile dealership. On the average they earn about \$20,000 a year, which closely parallels the median family income in the United States. They raise about the same number of children as other Americans, have home mortgages and automobile payments and other expenses like the family down the block.

At last count there were 2,907,259 men and women working full time for the Federal Government, not including the military.

And to put to rest the notion that these are mostly bureaucrats in musty Washington offices, consider this:

Only 7.64 percent of all Federal employes work in the District of Columbia. Actually there are more Federal workers in the State of California than any place else in America — nearly 300,000 of them for a total of 10.65 percent of the total Federal workforce. Michigan has 53,350; New York 166,194; Texas 148,022; Illinois 101,687; Ohio 89,444; Georgia 75,941; Alabama 59,857; Pennsylvania 128,018.

It is disheartening to hear, as we do these days, blanket condemnations of Federal Government workers. All too frequently they are the brunt of jokes as they are portrayed as free loaders at the public trough. Nothing could be farther from the truth.

The truth is that if we did not have Federal workers spread across the face of this land we would have to invent them.

They build and repair our Navy's ships, they deliver our mail. They guide our commercial airliners in and out of crowded airways. Every day they are developing new treatment and cures for disease. They make sure that the food we eat is safe. They make possible the flow of commerce. Without them our kind of society could not survive.

The farmers in America would find their lives a good deal more difficult without county agricultural agents who test their soils, recommend rotation practices and perform countless other services. Of the 93,843 employees in the Department of Agriculture, very few are necessary paper shufflers in Washington. Mostly they work near the farm lands in occupations ranging from soil conservationists to veterinarians. For the record, there are 3,200 people working for the Federal Government in the field of veterinary medical science. Among other things, they guarantee that our food supplies are not contaminated by disease.

The next time you are tempted to think of these public servants as pencil pushers, remember that mathematicians, and physicists employed by the Federal Government launch our space vehicles. There are 9,834 persons employed in the physical sciences. Remember, too that it is the investigators at the FBI and lawyers at the Justice Department — in cities across America — who protect our laws and prosecute those who violate them. This is a nation of laws populated by more than 200 million citizens. The figure of 20,882 persons working in legal and kindred employment hardly sounds unreasonable.

It is true that the largest single concentration of white-collar workers is in Washington. But this is hardly surprising since Washington houses the headquarters for most departments and agencies.

We hear a lot about waste and inefficiency in the Federal Government. Of course there is some. It would indeed be surprising if there were not. We will find some waste and inefficiency in the best managed American corporations. It is unavoidable in any undertaking — from the lowest household to the largest corporation. The difference is that Government is always under close scrutiny because it spends the public's money. Reporters do not

look for waste at General Motors, United States Steel, IBM, or Texas Instruments, even though the public pays for waste and inefficiency in the business and industrial community through higher prices.

Government does have a special obligation to insure that the people's money is spent wisely. Waste and fraud should be pursued diligently. Where it is found it should be cut out. But this should be done surgically, not with a meat ax. In trimming the fat we must take care not to mutilate the steak.

It has taken two centuries to build the machine that is our Federal workforce. The vast majority of workers are in their jobs because there is indispensable work to be done to keep the Nation operating. There is no question that unneeded jobs should be eliminated, that unnecessary workers be let go and procedures streamlined wherever possible. But we should avoid a helter-skelter approach that threatens, in the name of economy, the vital work that must be done.

When we set out to eliminate jobs, we must know precisely what we are doing. Before we act we must have a good idea of the consequences. Do we have too many food inspectors, too many customs officials, too many social security clerks, too many doctors at the National Institutes of Health, too many county agricultural agents, or too many air traffic controllers?

Just these few examples provide an insight into the importance of Federal workers to our daily living. Without them we could not travel safely. We could not trust the very food we eat. So many of the services on which we depend would not be there without the Federal worker.

We have become a very complex society. It requires considerable expertise to keep it operating. There are those of us old enough to remember the Model-T Ford. Pop and the boys could usually keep it running with a few inexpensive parts that were relatively easy to install. Anyone who has looked under the hood of an automobile today understands that keeping it on the road is no job for the average backyard mechanic. And what has happened to the automobile is really a microcosm of what has happened to our society.

This means a lot of people. But consider this: The total number of full-time Federal workers has remained virtually unchanged since 1967 and the ratio per 1,000 population has declined from 16.3 to 12.4 since 1952.

APPOINTMENTS

STANDARD PACIFIC GAS LINE 1983 NEGOTIATING COMMITTEE

Richard L. Brazil
Hank L. Duran

RETIREMENT CLUB COMMITTEE

Bill Peitz	C. P. "Red" Henneberry
Barbara Symons	Ron Weakley
Don Cross	Norm Amundson
John Wilder	

OUTSIDE LINE

1983 NEGOTIATING COMMITTEE

Bill Paynter
Tommy Heyl
Andrew Dudley
Curt Peterson

CONFERENCES AND CONVENTIONS

CALIFORNIA STATE ASSOCIATION OF ELECTRICAL WORKERS CONFERENCE

Jack McNally	Will Thomas
Ron Fitzsimmons	Larry Pierce
Jerry Robinson	Howard Stiefer

1983 AFL-CIO REGIONAL CONFERENCE

Bill Peitz

1983 IBEW UTILITY CONFERENCE

Jack McNally	Howard Stiefer
Manuel Mederos	Nannette Dominguez
Corb Wheeler	Kathy Tindall
Ken Ball	Barbara Symons
Dorothy Fortier	Ray Friend
Perry Zimmerman	Julian Evans

WESTERN TV CABLE

1983 NEGOTIATING COMMITTEE

Dan Konkell

OUTSIDE CONSTRUCTION

CABLE TV 1983 NEGOTIATING COMMITTEE

Jeff Sturges
Jim Simonson

Florence Burgk named new Office Manager at 1245

Business Manager Jack McNally appointed Florence Burgk new Office Manager at Local Union headquarters effective February 1.

She has been with the local for 11 years. Her previous position was Bookkeeper. She had been temporarily assigned as Office Manager during the illness of her close friend, and long-time colleague, former Office Manager Nancy Avila who passed away in January.

Burgk's duties include supervising the clerical staff, and coordinating a variety of office matters of the Local Union so that all runs smoothly.



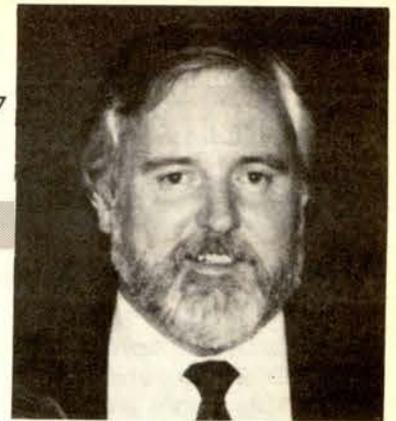
Photo by Carol Bedsole

Upon accepting her new position Burgk stated, "Nancy Avila was a very dedicated Office Manager, and I am proud to follow in her footsteps."

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



PAST GAINS REACHED THROUGH SUPPORT

Heavy bargaining year faces Local 1245 members

It hardly seems possible that we are about to be in bargaining with PG&E so soon after our 1983 wage settlement of 7% in December. Our 1983 settlement looks better with each passing day. You have probably read in the newspapers that the Auto Workers, Steelworkers, and some Building Trades Unions were recently forced into wage and benefit reductions in their latest contract talks. Our gains were made possible through the hard work of your negotiating committee, the continued support of the membership for the bargaining committee, and the increased productivity of Local 1245 members working for PG&E. As a result of our last settlement, we have set the stage, we hope, for this year's bargaining without any pre-set notion or decision by the California Public Utilities Commission. The membership very intelligently ratified the agreement, which will put us in a better climate for 1984 bargaining. Incidentally, the last settlement was the first time that anyone can remember that a PG&E contract settlement went into effect on schedule.

The PG&E Negotiating Committee will soon be working full time preparing proposals based on our previous proposals and new Unit proposals submitted in February and March. We will exchange proposals with PG&E the first week in May and commence bargaining, which will require a lot of hard work through the spring and summer to reach an agreement, hopefully by September. We will have a lot of tough issues to discuss and resolve.

In addition to PG&E bargaining, we are in bargaining with Sierra Pacific Power Company where they are experiencing the same utility problems as other companies, and the bargaining will be tough. The Outside Construction Unit is about to begin negotiations with the National Electrical Contractors Association for Outside Line and Cable. In early summer we will begin bargaining with Citizens Utility Telephone Company. They will be coming off a three-year agreement, and there will be many tough issues at that bargaining table.

This year will be a heavy bargaining year. This means a lot of work has to be done for the remainder of the year for the Union Staff and the negotiating committees. However, I am confident that with plenty of hard work we can, and will, achieve the best possible settlements.

In Unity—

Jack McNally

OUTSIDE LINE

By Jerry Robinson

New take-away proposals from NECA listed here

Western Line Constructors Chapter of NECA has submitted proposals for this year's bargaining . . . and they're all take-aways.

After reading the proposals which are listed below, you will see, Brothers, that we anticipate difficult bargaining this year.

It is very important for all Outside Line members to become involved in Unit meetings.

Your negotiating committee, Curt Peterson, Tube Dudley, Tommy Heyl and Bill Paynter will be looking for-

ward to your support and ideas.

NECA proposals:

- (1) 9 percent cut in all classifications.
- (2) 50 percent crew transfer to anywhere (contractors coming into our jurisdiction).
- (3) 50 percent of Journeyman Lineman rate for Groundman.
- (4) Delete concrete, anchors, raceways and duct from scope.
- (5) Delete "for proper cause" in terminations.
- (6) Three-year Agreement.

(7) Delete from "12:00 noon and 12:30 p.m." for set lunch hour.

(8) Two-hour show-up plus actual time worked.

(9) One-way travel time on employee.

(10) First four hours following the end of a shift will be at time and one half Monday through Friday.

(11) Delete headquarters, pre-bid and pre-job from Agreement.

(12) Delete IBEW safety rules.

(13) Allow Groundman to use hand and mechanized tools and

limited climbing prior to erection.

(14) Delete high time.

(15) Delete aircraft rules and insurance.

(16) Insert on dock-work and cost-plus work, utility or customer will have right to specify crew size and makeup. Also delete General Foreman requirement.

(17) Delete Safety Supplement.

Negotiations were set to begin on March 29.

City of Pasadena, contractors praise members for recent storm work

Business Representative Will Thomas recently received letters from contractors and the City of Pasadena commending members for their outstanding work during the recent treacherous storms in Southern California.

Particularly singled out in the letters were members: Vernon Birchfield, Tom Cooper, Russell Groesbeck, John Harber, Kenneth McPhee, Carle Meeks, Neil Harkins and Bob Sandow.

Here are the letters that were forwarded to IBEW Local 1245.

Gentlemen:

I am writing in regard to a recent project I was involved with for Texaco in Wilmington, CA. I am a Field Engineer for General Electric and was contracted by Texaco for field supervision of the installation of several power transformers. First of all, I would like to commend the administrators in District 1 for putting together a composite crew of linemen and wiremen for this job. I am a journeyman wireman myself, presently on honorary withdrawal from L.U. #661 and had never seen a composite crew such as this in action. But I must say that this was by far the best crew I have ever worked with and their

diversified talents were perfect for the scope of work involved. In particular, I would like to thank the foreman Curly Wimberly, Cliff Wimberly, and Ron Hozy for their professional attitudes and making this project go together like clockwork.

I don't feel that they received the credit they deserve and I would appreciate it if you would pass on to them congratulations and thanks for a job well done.

Sincerely,

Jeffery Culley
Field Engineer
General Electric,
Installation and Service
Engineering Division

Gentlemen:

I would like to express my thanks and appreciation to your Overhead Line Crew, under the management of Don McNair, for the outstanding job they performed during our storm situation.

They were a great help to us in repairing the wind and rain damages that we incurred from November 30th to December 10th. These men worked many long, tiring hours, taking time away from their families, to restore power to the citizens of Pasadena. These men also exhibited excellent craftsmanship in the work they performed in re-conductoring our Hastings #4 4kv primary circuit that was burned down in several locations. It would have taken all of our crew manpower several weeks to complete this job.

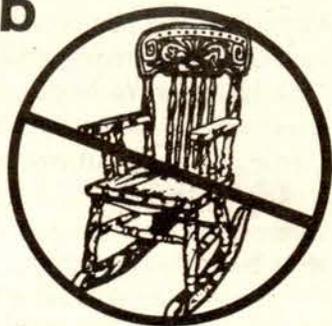
Without the assistance of Don McNair and his excellent crew, I am sure we would have not been able to restore power and repair damages as quickly as we did during this situation. McNair and his crew have also performed admirably on all the job assignments for the overhead removals due to conversion to underground distribution in the Villa Street area.

Again, many thanks to you and your crews for the excellent job they have performed for the City of Pasadena Power Department. I am looking forward to having these men back at the next opportunity, under the next contract.

Sincerely,

Harold S. Jones,
Superintendent
Power Distribution Division
City of Pasadena

Retirees encouraged to join new Local 1245 club



To help get participation in the new IBEW Local 1245 Retirees Club off the ground, President Howard Stiefer and Business Manager Jack McNally recently sent letters to retired members of the Local, inviting them to join the new group.

Response has been good and so far nearly 100 retired members have expressed an interest in getting involved in activities of the new club.

Retirees have particularly expressed the need to organize as a group to further protect their own economic, social and legislative interests, as well as those of their families.

Plans have been made to hold a founders meeting for the new Retirees Club at 1 p.m. on Saturday, April 23 at Local Union Headquarters in Walnut Creek.

At this meeting officers will be elected and retirees will discuss the possibilities of setting up local

chapters of their group which could possibly meet in conjunction with Local Unit Meetings throughout the jurisdiction.

If you know of any retired members who may have missed the mailing, please encourage them to contact the Local at Walnut Creek Headquarters, 3063 Citrus Circle, or phone 415-933-6060, and request an application form, which will be promptly mailed to them.

All retirees are welcome to attend the founders meeting, and to express what particular interest they may have as a retired member.

Utility Reporter cited for general excellence

International
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Utility Reporter

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Awarded in 1982 for Performance
in Publications of Calendar 1981



Dianna S. Curry
President

Susan Dunlop
Secretary-Treasurer

IBEW Local 1245 recently was presented with this plaque in recognition of first place honors awarded to the Utility Reporter for General Excellence in a national competition sponsored by the International Labor Press Association.

Sycamore lab findings indicate no lung problems

By Juliann Sum, Industrial Hygienist

Persistent coughing, sneezing, scratchy throat, and eye irritation have caused problems for Local 1245 members who experience these symptoms after pruning sycamore trees.

The possibility of serious, long-term health effects was first brought to the union's attention by Blair Noel, a Tree Trimmer Leadman employed by the City of Redding. A sample of fibers from the tree's seeds, mixed with dust from the leaves, closely resembled fiberglass.

Upon the union's request, the State of California's Hazard Evaluation System and Information Service ran a thorough computer search but found no information in the medical literature about this substance.

HESIS then ran laboratory tests on the sample. The findings indicate that the sycamore dust and fibers are not small enough to readily flow into the lungs during inhalation. The reports from various members do indicate that the respiratory irritation problem is mainly in the throat rather than the lungs. Therefore, further study into possible lung effects is not planned at this time.

The possibility of studying nasal and throat effects has not yet been evaluated.

Dr. Jon Rosenberg of HESIS has also indicated that the sycamore dust and fibers are probably not made of minerals, since the dust and fibers originate from trees. Asbestos and silica, on the other hand, which are known to cause serious lung diseases, are minerals.

In the meantime, information shared during the investigation may be helpful in alleviating the irritation problems. A specialist from the U.S. Forest Service in California indicated that for the health of the trees, trimming should be limited to the dormant winter season. In addition, members employed by Davey Tree Company have found that the practice of wetting down branches before putting them into the chipper greatly reduces the level of airborne dust and fibers.

Hopefully the information uncovered in this investigation will assist the tree trimming members at IBEW Local 1774 in New Jersey. Local 1774 contacted us after reading our Nov.-Dec., 1982 *Utility Reporter* article on this investigation.



Photos show enlarged particles of Sycamore dust and fibers. Based on microscopic measurements it was determined that the dust and fibers are too large to flow into the lungs during inhalation. Generally particles larger than 10 microns are too large to flow into lungs during inhalation. The star-shaped particles shown are 200-300 microns in diameter, and the fibers are larger.

EVALUATIONS UNDERWAY

Progress in noise testing

Negotiations with PG&E on noise controls and hearing testing have taken a long time, but show progress.

At the January 27, 1983 meeting of the Joint Health and Safety Committee, PG&E indicated that they would share further plans on the new hearing testing program at the meeting scheduled for this May. Their program will largely be determined by the new Cal/OSHA standard regarding the control of noise exposure.

The company also invited Local 1245 Industrial Hygienist Juliann Sum to participate in the testing of engineering controls recently installed at Oleum Power Plant. A joint monitoring was conducted on February 25, 1983. An evaluation of the monitoring results is being prepared.

Labor programs face big cuts

The California Labor Federation, AFL-CIO, and the Bay Area Committee on Occupational Safety and Health has alerted labor and other groups to Governor Deukmejian's proposed budget. The budget includes disproportionate cuts in key programs affecting labor: \$5 million in Cal/OSHA, \$3 million in the Labor Commissioner's office, and \$2 million in the Agricultural Labor Relations Board.

At the time of press, Local 1245 had written letters opposing the cuts to key legislators and received favorable responses from Maxine Waters, Chair of the Assembly Subcommittee on Commerce, Labor, and State Administration, and Willie Brown, Jr., Speaker of the Assembly.

Local continues research on back, shoulder pain

Local 1245 is still receiving reports of back and shoulder pain from some members who work on the Documate 7000 machines at PG&E's Payment Processing Center in San Francisco.

The union is continuing its investigation into the biomechanical and workplace stress factors which may be related to the problem. Medical expertise regarding repetitive arm motion and stress is not yet widely available, due to the relative new-

ness of these fields of research.

An essential component of the union's investigation involves a second questionnaire which was mailed during the week of March 7, 1983, to all members who work at the Payment Processing Center. This includes those who do not work on the processing machines. Therefore, all members who work at the Payment Processing Center are encouraged to complete and return this one-page questionnaire.

Cancer proposal nixed

Last year, a detailed policy on cancer causing substances was proposed for the entire State of California by the State Department of Health Services. This cancer policy was designed to be used by other governmental agencies in California for determinations of future regulations to control known or suspected carcinogens, such as asbestos and PCBs.

In December, IBEW Local 1245 and 34 other labor and health/environmental groups in California jointly submitted written comments supporting some sections and recommending that other sections be strengthened in the proposed policy. The comments were

coordinated by BACOSH, the Bay Area Committee on Occupational Safety and Health, a volunteer coalition which includes Local 1245.

The Deukmejian Administration has now postponed further work on this policy indefinitely, ostensibly because the new Director of the Department of Health Services has not yet been chosen.

Federal OSHA under Reagan has meanwhile announced plans to replace the entire OSHA cancer policy that was issued in 1980 under the Carter administration. Given the dismantling of OSHA programs so far, the new federal cancer policy will undoubtedly be much less protective of worker health and safety.

Meeting date changed on stress

In the January, 1983 issue of the *Utility Reporter*, an announcement was made regarding the Second Northern California Conference on Occupational Stress. The Institute for Labor and Mental Health has changed the scheduled date from April 16 to April 8-9. The conference will be held in San Francisco. For more information call (415) 653-6166.

TAKES TO THE ROAD

Local 1245's Health and Safety Committee travels to Geysers to survey conditions

By Don McKinley, Chairman pro-tem, Local 1245 Health and Safety Committee, and Olga Estrella, Committee member.

Local Union 1245's Health and Safety Committee recently made a field trip to PG&E's Geysers Geothermal Power Plant to observe health and safety conditions.

These moderate-sized generating units are spread out among the California hillsides in Sonoma and Lake Counties. By the end of 1983 it is expected that 18 units at the Geysers will generate a total of 1,248,000 kilowatts of electricity. Seventeen units are now in operation.

Local 1245 IBEW members operate and maintain these very isolated geothermal units 90 miles north of San Francisco in the Mayacama Mountains.

The health and safety of our brothers and sisters who work at the Geysers, as it is with all of the members of Local 1245, is of much concern.

Just the long, mountainous roads which members go to work on leave quite a bit to be desired. Rain, mud, snow and rocks, with

some heavy fog thrown in for good measure is the norm for driving conditions, and of course is compounded even more for the night crews.

However, there are more than the isolation and the roads to contend with. Mother nature may provide an alternative way to generate electricity, but not without a few offshoots to keep you on your toes, such as arsenic, hydrogen sulfide (H₂S), hydrogen peroxide (H₂O₂), and steam from cooling towers which can eat the paint off of your car with very little remorse.

The Health and Safety Committee gained some valuable insights into the unique working conditions faced by our members at the Geysers.

The Health and Safety Committee would like to thank Shop Steward Ocean for her fine job of guiding us throughout the units at the Geysers and those members who we came in contact with who gave us some fine input.

Large piece of



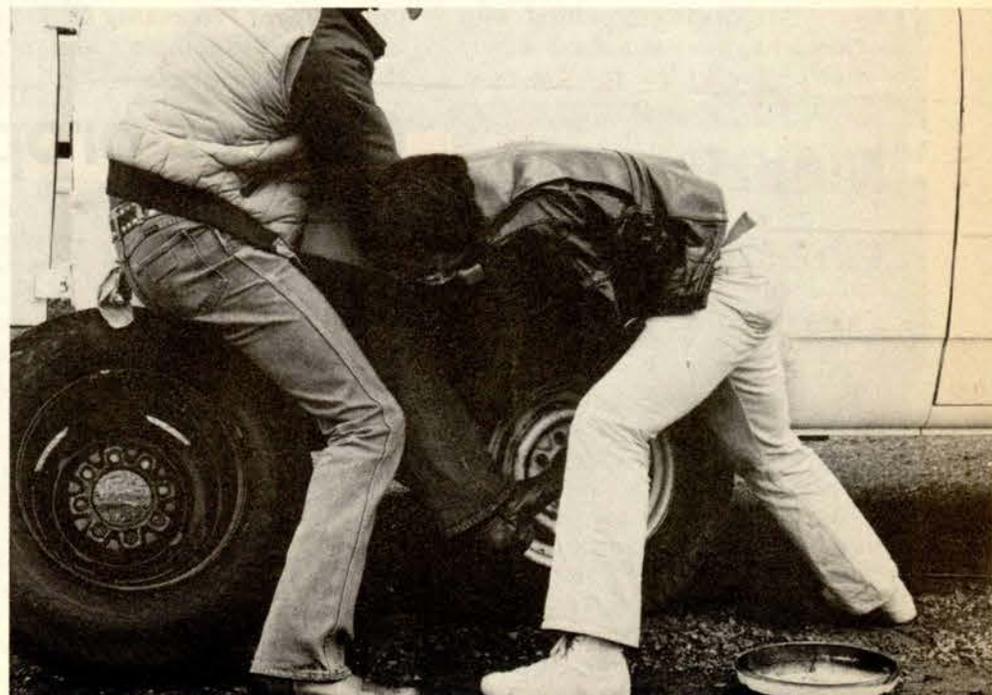
Committee members, l-r, Bob Daniels, Steve Lee, Gino Aramini, Don McKinley and Joe Aquilio meet at headquarters prior to leaving for the Geysers.



Local 1245 van heads up the mountain.

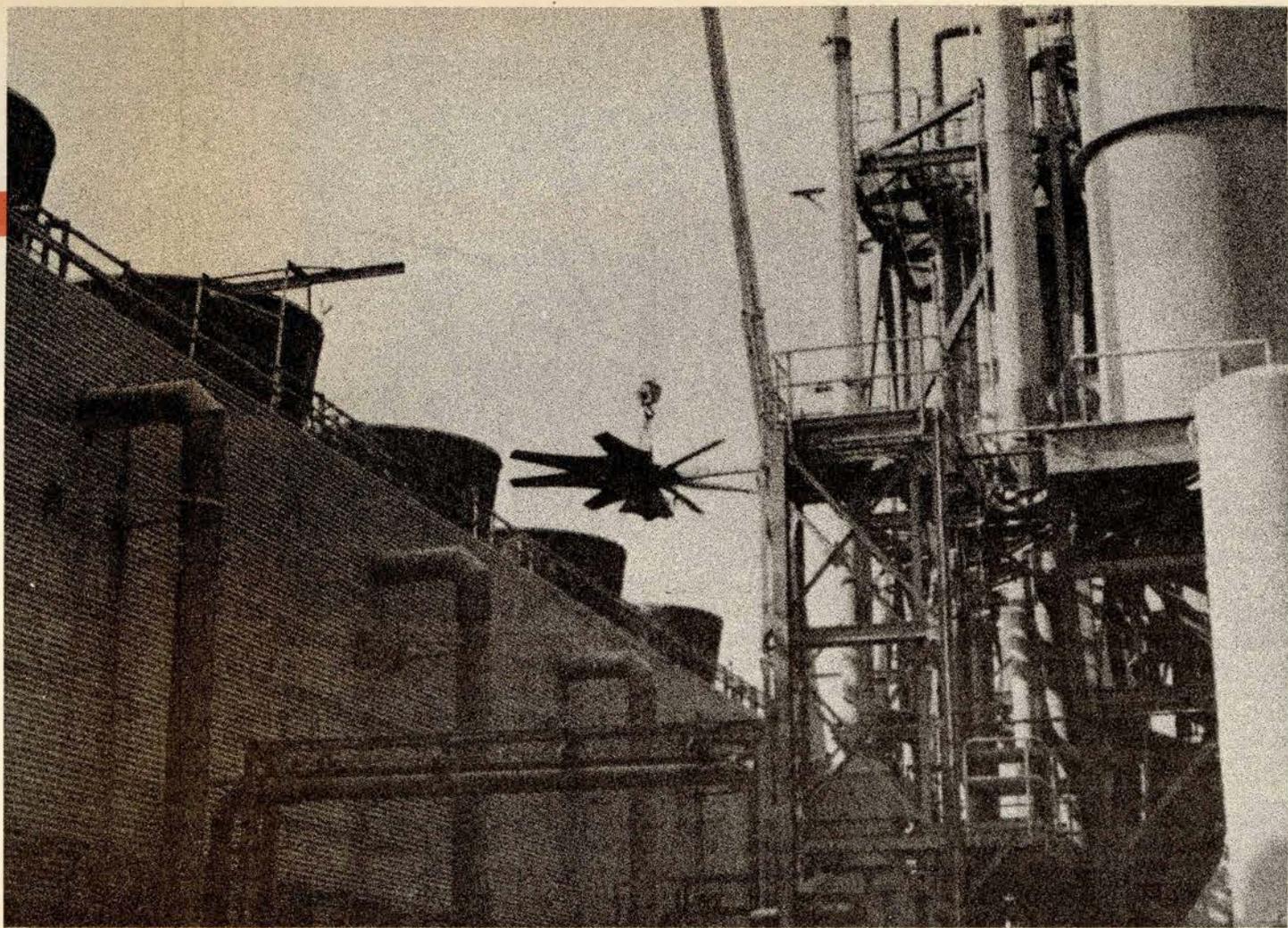


Committee sidetracked as van gets flat tire.



Members put some muscle into fixing tire.

ain.



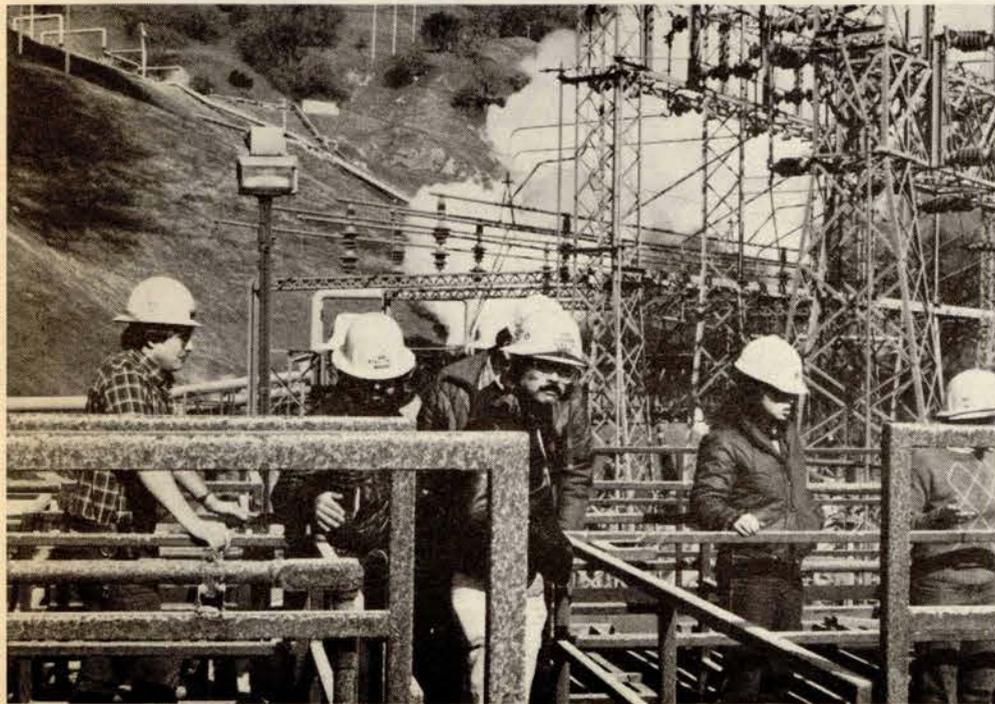
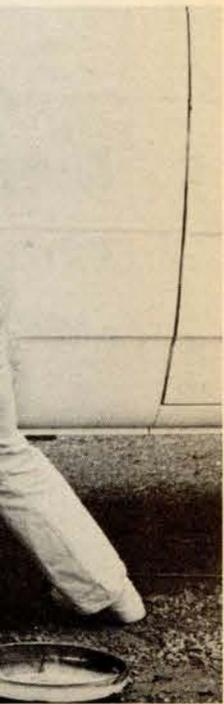
Large piece of equipment being lowered into plant.



Weathered road.



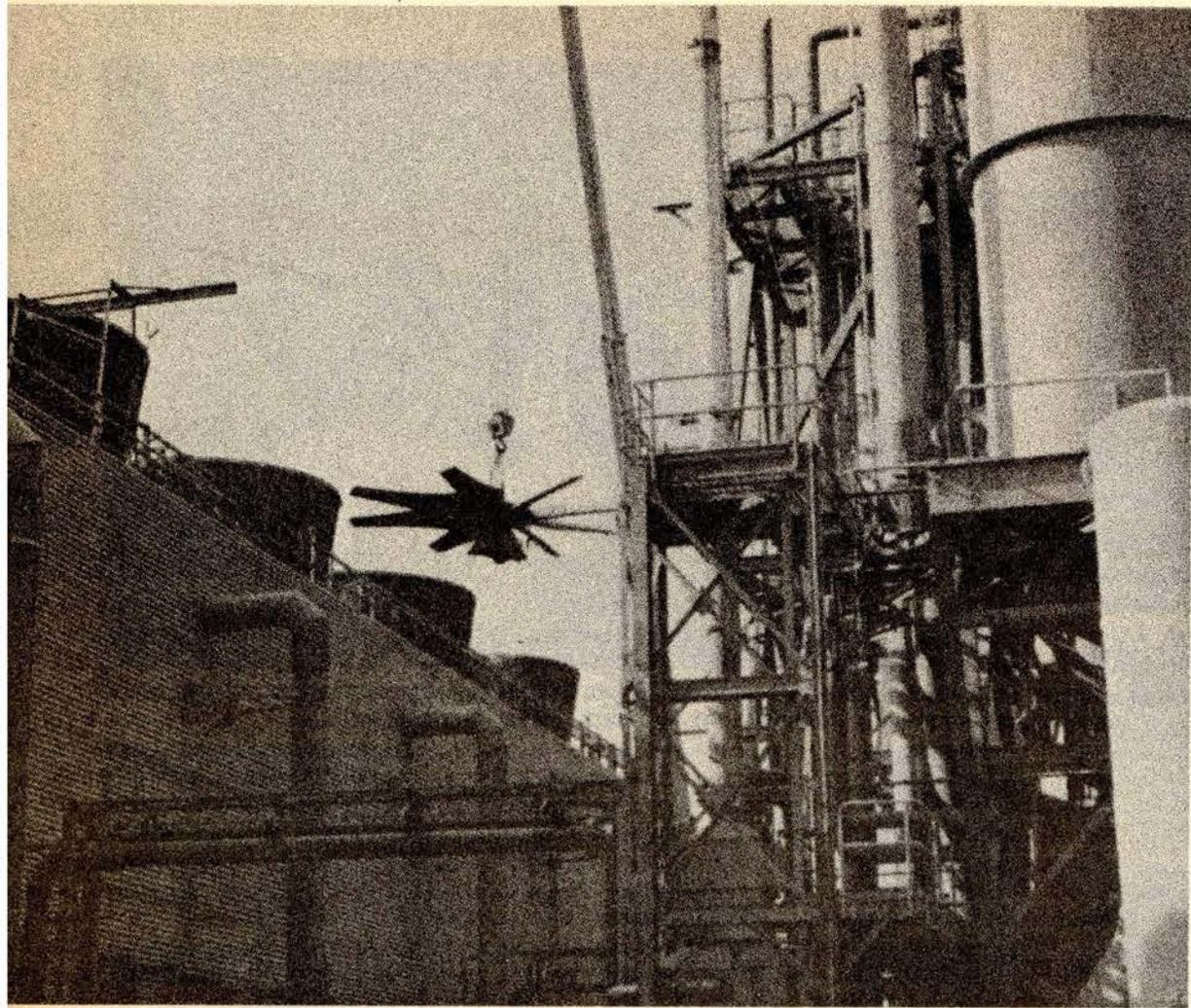
Fumes rising from



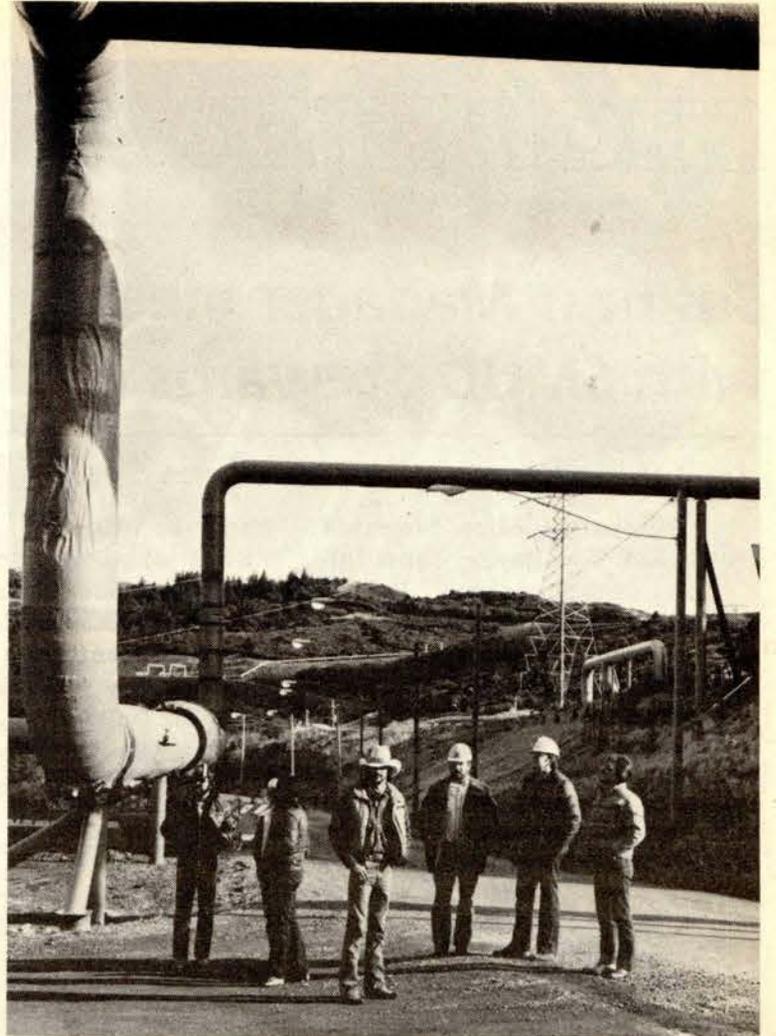
Members at a sub-station.



Shop Steward Oc facilities.



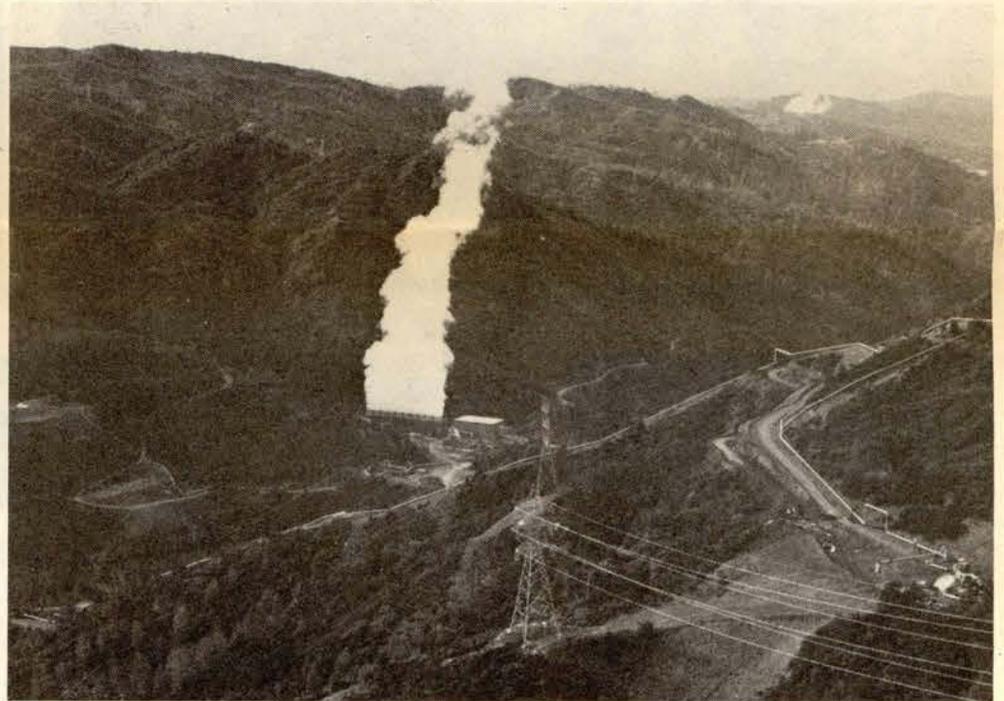
Equipment being lowered into plant.



Committee members surveying large steam pipe which rises about 40' above ground.

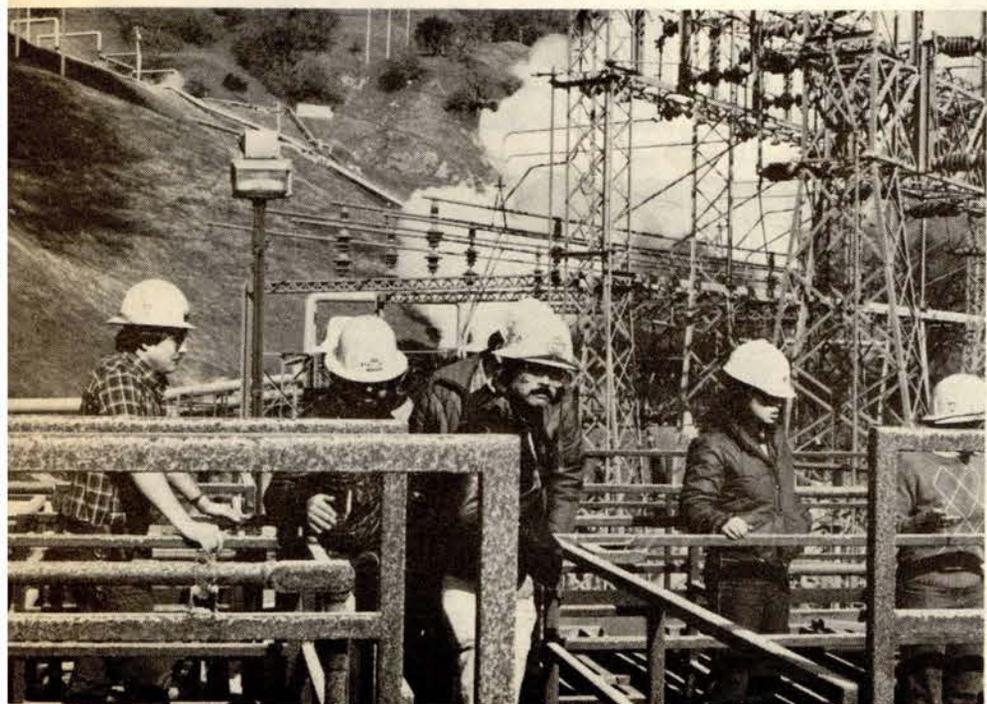


Weathered road.



Fumes rising from a power plant.

Photos by Joe Aquilio



Members at a sub-station.



Shop Steward Ocean, center, shows committee members the emergency medical facilities.

SHOP STEWARDS

Business Manager meets with SMUD Stewards

S.M.U.D. Shop Stewards Conference

Participating Shop Stewards included: Tom Bayne, John Callahan, Dick Daugherty, Robert S. Harper, Jim Hoffman, Marilyn Hogaboom, Glenn Hurdle, Al James, Chuck Linquist, Guy Miller, Robert Neubauer, Pete Ramon, Ron Redding, Willie Schatz, Tom Smiley, Ed Underwood, William Uphoff, Reuben

Ware, Ike Williams.

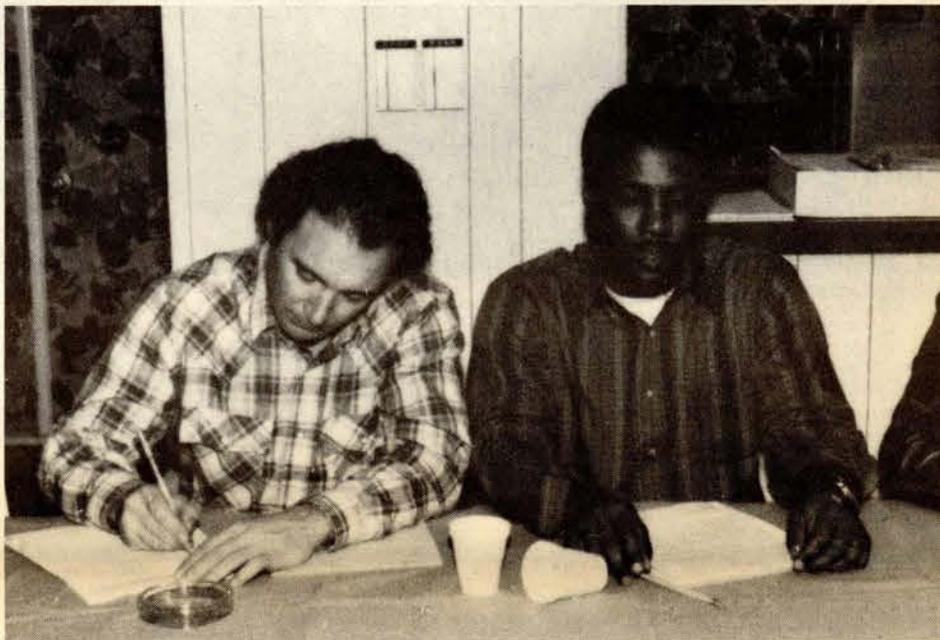
Staff members attending the conference included: Business Manager Jack McNally; Business Representatives Mack Wilson and Gary Hall; Legal Counsels, Tom Dalzell and Ann Miley, and Assistant Business Manager Corb Wheeler.



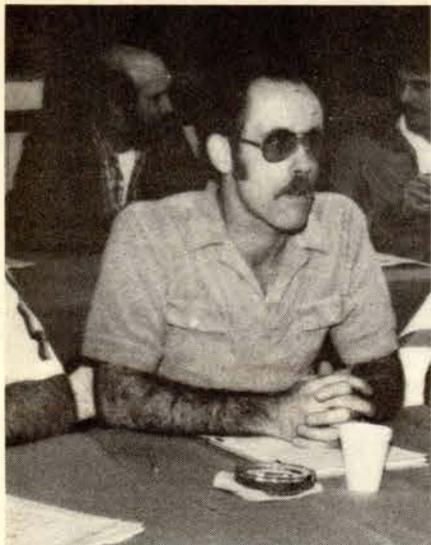
Business Manager Jack McNally, center, meets with members at recent Sacramento Municipal Utilities District Shop Stewards Conference.



STEWARDS →



← STEWARDS



STEWARDS →



STEWARDS ↓



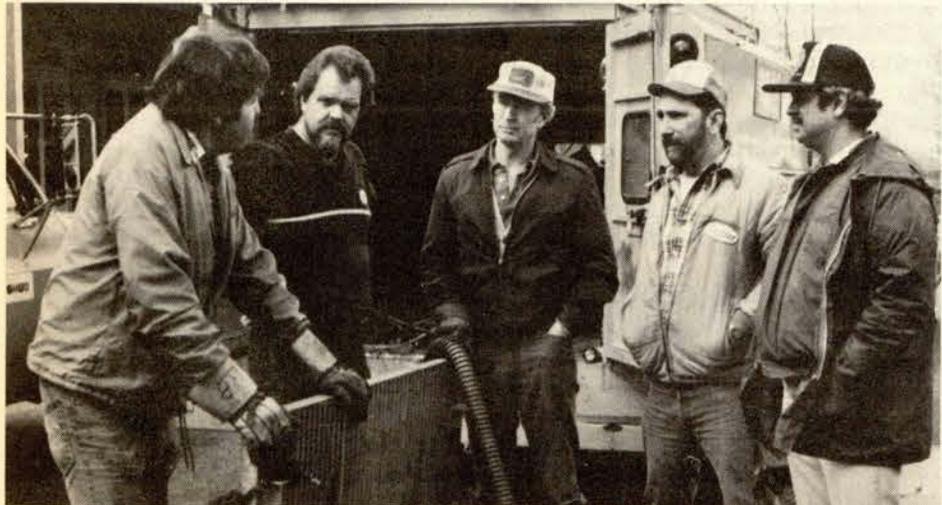
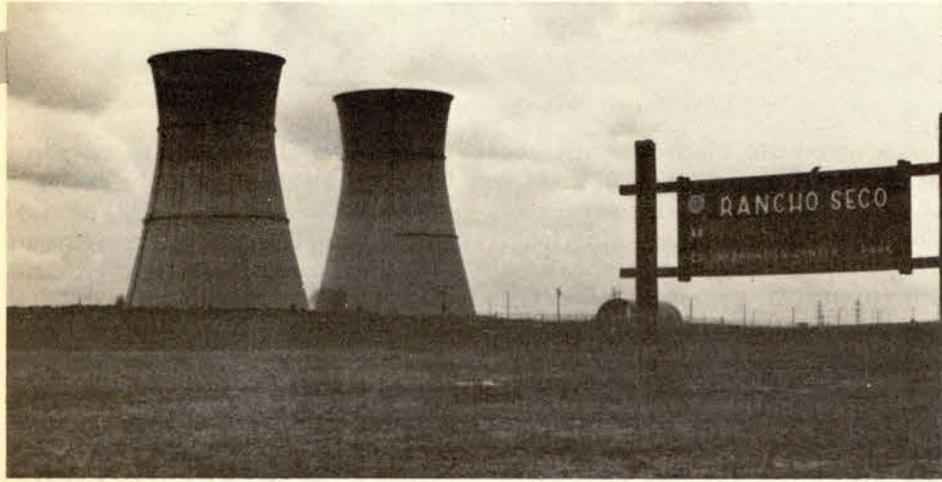
← STEWARDS



STEWARDS ↑



Business Representative Mack Wilson meets with SMUD Shop Stewards and members in Old Sacramento where a crew responds to emergency storm work, and at Rancho Seco which is shut down now for maintenance and repair.



Business Representative Mack Wilson, second from left, in the field in Old Sacramento with members, l-r, Larry Bawden, Ron Lee, Steve Torres and Ron Messina.



Rancho Seco Shop Steward Bob Neubauer, left, with Business Representative Wilson.



Shop Steward Jim Hoffman.



Shop Steward Willie Schatz.



Shop Stewards Marilyn Hogaboom and Jim Payseno.



Shop Steward Ed Underwood.



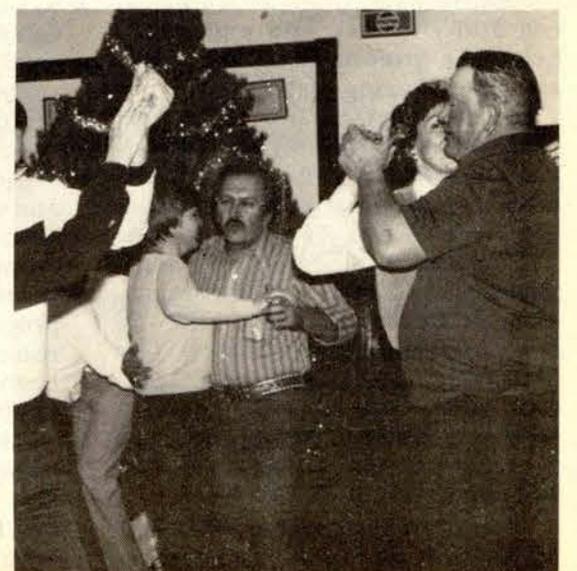
Shop Steward Guy Miller.

NEVADA SCENE

Ely Unit partygoers

Partygoers at a recent Ely Unit annual party included Business Representative Darrel Mitchell, and the following members and their guests:

Ed Deschamps	Bill Reager
June Dobresco	Jan Reger
Ernie Flangas	Dave Romero
Billie Gipson	Pansy Stewart
Sue Gulley	Don Strausburg
Steve Hubbard	Bob Swetich
Ron Miller	Cheryl Terry
Tim Priddy	



BARGAINING REPORT PUBLIC AGENCIES

By Tom Dalzell, Staff Legal Counsel

City of Alameda, Bureau of Electricity: Local 1245 members at the Bureau of Electricity recently ratified a one-year agreement under which the Bureau agreed to make each employee's 7 percent PERS contribution on the employee's behalf. The agreement, negotiated by Business Representative Veodis Stamps, Staff Counsel Tom Dalzell, and Bargaining Committee members Ralph "Murph" Murphy, Tom "Cal" Caletini, Dennis Gow, and Larry Rodriguez, also called for an agency shop agreement if the majority of the IBEW bargaining unit agreed to the provision in a secret-ballot election. The election was held on March 1, and as a result of the unity shown by IBEW members a majority vote was obtained, making the Bureau one more property where the principle of all employees paying their fair share for representation is recognized.

Alameda Contra-Costa Transit District: Negotiations are scheduled to begin this month between Local 1245 and AC Transit for the electric and electronic department employees represented by Local 1245. Negotiations, which will be led by Business Representative Stamps and Staff Counsel Dalzell, are expected to focus on a departmental reorganization proposed by the District and a more equitable job classification and salary scale for Local 1245 members who over the past two years of phenomenal growth of electronic work at the District have played an increasingly productive role in the District's operations. An arbitration on out-of-class pay for Local 1245 members working on electronic fare boxes is scheduled to be heard in late March, details of which will be provided in future issues of the *Utility Reporter*.

City of Gridley: Gridley's City Council in early February extended formal recognition to Local 1245 for the bargaining unit which the Local had represented until recognition was revoked several years ago, an action which led to litigation which is still before the California Supreme Court. Business Representative Gary V. Hall has conducted preliminary meetings with employees and the City and expects to begin the meet and confer process sometime during March.

Merced Irrigation District: Business Representative Pete Dutton and Bargaining Committee members Johnnie Goodson, Rodger Lane, Willie Taylor, and Dee Witherell recently completed negotiations on a two-year Memorandum of Understanding with the Merced Irrigation District. The agreement, which calls for a 3 percent 1983 wage increase in addition to numerous language improvements, was ratified with a 3:1 margin on January 28.

Modesto Irrigation District: Local 1245 members on December

14, 1982, ratified a two-year agreement with the Modesto Irrigation District. The Memorandum, which was bargained by Business Representative Pete Dutton and Bargaining Committee members Henry Azevedo Jr., Leticia Becerra, DeWitt Orton, Ken Raven, Cliff Serna, and Ronald Simpson, calls for a 4 percent wage increase in 1983, a COLA clause in 1984, and numerous economic and language improvements, including temporary upgrades, a joint apprenticeship program, a promotional system, an overtime minimum, improvements in the vacation package, continued coverage of all insurance premiums, a long-term disability plan with a waiting period of ninety days, a joint study of the retirement program, safety walk-around inspections, the grievance procedure, a shift differential improvement, and a provision permitting ditch tenders to take the winter season off.

Nevada Irrigation District: In early January a one-year agreement with the Nevada Irrigation District was ratified by Local 1245 members. The agreement calls for a 3 percent 1983 general wage increase and for 1984 negotiations to begin with a base of a 3 percent increase. Local 1245 was represented in bargaining by Business Representative Gary V. Hall, Staff Counsel Tom Dalzell, and Bargaining Committee members Bill Baum, Ron Finnegan, Terry Mayfield, and Tom Santos. The IBEW continued to enjoy a close working relationship with the Nevada Irrigation District Employees Association and its bargaining team led by Steve Paulus, whose cooperation was critical throughout the negotiating process.

Oroville-Wyandotte Irrigation District: Local 1245's bargaining team at financially troubled Oroville-Wyandotte Irrigation District, consisting of Staff Counsel Tom Dalzell and Committee members Jim Higgins, Power Division, and Jim Cofield, Water Division, recently completed negotiations on a two-year agreement with the District. Power Division employees received a 7 percent wage increase and continued parity with PG&E, with Water Division employees agreeing to a wage reopener in December 1983.

Town of Paradise: Business Representative Gary V. Hall, with the assistance of union supporter Pam Figge, has recently begun to meet and confer with the newly organized Town of Paradise for a first Memorandum of Understanding. As is the case with most newly organized properties, the process has been rocky, although agreement has been reached on some preliminary subjects.

Richvale Irrigation District: Business Representative Ed Fortier and Bargaining Committee member Troy Kellett reached agreement with the Richvale Irrigation District

for a one-year Memorandum of Understanding in late 1982. The District, located in the center of the financially plagued Northern Central Valley, agreed to continue full insurance premium coverage and modest wage increase.

City of Roseville: Business Representative Gary V. Hall reports that Local 1245 members in the electric department recently ratified a new agreement with the City. The agreement, which was negotiated by Hall and Bargaining Committee members Steve Wolf and Joe Reding, calls for the City to make 5 percent of the employee's PERS contribution effective 1/1/83 and an additional 1 percent effective 6/25/83, as well as improvements in such areas as call-out, overtime, and rest periods.

City of Santa Clara: Before returning to work at PG&E former Business Representative Bob Thomson concluded negotiations on a multi-year Memorandum of Understanding with the City of Santa Clara. The agreement continues to use a "total compensation" formula for future years, and this year included a 10 percent wage increase augmented for several months by a statewide PERS surplus.

Shasta Dam Area Public Utility District: A two-year agreement calling for a 3 percent 1983 wage increase and a 4 percent 1984 wage increase was ratified on February 24 by Local 1245 members at the Shasta Dam Area Public Utilities District. The agreement also contains changes in several articles where there had been problems in the past as well as a feasibility study on joining PERS and withdrawing from the California Western States Life Insurance Company. Business Representative Rich Hafner led the IBEW bargaining team in negotiations with the District.

Thermalito Irrigation District: Business Representative Ed Fortier announces a new one-year agreement with the Thermalito Irrigation District calling for a 6 percent general wage increase. Fortier was joined by Bargaining Committee member Dale Loomis in the meet and confer sessions with the District.

Tri-Dam Irrigation District: Business Representative Pete Dut-

ton reports that Local 1245 members on February 28 rejected a proposed agreement with the Tri-Dam Irrigation District. Dutton and Bargaining Committee Bill Cashman were scheduled to go back into bargaining with the District as this issue of the *Utility Reporter* went to press.

Truckee-Donner Public Utility District: Business Representative Darrel Mitchell continues meeting with the Truckee-Donner Public Utility District on language issues. Details on the economic and language issues will be reported in a future issue of the paper.

United States Bureau of Reclamation: Local 1245 members employed by the United States Bureau of Reclamation in January voted to accept a one-year agreement whose 4 percent wage increase was the maximum permitted on President Reagan's federal employee wage freeze. Business Representative Pete Dutton was joined in negotiations by Bargaining Committee members Bill Chambers, Marshal Duarte, Larry Mather, Jim Muilenburg, Al Wright, and Dan Wyand.

Western Area Power Administration: Business Representative Rich Hafner and Local 1245 Bargaining Committee member Chuck Erickson met in mid-February in Sacramento with other IBEW Locals in Government Coordinating Council 1 to prepare the Council's 1983 bargaining proposal for the Western Area Power Administration. Bargaining proposals are scheduled to be exchanged on March 18 and negotiations set to begin in Denver on April 4.

Yuba County Water Agency: A one-year agreement calling for a 7 percent wage increase and improvements in shift premiums and insurance coverage was recently ratified by Local 1245 members at the Yuba County Water Agency. The agreement was negotiated by Business Representative Ed Fortier and YCWA employee Charlie Hall.



Unit Meeting Corrections*

City of Oakland

2211 OAKLAND GENERAL

*The Flanker Chairman: **Thursday** 13 10 10 14 12
45 Hegenberger Loop Ralph Murphy 5:00 p.m.
Oakland

*New location.

2314 HAYWARD

Whiskey Town Chairman: ***Wednesday** 5 9 9 13 11 8
5660 Thornton Ave. Tim Healy 5:30 p.m.
Newark

*Date, time change.

Advisory Council

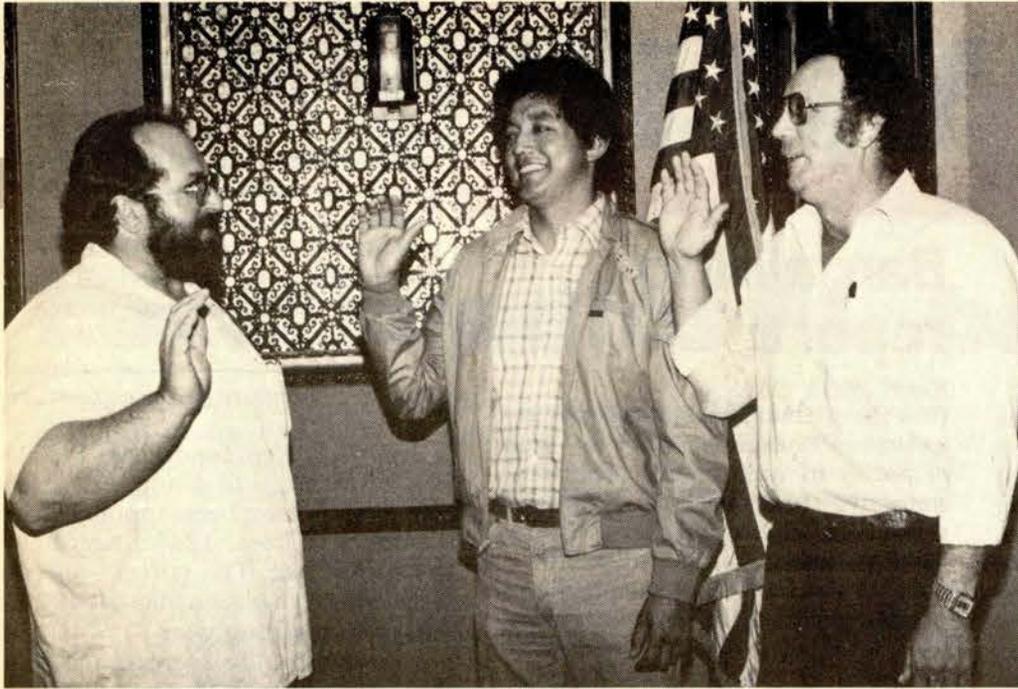
Council meets in February; new Treasurer sworn in

Advisory Council members travelled to Concord on the last weekend in February to meet at the first quarterly Advisory Council meeting of 1983.

At this meeting President Howard Stiefer swore in the Local's new Treasurer Marvin Rubendall, who was appointed to fill out the term of the former treasurer who recently resigned.

Members met for two days as business of the Local was discussed.

Next Advisory Council meeting is set for Saturday, April 30, and Sunday, May 1.



President Howard Stiefer, left, swears in new Advisory Council member Tom Garcia, center, and new IBEW Local 1245 Treasurer Marvin Rubendall.

Photos by Carol Bedsole

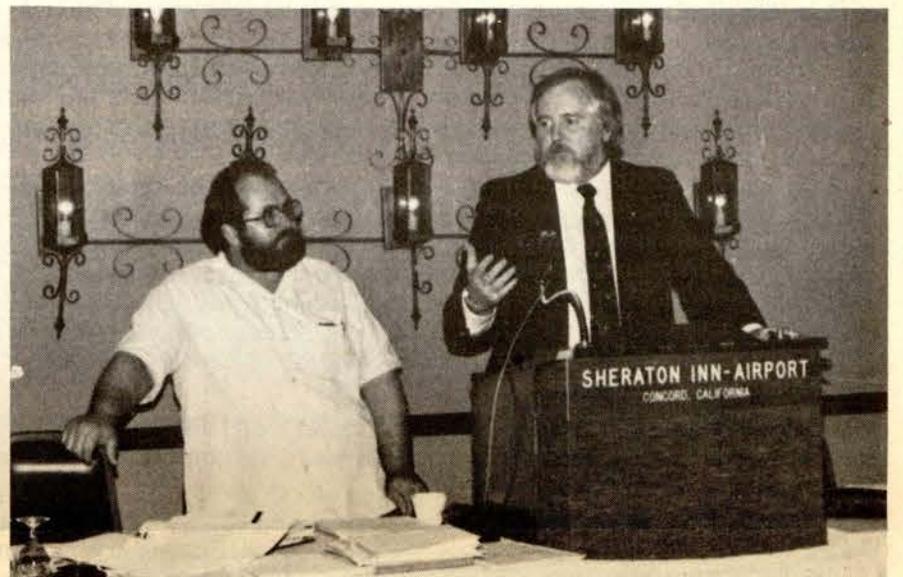
Members attending included: Gary Abrahamson, Ruben Arredondo, Duane Bartlow, Lloyd Brown, Jerry Brown, Larry Casserly, Jim Coe, Tom Garcia, Stan Justis, Jay Killgore, Christine Lay, Terry Linebarger, Frank Locati, Richard Madden, Maurice Marcillac, Bill Miller, Dan Mitchell, Jim Mitchell, Ed Myall, Will Nunez, Tom Smiley, Anne Spencer, Cindy Vallejo and Robert Wood.

Alternates participating for excused members included: Mike Aiello for Jim Russell; Bob Austin for Jan Cannon; Harvey Iness for Will Rodriguez; Mike Vrooman for Tony Gonsalves.

Guests included: John Callahan, SMUD; Jeff Charleston, San Joaquin; and Ted Smith, Drum.



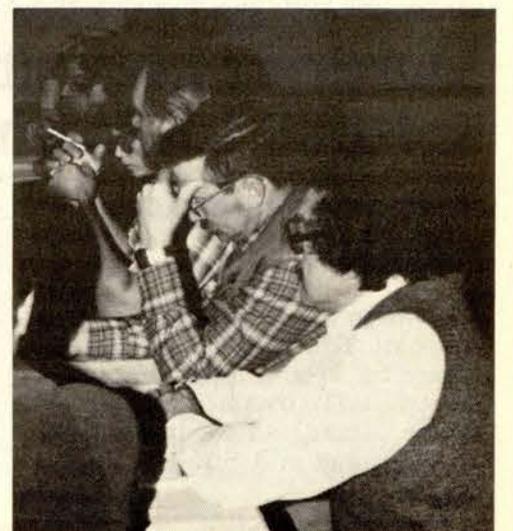
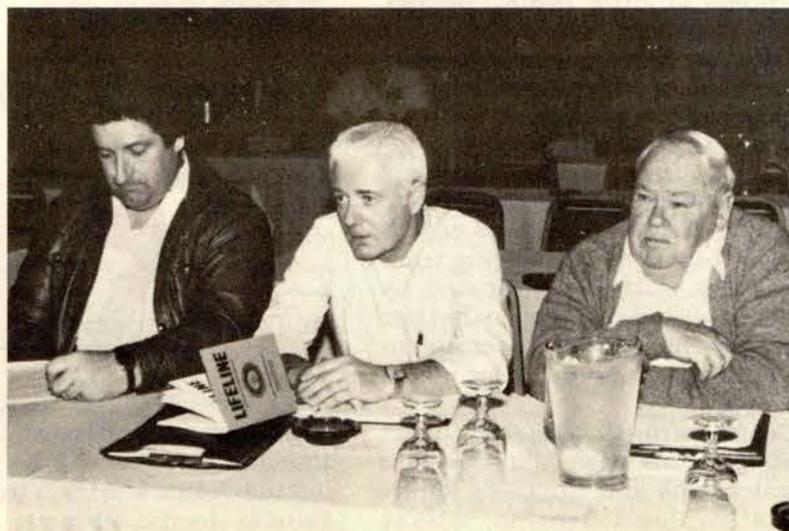
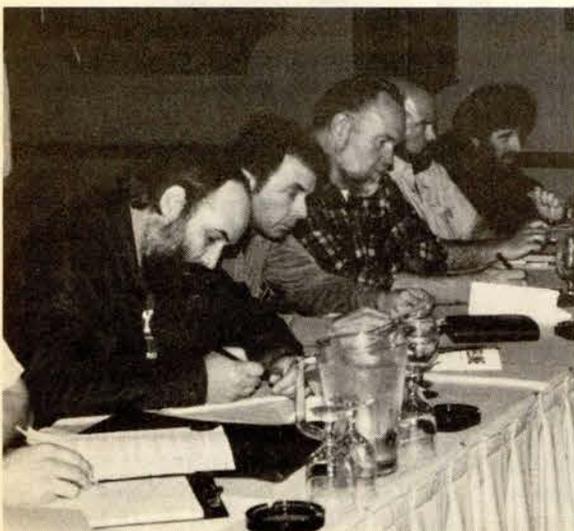
Reporting to Board.



Business Manager Jack McNally responds to question from Council member.



Advisory Council members give reports from their areas to Executive Board and Business Manager.



Council members.

ASBESTOS ALERT

Local 1245 is in ongoing negotiations with PG&E regarding Union's asbestos findings in a sample taken from a meter box enclosure in East Bay Division. Meter Readers are advised for the time being to avoid unnecessary handling.

LOCAL WINS ARBITRATION

Major victory scored

From PAGE ONE

union argued that it is not appropriate for a company to discipline an employee who is having financial difficulties, for the discipline often only results in further financial difficulties. Secondly, Local 1245 pointed out that PG&E had not followed its own internal procedures with respect to Brother Goree's garnishments. As just one example, Brother Goree had participated in the Employee Assistance Program and gotten a letter of reference from his counselor — a fact ignored by the Division when it discharged him. As a third argument the union pointed out that company records show a widely disparate treatment of employees with garnishments. While some employees had received ten garnishments and no discipline, the grievant in this case was discharged after his fourth.

Arbitrator Harvey Letter agreed with most, though not all, of the

union's arguments. Although he held that based on the evidence presented him he would not say that discipline for garnishments was not appropriate in any circumstances, he did find that the company had not followed its own procedures and that it had not enforced its rules against garnishments equally to all employees throughout the company. Therefore, he ordered the company to reinstate Brother Goree with full backpay less thirty days. As this issue of the *Utility Reporter* went to press, Brother Goree had reported back to work but the exact amount of his check had yet to be determined.

As a result of Arbitrator Letter's decision, three other employees who had been discharged for garnishments in the San Jose, San Francisco and DeSabra Divisions were reinstated with terms similar to those in Letter's decision.

Bargaining report:

From PAGE ONE

that the primary reasons for the rejection of Company's offer are lack of parity in wages with other settlements this year and proposed reduction in supplemental benefits for industrial injuries.

Local 1245 has requested that the parties get back to the bargaining table and continue the collective bargaining process. For further update please attend your Unit meetings.

CP National - Needles District

Local 1245 has notified the Company of its desire to amend the current agreement and has requested arrangements and schedules be established to commence the collective bargaining process. The current agreement will term out on April 30, 1983.

Western TV Cable

Local 1245 has notified the Company of its desire to amend the current agreement and has

requested bargaining dates to start negotiations.

Business Representative Frank Saxsenmeier and Shop Steward Dan Konkel have been appointed as members of Local 1245's negotiating committee. The current agreement will term out on May 31, 1983.

Heavy bargaining year

Local 1245 will also be in negotiations this year with the following companies: CP National-Elko Telephone, Mt. Wheeler Power — both clerical and physical, Plumas-Sierra Rural Electric, Sonic Cable TV, State TV Cable, Group W Cable System at Lompoc, Santa Maria, Reno, Tahoe, Ukiah/Willits/Ft. Bragg, Wells Rural Electric, and Citizens Utilities.

With all of the above, plus PG&E and public agencies, this year obviously will be an extremely busy negotiating year for Local 1245 and its members.

Meter Readers start interim negotiations

From PAGE ONE

ter Reader, Head Meter Reader, Adjustor, and collector; inclement weather, standards, rerouting and route maintenance, rotation and route assignment, job security, the Porta-Processor pilot program, floating holidays (contract section 14.3(b)), pilot programs in general, transportation, flex-time, extended

or delayed lunch, congregating, performance standard audits, hazardous action, lines of progression, uniforms, and various health and safety issues including pesticides, industrial chemicals and hazards, referencing, hazardous meter locations, bathroom access, assaults, and asbestos.

Union committee spokesperson Tom Dalzell explained the union's proposal to the company, emphasizing the Union's goal of stabilizing the Meter Reader work force and making Meter Readers more productive by improving working conditions and modifying certain work procedures. The company, in its

general response to the Union proposal, characterized the interim negotiations as a "crossroads" for Meter Readers.

Further meetings are scheduled for late March, and full details of future bargaining will be contained in the *Utility Reporter*.

After the rain, time for fun: Day on Delta

Antioch Unit organizers of this year's Day-on-the Delta Poker Run, have set the date: Sunday, May 15.

Bob Martin, Antioch Unit Recorder, reports that a great day has been planned for participants.

Several hundred boaters participated last year and more are expected this year.

The Poker Run will start and finish at Brannan Island State Recreation Area off Highway 12 east of Rio Vista, and north of Antioch. Sign in is from 7:30 a.m. to 10:30 a.m. with a small \$2 fee for each poker hand.

The boat route will include pick-up stops at King Island Marina,

B&W Boat Harbor, Herman and Helen's Tower Park Marina, and Moore's Riverboat.

The objective of the game is to maneuver a boat to each of five locations, pick up a sealed envelope containing a single playing card and return to Brannan Island where

holders of the highest hands are declared winners.

At 4 p.m., all boaters will meet at Brannan Island for the unsealing of the envelopes.

Prizes will again be awarded to winners in both children, under 16, and adult categories.

Martinez new site for Slowpitch Softball Tournament in July

Mark your calendar!
New dates set.

Location of this year's Slowpitch Softball Tournament has been firmed up. Team play for the Local's 6th Annual Tournament will be held at Joe Dimaggio Park in Martinez on Saturday and Sunday, July 9 and 10.

Participation is limited to members and their immediate families. Women who are interested in play-

ing on a team are encouraged to contact either Fitzsimmons or Valentino at the Local or existing team managers. Interest indicated by women will determine whether there are enough players for an entire women's division, or for mixed team play.

Coordinating this year's event are Assistant Business Manager Ron Fitzsimmons and Business Representative Joe Valentino, who've been in charge of the enlarged tournaments during the past two years.



Business Manager Jack McNally will again be participating in the tournament and will be handing out individual and team trophies on Sunday to the winners. Winning teams in both A and B Divisions are awarded individual trophies.

Hurry, enter golf tourney by April 7

Deadline for entering the IBEW Local 1245 Golf Tournament is April 7. A \$20 fee does not include carts. If you want to participate send your name, or those in your foursome and the entry fees, to Local 1245 Golf Tournament, P.O. Box 4790, Walnut Creek, CA 94596. Prizes will be awarded. After the tournament there will be a barbeque with refreshments.