

# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## Report on bargaining update —

By Assistant Business Manager Orv Owen

### Sierra Pacific Power Company

Company and Union negotiating committees have held 14 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.

During the bargaining sessions on March 22-24 and April 12 the negotiating committees discussed and exchanged counter proposals on all economic issues including wages.

It is apparent, after the April 12 meeting, that the parties are far apart on wages and other economic issues, and extremely difficult bargaining lies ahead.

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

### CP National — Lassen

On April 11 Company and Union negotiating committees returned to the bargaining table in an effort to settle 1983 negotiations. The first two Company offers were rejected by a large margin by Local 1245 members. Wages and a reduction in Supplemental benefits for Indus-

See PAGE ELEVEN

## SACRAMENTO TRANSIT

### New contract ratified

Members employed by the Sacramento Regional Transit District Maintenance Department, voting in three shifts, overwhelmingly accepted a new three-year pact with the District providing for solid improvements in both economic and language items.

Members sought clarification on crucial points during more than seven hours of meetings conducted on March 15 by the Union Bargaining Committee comprised of Staff Counsel Tom Dalzell, Business Representative Gary V. Hall, and members Wes Duvall, Ned Fox, Lew Guthrie, and Dave Skog.

Economic improvements include: a 1983 wage increase of 4.5%; a one-for-one COLA for 1984; a 1985 wage increase of 5%; substantial improvements in overtime provisions; an additional floating holiday; light duty; permanent light duty; a 5% shift differential for weekend work effective in 1984; in-

creases in life insurance; vision insurance; long-term disability for on-the-job and off-the-job injuries; short-term disability for on-the-job injuries; and retirement plan improvements.

Language improvements include: tightened union security language; no bargaining unit work to be performed by supervisors; employee flexibility in scheduling shifts; more protection against shift variance; clarification on holiday pay; and recognition for the District's contemplated Light Rail project.

Items deferred to interim negotiations include possible additional wage increases in the form of productivity bonuses, job description changes, lines of progression, and tool lists and allowances.

Almost 70% of the Union membership on the property voted to accept the contract which was retroactive to March 1, 1983.

## New General Negotiating Committee tackles PG&E issues; May meeting set

IBEW Local 1245's newly appointed PG&E General Negotiating Committee reported to Union Headquarters in Walnut Creek the first week of April. Meeting with the group their first day in the office were Committee members, Business Manager Jack McNally, Assistant Business Manager Manny Mederos and Local Union President Howard Stiefer. The trio

helped outline some general procedures for the Committee.

The Committee then set to work reviewing proposals received in 1982 and 1983 which came from the membership, and began putting a package together.

Proposals are set to be exchanged with PG&E on May 4, with the first joint meeting scheduled for May 11. At this

meeting proposals will be explained and dates for future bargaining will be set.

All proposals, the Local's and the Company's, are slated to be published in an upcoming issue of the Utility Reporter.

A General Construction Subcommittee is to be established to discuss problems related to General Construction.



Business Manager Jack McNally.



Barbara Hartke, San Jose.



Jerry Cepernich, San Francisco.



Ed Caruso, East Bay.



Assistant Business Manager Manny Mederos.



Lynn Watson, North Bay.



Fred Pedersen, General Construction.



Jessie Lewis, General Office.



President Howard Stiefer.



Bob Choate, East Bay.



Russell Foxe, San Joaquin.



Danny Jackson, Sacramento.



Jack Osburn, Colgate.

Photos: Carol Bedsole

## Copter loses power, crashes; two members suffer injuries

Two of our members were injured, one seriously, in a helicopter accident on March 11.

The two men, Bill Nolan, 41, and Major Cooper, 36, both employed by PG&E as Communications Technicians, were being flown out of a job site on Clayton Hill, just outside Concord, since the access road had been washed out by mudslides.

Just after takeoff, the helicopter lost power, plunged 200 feet, hit a tree and crashed.

A rescue helicopter was in the

immediate area and brought the men out immediately.

The pilot was not injured, Cooper suffered minor injuries, and Nolan unfortunately was not so lucky. Doctors at the hospital where he was rushed discovered a crushed vertebrae, and leg injuries. He is now at home in a body cast, and is scheduled to have leg surgery.

The accident is under investigation by the Federal Aviation Administration at this time.

## Meter Readers consider items

Negotiations between IBEW Local 1245 and PG&E's Meter Reader Subcommittee continue as this issue of the Utility Reporter goes to press. "We've made some progress on a few issues, but we're worlds apart on others, and it's too early to tell on the rest," said Subcommittee

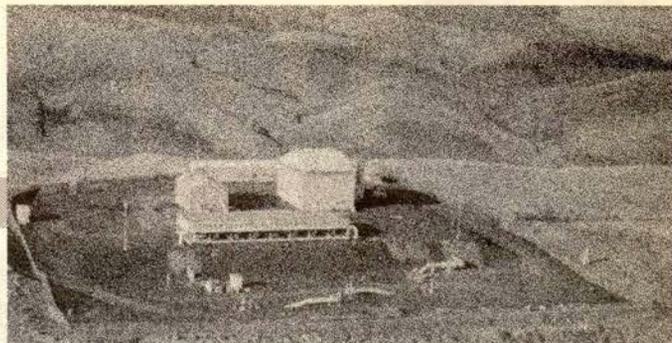
Spokesperson Tom Dalzell, Local 1245's Staff Attorney.

The Subcommittee, created by the 1982 General Negotiations, has been considering a number of Meter Reader issues which have been raised over the past several years.

See BACK PAGE



# PGT members meet with Staff members



Station 7, Starbuck, Washington

IBEW Assistant Business Manager Manny Mederos and Business Representative Bob Gibbs recently travelled north to meet with Local 1245 members employed at a number of sites in Spokane and Rosalia, Washington; Redmond and Klamath Falls, Oregon and in Sandpoint, Idaho. Among those members photographed at the meetings were: Les Banta, Robert Blank, Charles Cornett, Doug Davis, Gary Ferrell, Timothy Hodges, Rick Hufstader, Kenneth Jenkins, Edward Johnston, Mark Latta, Tom Ludcke, Joe McLay, M. C. McManus, Wallace Miller, Charlie

Nealy, Denver Noland, Michael Nordmeyer, Bill Peterson, Richard Poole, R. N. Quackenbush, Donna Schroder, Gary Schuster, Richard Schwintek, Jim Smith, Stan Techumseh, Ton Touchon, Odie Walters and Cliff Weaver.

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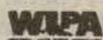
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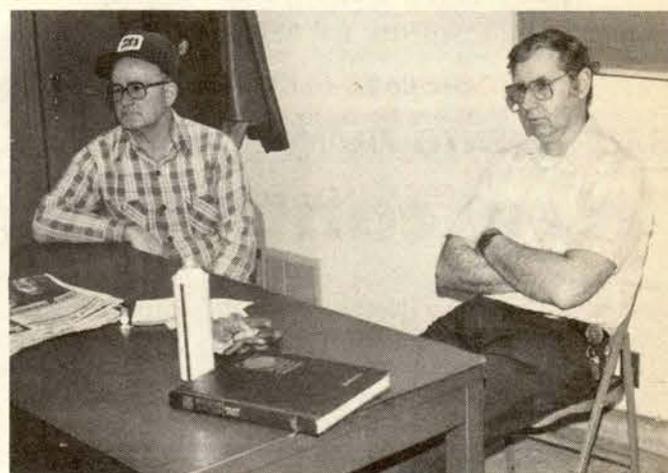
Assistant Business Manager



PGT MEMBERS



PGT MEMBERS



PGT MEMBERS



# APPOINTMENTS

## PACIFIC GAS AND ELECTRIC COMPANY

### Shasta Division Joint Grievance Committee

Linda Weeks

### 1983 Negotiating Committee

Bob Choate	Lynn Watson
Russell Foxx	Jerry Cepernich
Jessie Lewis	Ed Caruso
Jack Osburn	Barbara Hartke
Danny Jackson	Fred Pedersen

### General Construction Joint Grievance Committee (Alternate Position)

Michael Romero

### Production Standards Committee (Project Team)

Don Watts	Gloria Burrell
James R. Stadler (Alternate)	Marguerite Grier (Alternate)

### Clerical Job Evaluation Committee

George Foster

## CONFERENCES AND CONVENTIONS

### California Public Utilities Commission Symposium

Jack McNally

### 12th Annual Outside Apprenticeship Conference

Jerry Robinson

### National Safety Conference

Ron Fitzsimmons

### California Labor Federation Legislative Conference

Jack McNally	Ruben Arredondo
Christine Lay	Thomas Smiley
Barbara Symons	Howard Stiefer
Jack Osburn	Tom Dalzell

### IBEW Manufacturing Conference

Darrel Mitchell	Anne Spencer
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### Consumer Federation of California Convention

Larry Pierce

### Institute for Labor and Mental Health

Barbara Symons	Nannette Dominguez
Inga Olson	Connie Gibson

Juliann Sum

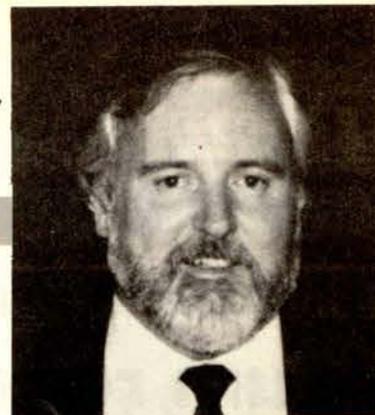
### 1983 IBEW Telephone Conference

Scott Thomas	Zatha Ladra
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# POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



## THE FIGHT GOES ON!

# Union struggle goes on to guarantee worker gains

The mood of this country is changing, and it is being changed by the Republican politicians who are currently in power, by large corporations who are manipulating the market, and by the rich who have control of the wealth.

We in the United States operate under capitalism and the free-enterprise system. This country was founded on this system, and it has contributed to advancement and success in the United States. However, over the last 200 years we have found that the pure form of capitalism does not work for all Americans in this country.

So along the way, certain laws were enacted and programs established — the National Labor Relations Act to make management sit down with Labor and bargain in good faith; several labor laws concerning prevailing wages; minimum wages; fair labor standards; Social Security; health care programs; anti-discrimination laws; safety and health laws; retirement and pension laws; and various other laws and programs. These Social Security programs and laws were principally designed to assist and protect the working class in this country. They were enacted into law as a result of the disregard, discrimination, and abuse of the working class by big business and the rich. Many of these social programs have been enacted since 1930, and since then, this country and the well-being of its people have progressed to a high level.

It is obvious that the reality of social responsibility has been mixed in with capitalism to make this happen.

We now see big business and the rich launching an advertising campaign to convince the citizens that government spending is the cause of all of our economic problems. No doubt, it is a factor. The problem is where to cut the spending, and when you read many of the proposals it appears that there is a plan to slowly dismantle or gut many of the social programs that have been established over the last 50 years.

This campaign to "get government off our backs" is taking hold with many employers when they bargain with the Union. In a growing number of cases it's "get the Union off our backs."

While it is probably true that some cutting of cost and revamping of some social programs is needed, I don't think gutting programs that provided the opportunity for workers to improve their standard of living is the answer to our economic problems. Union members and workers in general had better take a good look at what is beginning to develop. We have an administration that doesn't really seem to want to do anything about high unemployment. When one is unemployed and has no income, one will work for less. You can believe there are people who would be willing to do our jobs for a lot less than we receive. The employers know this and take advantage when they can.

Organized Labor and your Union are the sure safeguards against our being shoved back to the atrocious working conditions of the 1930s. We have fought hard to get where we are, and now we need to continue to fight hard to guarantee our gains.

In Unity—

*Jack McNally*

# OUTSIDE LINE

By Jerry Robinson

Outside Line Construction negotiations with National Electrical Contractors' Association have reached an impasse with areas of dispute being referred to the Council on Industrial Relations.

The Local's Bargaining Committee met recently for two days in

Costa Mesa where major items were considered and counter proposals exchanged. Subsequent meetings were held in Ontario where the impasse was reached.

Be sure to attend your Unit Meetings for detailed information regarding current bargaining.

## POINTS TO STRATEGIES FOR PROTECTION

# Sum reports on pesticide hazards that members are exposed to in various job classifications

Most people show surprise when they learn that IBEW Local 1245 members are exposed to pesticides on the job. Industrial Hygienist Juliann Sum described these various types of exposures to approximately 200 people attending a conference concerning pesticides on February 26 - 27, 1983. The weekend conference was sponsored by the California Institute for Rural Studies and California State University, Sacramento.

The following Local 1245 members are exposed to pesticides:

1. Tree trimmers who mix and apply herbicides to inhibit tree growth;
2. All members who work outdoors in farm areas which have been or are about to be sprayed. This includes members who have been directly contaminated during aerial spraying;
3. Canal maintenance workers who handle water containing

- herbicides such as ORDRAM;
4. Linemen and others who handle and climb utility poles, most of which have been treated with pentachlorophenol, creosote, or arsenic;
5. Gas servicemen who are assigned to turn service back on in buildings which have just been fumigated.

Immediate and long term strategies discussed by Sum included 1) clear and strong Cal/OSHA jurisdic-

tion over all occupational exposures to pesticides, 2) thorough posting of warnings before and after field spraying, 3) greater human protection requirements based on animal studies which show adverse effects, 4) research into improved environmental monitoring of pesticides, and 5) research into feasible alternatives to using pesticides.

The conference generated interest from the press — a UPI reporter later interviewed Sum for a story.

## Update

**Attacks on Cal/OSHA, the Labor Commissioner's office, and the Agricultural Labor Relations Board:** The California Labor Federation, AFL-CIO, and BACOSH (Bay Area Committee on Occupational Safety & Health) continue to fight proposed cuts by Governor Deukmejian. Local 1245, which is active in both of these groups, plans to participate in legislative hearings on these budget issues beginning in late April.

**Standards Board hearing on airborne contaminants** — Revised Cal/OSHA exposure limits for approximately 500 substances were considered by the Occupational Safety and Health Standards Board at a public hearing in San Diego on March 31. Local 1245 Industrial Hygienist Juliann Sum and Staff Attorney Ann Miley participated in the hearing. The new exposure limits reflect recent developments in scientific information about these hazardous substances and are therefore generally more protective of worker health.

## Complaint follows asbestos exposure

In mid-March members at PG&E's Martin Service Center reported that they had suffered needless asbestos exposure which resulted when asbestos was not properly isolated and controlled when a subcontractor employed by PG&E was removing asbestos from the ceiling of the old building which is used as a warehouse by the company in Daly City.

Following the report the Union initiated the process of filing a complaint with Cal/OSHA because of PG&E's repeated involvement in asbestos violations at other locations in the system.

The Union is also evaluating the possibility of initiating third party law suits against the contractors.

## TOXIC CONTROLS NEEDED

# Local 1245 joins task force to fight for codes

A model code to prevent hazardous chemical spills in Santa Clara County is being developed by a Task Force subcommittee of labor, environmental, governmental, and management representatives. Local 1245 Industrial Hygienist Juliann Sum is one of the members of the subcommittee, along with representatives from the Federated Firefighters of California, the Silicon Valley Toxics Coalition, Citizens

for a Better Environment, and various cities and firms in Santa Clara County.

The concept of a model code had been adopted on February 3, 1983, by the InterGovernmental Council, which includes the County Board of Supervisors and representatives from all the cities of the county. Many members of Local 1245 participated at the February 3 public hearing and an earlier public hear-

ing held in January by the City of Santa Clara.

Specific language concerning the list of substances to be regulated and the reporting of carcinogens is being formulated in weekly subcommittee meetings. The target date for completion is early May. The subcommittee recommendations will then be sent to the Task Force of the IGC.

## More PCB testimony by Local 1245

IBEW Local 1245 was set to testify at a fourth public hearing on the PCB standard held by the Cal/OSHA Occupational Safety and Health Standards Board on April 28 in Sacramento.

IBEW Local 1245 is extremely disappointed with major takeaways in the Board's latest proposal, notably —

1) Deletion of the presumption clause whereby any insulating oil was to be presumed to contain at least 50 ppm PCBs unless otherwise certified;

2) Deletion of the requirement that employers replace employee clothing and equipment which cannot be decontaminated;

3) Deletion of the "copious amounts of" water requirement in providing facilities for washing out PCBs accidentally splashed into the eyes.

As of press time, our position regarding the latest proposed standard was being evaluated as to how it would affect our members.

## Payment Processing survey brings wide response from members

Completed survey questionnaires on back and shoulder pain at PG&E's Payment Processing Center have poured into the Local Union's headquarters. As of press time, approximately half of all machine operators and nine other employees had sent in their responses. The symptoms and other information reported in the questionnaires

should be extremely useful in improving the health and safety conditions at the Center.

Additional questionnaire responses from the remaining employees would be greatly appreciated.

To the Payment Processing Center employees — thank you for your participation.

## New questions arise on paint used by Gas Department members

Questions from members in the Gas Service Department have again come up regarding the latest brand of meter paint being used by PG&E — "Debco." In mid-March, the Local Union had been informed that PG&E planned to conduct industrial monitoring sometime in the future. This plan was based on laboratory findings of potentially hazardous ingredients. The Local Union then sent a letter to PG&E on March 23 asking that further field use be discontinued immediately, until the monitoring results were available.

In response, PG&E has indicated that they do not intend to discontinue use in the field but do intend to limit potential exposure through administrative controls and personal protection, such as goggles, face shields, gloves, barrier cream, ventilation in enclosed areas, and adequate respiratory protection for the vapors and mists.

Any member who is unable to obtain adequate protection should contact the Local Union through his or her Shop Steward or Business Representative.

# Here's how to route problems related to health and safety

The information provided in this article is contained in the **LIFELINE** health and safety manual, which has been produced for **IBEW Local 1245** members. This year, all **Shop Stewards** will have the opportunity to receive training on the **LIFELINE** manual in **Stewards' training meetings**. Therefore, we recommend that you contact your **Shop Steward** regarding any questions you have about health and safety and your legal rights.

By Juliann Sum, Industrial Hygienist

## Handling a problem which you believe should be corrected

### Discussions with co-workers, supervisor, and Shop Steward

Your co-workers and the Local Union rely on you to watch out for health and safety problems. Keep in mind that any hazard may jeopardize co-workers now and in the future. If there is a problem which you believe should be corrected, attempt to discuss the problem with your co-workers. Alert them to the potential hazard. Find out whether there is agreement and support for your concern.

Next, talk with your immediate supervisor. If possible, suggest a safer work procedure or other solution. A quick remedy may be possible through these discussions. Ask for a timely response from your supervisor.

Use governmental standards and regulations as a basis for requesting proper corrective action. Point out that these standards and regulations are enforceable by outside agencies.

For exposures to chemicals or noise, your employer may respond by providing respirators or ear protectors. Personal protective equipment is generally the least effective means of protecting your health. More effective methods may include administrative controls, such as job rotation and changes in work procedures, or engineering controls, such as enclosures and local exhaust ventilation. Or, in some cases, a hazardous substance can be removed entirely from the workplace. However, personal protective

equipment should be used if other control measures are not possible.

### Documentation

Make sure to document the problem you are handling by thoroughly recording dates, times, places, persons, and content of all observations, discussions, and events with written notes. This documentation may be needed in the grievance procedure or in other legal procedures later. Draw sketches of the work operation and faulty equipment if applicable. Since it is easy to forget the details of discussions and incidents, document them as soon as possible each time.

If your supervisor is unresponsive or disputes your position, continue documenting and contact the Local Union through your Shop Steward, who will attempt further discussion. If, after discussions with your Shop Steward, the supervisor still does not correct the problem, your Steward will contact your Business Representative. If no Shop Steward is available, you should contact your Business Representative directly.

### Working with your Business Representative and other union staff

If your supervisor will not or cannot cooperate with you or your Shop Steward, your Business Representative will attempt to resolve the problem through further discussions, meetings, negotiations, and/or the grievance procedure. You and your Shop Steward should use the Local Union's "Report of Potential Hazard" form to document the problem and to relay the information to your Business Representative.

If the problem can be resolved, your Business Representative will indicate this on the "Report of Potential Hazard" form and will send the form to the Health and Safety Coordinator. The Health and Safety Coordinator can then use information about this remedy to assist other members facing similar problems.

If the problem cannot be resolved, your Business Representative will contact the Local Union's Health and Safety Coordinator or Industrial Hygienist for assistance. The information documented by you and your Shop Steward will greatly assist your Business Representative and the Health and Safety Coordinator or Industrial Hygienist in their efforts to see the hazard corrected. The "Health and Safety Checklist" on page 25 of **LIFELINE** describes the types of information needed from you concerning your work, the potential hazard, and any symptoms experienced.

## Acting on political and union issues — How you can get involved

It is a constant fight to win and maintain the rights that allow safe and healthful conditions in your workplace. In order to continue this fight, we need your active participation. This is the only way to ensure that your needs and desires are represented.

One way to work with the Local Union on a specific health and safety issue is to request information and recommendations from the Local Union Safety Committee. You should proceed by suggesting to your Unit Health and Safety Committee that the issue be reported to your Unit for discussion. They should use the green-colored "Monthly Report, Unit Health and Safety Committee" form. After your Unit discusses the issue, they may relay the information to the Local Union Safety Committee via the yellow-colored "Items of Safety to be Submitted to Local Union 1245 Safety Committee" form.

You also have the right to submit a concern directly to the Executive Board through your Unit. This concern should take the form of a Unit proposal which the Board must consider.

Here are the types of action that you may wish to propose to the

Local Union Safety Committee or to the Executive Board:

### Adding language for collective bargaining

When your labor-management contract is open for proposals, you can recommend possible changes or additions. For example, you may want to extend your rights to obtain information on hazards or to refuse hazardous work. You may wish to have committees established to conduct inspections or to meet regularly with management on health and safety issues.

### Revising union bylaws, constitution, policies

Through your Unit, you can propose a change in the Local Union Bylaws or the IBEW Constitution. Your Unit can also send organizational suggestions to the Local Union Safety Committee or to the Executive Board. For example, Unit Health and Safety Committees and the staff Industrial Hygienist position were established through Policies by the Executive Board.

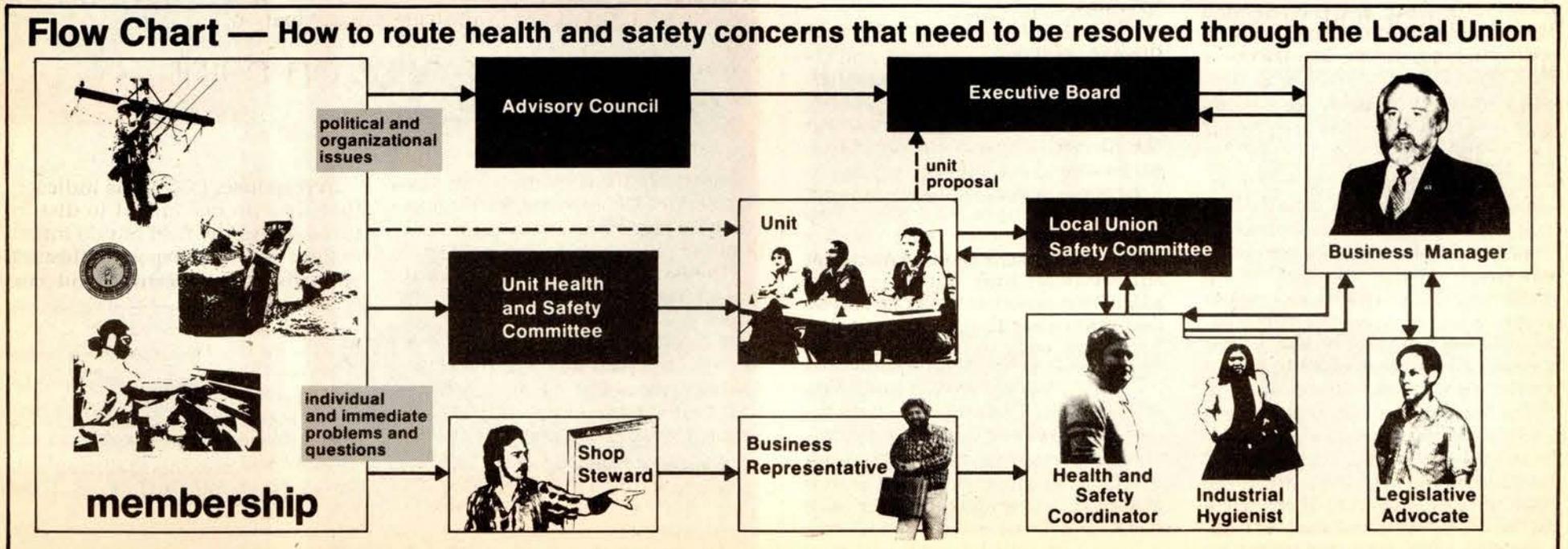
### Petitioning and testifying on laws and governmental regulations

Based on your expressed desires, the Local Union can petition politicians and governmental officials to issue more protective health and safety laws and regulations. Employer groups usually attempt to block the adoption of these laws and regulations. Therefore, we need your documentation of the problems that you have experienced. In addition, your personal testimony will be extremely important in public hearings that are held to consider new laws and regulations.

### Joining with other labor unions and community groups

Other labor unions and community groups may be organizing for specific action on a health and safety issue affecting you. You can propose that Local 1245 participate in a specific activity of this type.

A third way to work with the Local Union on a specific health and safety issue is through the Advisory Council. Your Advisory Councilperson was elected to report membership attitudes, desires, and activities to the Executive Board and Business Manager in meetings held every 3 months. Your Unit can contact your Advisory Councilperson on any matter related to health and safety.



# FOCUS: SHOP STEWARD BOB KENDALL, PETALUMA

Injured on the job in an accident which left him unable to walk in August of 1971, Bob Kendall, a Service Operator, was back at work in record time — learning how to adapt to his chair for mobility and taking measures to help put his life back in order. A man who sees himself as having grown throughout all the readjustments that were necessary following the accident, Kendall gives his Union and its Business Representatives and his longtime Union friends at work a lot of credit for helping him through many of the rough spots. He sees his role as a Shop Steward as giving something back to the Union in return.

By Carol Bedsole

Bob Kendall holds down a desk job at PG&E's Petaluma Service Yard where he's a Service Operator. It's not the job that he thought he'd work up to back when he first went to work in the North Bay Division Gas Department as a Laborer.

Kendall, Petaluma born and raised, had just been out of high school for about one year when he went to work for PG&E and then joined IBEW Local 1245.

Some 10 years later he'd advanced to a Fieldman Classification, and had been temporarily upgraded to Equipment Operator. His life was going along much like he'd expected it would. He'd married, had a daughter, and he'd kept active in a longtime hobby of rebuilding, and detailing cars.

Then the accident.

Kendall says he really doesn't think about it much anymore — unless someone asks.

We asked.

It was a summer day in mid-August. It took a few minutes for Kendall to recall the specific date; August 17, 1971. He was operating a backhoe on a steep incline when the brakes went out. He remembers trying to maneuver the machine away from a house which it was headed for — then the backhoe tipped over, pinning Kendall's legs.

He never lost consciousness during the entire rescue effort when co-workers, and crews which had rushed to the site worked frantically to free him. When a Line-truck boom raised the backhoe Kendall was rushed to a Santa Rosa hospital for a night, and then taken to Franklin Hospital in San Francisco where he spent nearly four months under the care of physicians.

It was during the first month of his hospitalization that Kendall says he was told what he already knew deep inside. He recalls the doctor mumbling, and then Kendall said, "I just told him I knew what he was trying to say; that I would never walk again." And he was right, doctors confirmed that his spinal column had been irreversibly severed.

Kendall says he then steeled himself and started concentrating on a program of recovery and rehabilitation, and adds that it wasn't all that easy.

He vividly recalls the hospital visits from Union friends from Petaluma and the more-than-weekly contact from his Business Representative Corb Wheeler, who is now an Assistant Business Manager of Local 1245.

Kendall points to the help he got on legal matters, worker's compensation issues, and employment guarantees — and just the plain out-and-out support and concern of friends that meant so much to him.

Kendall went on to complete an

extensive rehabilitation program at University of California Hospital in San Francisco, and confesses that initially he was having a lot of trouble adjusting to his injury. He says that during that time the best advice he got on dealing with the new realities that faced him came from a former military commander who was also in a chair. He bluntly told Kendall, "You do what you feel comfortable doing, and how you feel like doing it."

Kendall indicated that that particular advice had something of a freeing effect on him, and made him pay attention to how he wanted to proceed, and not to necessarily follow some hypothetical theory. He then started adapting rehabilitation techniques to ways that worked best for him, and then the adjustments were easier.

Though the 250-pound, 6'2" Service Operator was technically classified as 100 percent disabled, he returned to work in March of 1972, only seven months after the accident. He eased into his job starting back on a part time basis, gradually regaining stamina so he could work a full day, then a full week.

During this time legal matters were settled regarding the accident. The backhoe had been rented equipment which proved to have been mechanically faulty so Kendall received a financial settlement which helped to defray many of the heavy expenses which he'd incurred.

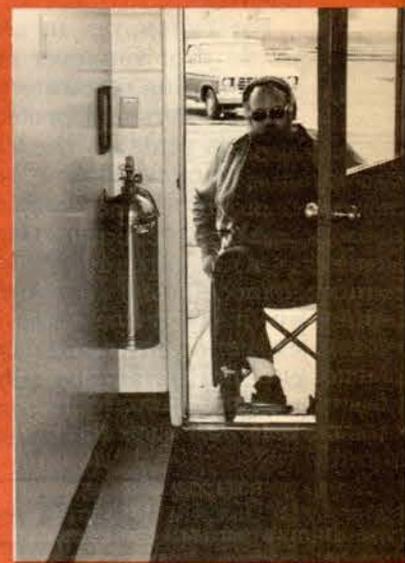
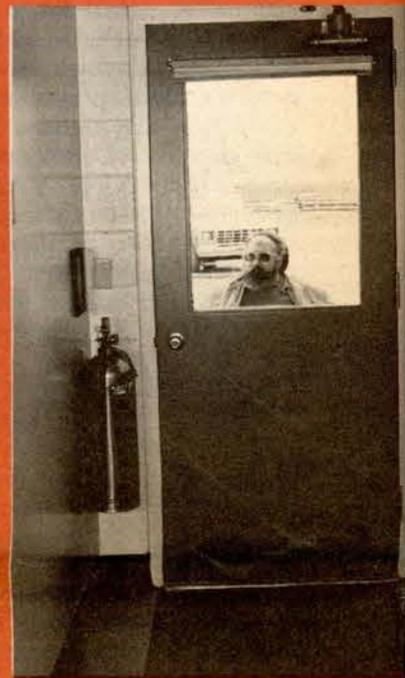
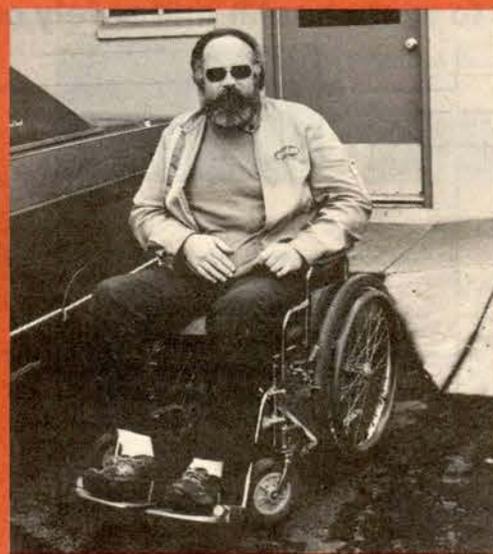
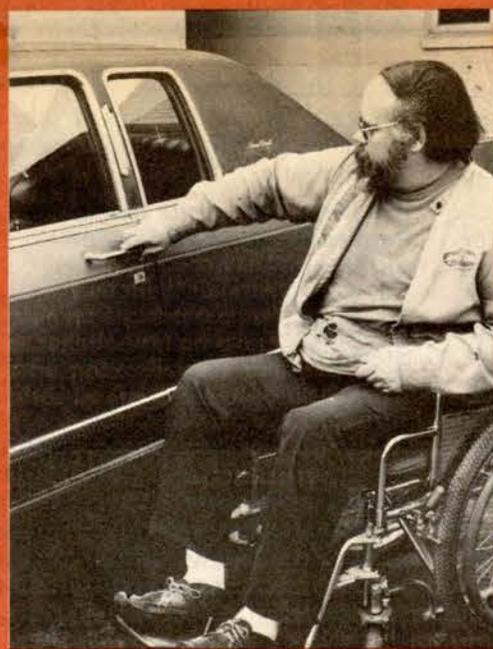
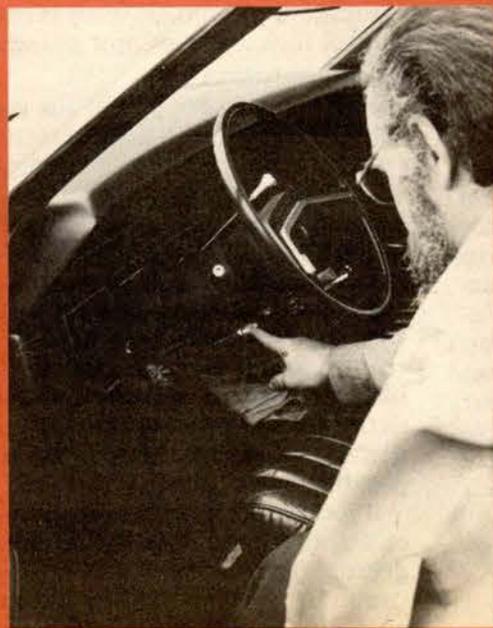
Other changes were going on in his life. He went through a divorce, and several years later remarried a former high school sweetheart, who'd also gone through a divorce. He then became an instant stepfather to three active young children. As far as his hobbies are concerned, his central focus is still rebuilding cars, and his vehicles have placed in a number of shows in Northern California.

At work his knowledge as a Shop Steward is widely regarded and respected for the wide range of expertise he has for issues concerning not only the Gas Department, but the Electric Department and Clerical as well.

Kendall thinks a stable manner and attitude make for a good Shop Steward. "Someone who doesn't blow hot — and who can calmly get information and listen to both sides." He says that today he can do just that — but that such a manner has come with time, tempered by experience. He's also quick to give credit to other Shop Stewards whom he frequently confers with on contract matters, as well as to his longtime friend and co-worker, and another Petaluma-raised Union buddy, Howard Stiefer, Local 1245's President.



Lineman Howard Stiefer, Local 1245's President, is seen out of PG&E's Petaluma Service Yard.



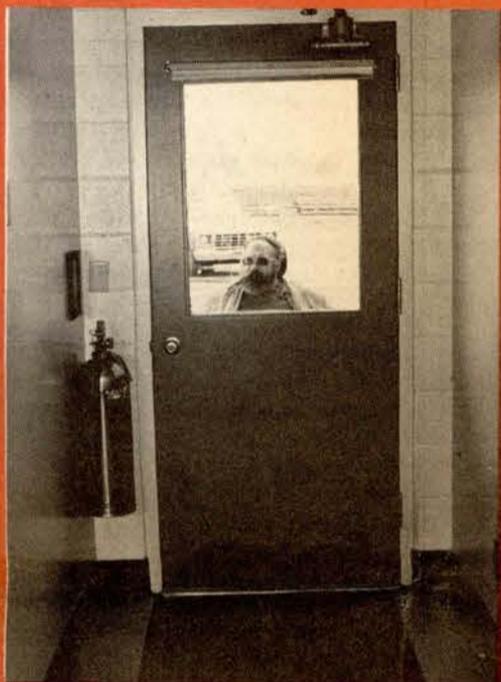
A Service Operator at PG&E's Petaluma Service Center, Kendall is shown in a manually operated model to an electric wheelchair which can't be folded up by a man. It is powered by a stationary battery pack.

Kendall drives to work in a car equipped with hand controls for the accelerator and brake and he parks just a few feet from the entrance to the Yard.



Lineman Howard Stiefer, Local 1245 President, left, who works out of PG&E's Petaluma Service Yard, stops in with Business

Representative Frank Hutchins, right, to meet with Shop Steward Bob Kendall who's busy with a dispatch call.



A Service Operator at PG&E's Petaluma Service Center, Kendall isn't slowed down by his chair. He prefers a manually operated model to an electric one which can't be folded up because of a stationary battery pack.

Kendall drives to work in a car that is equipped with hand controls for throttle and brake and he parks just a few feet from the entrance to the Yard offices.



Electric Crew from Petaluma Yard holds tailboard conference in the field. L-R are Lineman Ray Ingram, Line Subforeman Frank Campbell, T&D Driver Ken Brant and Lineman Stiefer. Campbell was among the rescue team that rushed to Kendall's aid 11 years ago when a backhoe rolled over, pinning Kendall. Campbell was working nearby when he heard a radio distress call. When he arrived at the accident site he used his truck boom to lift the backhoe off Kendall.



During lunch, Kendall wheels out to watch repair work in a gas line at the Yard entrance. In the ditch is Gas Department Light Crew Foreman, Hank Mazzucotelli.

# TAKING CARE OF BUSINESS

## Geysers Access Committee

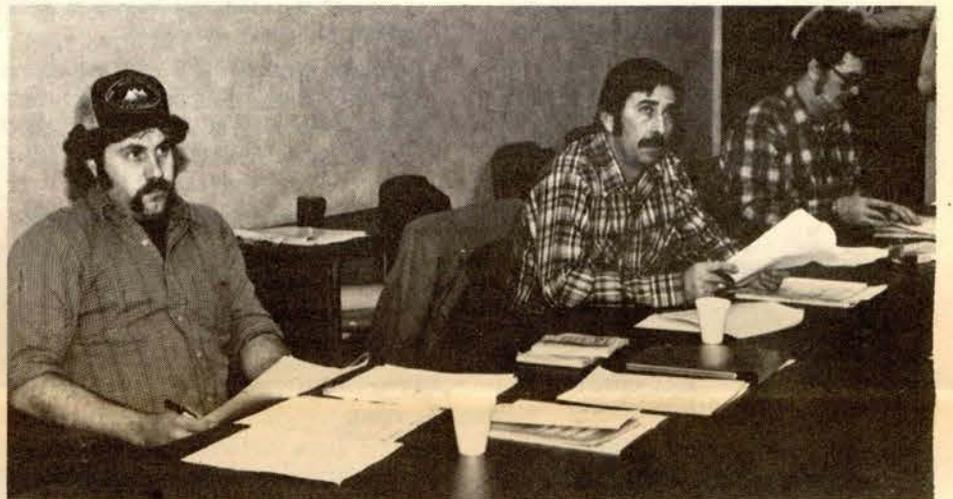
Members of the Geysers' Access Committee recently met at Local Union Headquarters with Assistant Business Manager Ron Fitzsimmons to discuss area road conditions prior to negotiations.



Business Representatives, l-r, Gene Wallace and Frank Hutchins.



L-R, Julian Evans, Kenny Williams and Assistant Business Manager Ron Fitzsimmons.



L-R, Richard Bud Lickey, Harold Walker, Jr., and Ray Gallagher.

## Update: Clerical Evaluation

Following the execution of Letter Agreement No. RI-82-111-PGE on December 1, 1982, the Clerical Job Evaluation Negotiating Committee submitted requests for bid to seven consultants. A total of four consultants responded to the requests. On March 8-11, 1983, all four respondents were interviewed by the joint Union-Company Negotiating Committee. For a variety of reasons, however, the joint committee was unable to agree to the selection of a consultant.

At the conclusion of this meeting,

the joint committee agreed to establish a second list of consultants and invite them to submit a bid for this project. Letters have gone out to seven consultants with a response deadline of April 29, 1983. After the responses are received, the joint Union-Company Negotiating Committee will schedule dates to interview each one. If one consultant can be mutually agreed to, meetings should commence early in May. Watch the Utility Reporter for future updates.

Below: Committee members, minus camera-shy George Foster.



Donna Ambeau.



Jim Kosta, left, and Roger Stalcup, Assistant Business Manager.



L-R, Mary Wise and Gail Alston.



Arlene Cook.



President, left, who works stops in with Business Representative Frank Hutchins, right, to meet with Shop Steward Bob Kendall who's busy with a dispatch call.



Electric Crew from Petaluma Yard holds tailboard conference in the field. L-R are Lineman Ray Ingram, Line Subforeman Frank Campbell, T&D Driver Ken Brant and Lineman Stiefer. Campbell was among the rescue team that rushed to Kendall's aid 11 years ago when a backhoe rolled over, pinning Kendall. Campbell was working nearby when he heard a radio distress call. When he arrived at the accident site he used his truck boom to lift the backhoe off Kendall.



During lunch, Kendall wheels out to watch repair work in a gas line at the Yard entrance. In the ditch is Gas Department Light Crew Foreman, Hank Mazzucotelli.

# FINANCIAL STATEMENT

February 4, 1983

To The Officers and Members of The  
International Brotherhood Of Electrical  
Workers Local No. 1245  
Walnut Creek, California

I have examined the statements of cash receipts and disbursements of your local union for the year ended December 31, 1982 and the related statement of assets, liabilities and equity at December 31, 1982. My examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances.

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

The savings accounts and stock fund account which make up the Supplemental Retirement-Severance Fund are included in these statements as they are carried in the name of the local and are considered an asset of the local. However, as of December 31, 1982 the entire amount in the fund was a liability to present and former employees and the local had no equity in the fund.

In my opinion, the above mentioned financial statements present fairly the cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1982 and the equity of Local No. 1245 at December 31, 1982 in accordance with the accounting principles stated in the note to the statement of assets, liabilities and equity applied on a consistent basis.

**SIDNEY RUBIN**  
CERTIFIED PUBLIC ACCOUNTANT  
650 E. Blithedale Ave., Room C-1  
Mill Valley, California 94941

EXHIBIT A  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
LOCAL NO. 1245  
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS  
THE YEAR ENDED DECEMBER 31, 1982

**GENERAL FUND**

Cash Balance December 31, 1981	\$1,468,894.15
Receipts:	
Local Union portion of receipts:	
"A" members' dues	54,639.98
"BA" members' dues	3,902,665.27
Initiation fees	7,961.99
Reinstatement fees	189.00
Agency fees	21,721.00
Working dues — Outside Line	22,613.37
Difference in dues	228.65
Total	<u>4,010,019.26</u>
Reimbursements to General Fund:	
Receipts held for credit or to refund	3,630.31
Members' credits applied to dues, etc.	( 3,448.29)
Interest	117,725.47
Dividends	286.00
Refunds and reimbursements:	
Loan payments — Energy Workers Center:	
Interest	18,184.64
Principal	13,015.36
Transfers from Replacement Fund	96,676.23
Transfer from Political Donation Fund	3,253.69
Staff expenses	7,385.27
Auto insurance	3,784.12
International per capita	1,532.20
Conference and convention	5,524.12
Health and welfare	1,967.10
Members life insurance — experience rating refunds	48,451.27
Sale of baseball caps	4,613.50
Legal fees	4,081.36
Others, details in quarterly financial statements	4,372.77
Total	<u>331,035.12</u>
International portion of Receipts:	
"A" members' per capita	91,294.30
"BA" members' per capita	909,926.40
Initiation fees	7,961.99
D.B.A.F. fees	76.00
Reinstatement fees	189.00
Agency fees	6,128.00
Pension Reinstatement fees	250.00
Difference in per capita	101.70
Total	<u>1,015,927.39</u>
Total Receipts	<u>5,356,981.77</u>
Disbursements, per page 7 of Schedule of Disbursements	<u>5,672,256.73</u>
Cash Balance, 12/31/82 Details in Statement of Assets, Liabilities and Equity	<u>1,153,619.19</u>

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
LOCAL NO. 1245  
SCHEDULE OF DISBURSEMENTS  
THE YEAR ENDED DECEMBER 31, 1982

**GENERAL FUND**

Affiliation Fees:		
International Brotherhood of Electrical Workers	\$ 933,166.86	
San Francisco C.L.C.	2,880.00	
Santa Clara C.L.C.	3,766.00	
Alameda C.L.C.	6,720.00	
Northern Nevada C.L.C.	1,650.00	
Nevada State AFL-CIO	2,100.00	
Nevada State Electrical Assn.	420.00	
Sacramento C.L.C.	4,560.00	
Contra Costa C.L.C.	3,600.00	
California Federation of Labor	38,500.00	
California State Assn. of Electrical Workers	6,300.00	
Marin County C.L.C.	702.00	
San Joaquin & Calaveras C.L.C.	2,100.00	
Butte-Glenn C.L.C.	780.00	
Napa-Solano C.L.C.	1,284.00	
Kern-Inyo-Mono C.L.C.	1,350.00	
Fresno-Madera C.L.C.	2,780.00	
Sonoma, Mendocino, Lake C.L.C.	1,920.00	
Merced-Mariposa C.L.C.	900.00	
Stanislaus-Tuolumne C.L.C.	1,116.00	
Marysville C.L.C.	240.00	
Humboldt-Del Norte C.L.C.	603.00	
Five Counties C.L.C.	681.60	
Monterey County C.L.C.	576.00	
Joint Ex. Con. of N. C. Elect. Workers	80.00	
Government Coordinating Council	590.00	
Public Employees Council	50.00	
Idaho State AFL-CIO	38.50	
Total	<u>1,019,453.96</u>	
Staff Expenses:		
Salaries	1,713,986.32	
Hotels	26,987.62	
Meals	53,936.52	
Other transportation	12,977.26	
Automobile expenses	114,688.75	
Parking and tolls	7,344.63	
Mileage	5,131.12	
Transfer to Replacement Fund	108,000.00	
Auto fees and licenses	4,493.35	
Auto insurance	18,582.20	
Auto rentals	306.21	
Health and safety	6,240.45	
Credit card fees	396.50	
Total	<u>2,073,070.93</u>	
Research and Education:		
Utility Reporter	\$ 79,505.42	
Public relations	756.83	
Subscriptions and publications	9,513.89	
Miscellaneous meeting expenses	575.08	
Shop Stewards' Conferences:		
Salaries	20,155.90	
Expenses	38,383.03	
Educational	4,298.56	
Scholarship awards and expenses	2,184.40	
Film and recorder	2,824.92	
Dues for memberships to:		
Cal. Council for Environmental & Economic Balance	1,200.00	
Research Institute of America	954.00	
International Foundation of Employee Benefit Plans	325.00	
California State Bar	360.00	
Coalition of Labor and Business	200.00	
Consumers Federation of California	100.00	
Others, details in quarterly financial statements	231.00	
Total	<u>161,568.03</u>	
Office Expenses:		
Clerical salaries	342,311.55	
Rent	76,800.00	
Telephone	108,632.63	
Postage and meter expense	55,985.45	
Supplies and printing	57,936.27	
Equipment maintenance	19,811.91	
Data processing	68,046.50	
Southern California office	3,164.00	
Equipment rental	611.37	
Furniture and equipment	48,345.39	
Payments — computer purchase	6,700.00	
Mileage	476.96	
Meals	90.00	
Notary public	99.40	
Total	<u>789,011.43</u>	

# FINANCIAL STATEMENT

## SCHEDULE OF DISBURSEMENTS

### GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Committee Salaries and Expenses:			
Executive Board	\$ 32,642.95	\$ 10,488.86	\$ 43,131.81
Executive Board Committees:			
Ways and Means	1,266.41	34.45	1,300.86
Benefit	1,189.32	405.77	1,595.09
Advisory Council	13,076.36	33,283.35	46,359.71
Trustee Committee	10,343.41	1,006.84	11,350.25
Conference and Convention	14,441.42	36,104.45	50,545.87
Grievance Committee	10,149.59	18,584.79	28,734.38
Review Committee	9,952.58	3,287.93	13,240.51
P.G.&E. Arbitration	1,592.22	13,788.61	15,380.83
Local Investigating Committee	155.80	749.25	905.05
Industrial Safety	10,066.19	5,224.74	15,290.93
Outside Line Meeting	308.07	722.64	1,030.71
NLRB Hearings		742.06	742.06
Organizing Committee		3,298.63	3,298.63
P.G.&E. Apprenticeship	17,596.20	7,894.90	25,491.10
Picket Duty		63.00	63.00
SMUD Arbitration	139.20	2,186.65	2,325.85
By-Law Revision	272.17	40.20	312.37
P.G.&E. Ballot	102.69		102.69
Political Education	193.13	298.46	491.59
S.P.P. Arbitration		321.66	321.66
P.G.&E. Safety	205.38		205.38
City of Redding Safety	1,897.19	365.47	2,262.66
Election Committee	14,812.26	7,364.29	22,176.55
USBR Safety		42.00	42.00
City of Redding arbitration		216.00	216.00
AC Transit arbitration		807.15	807.15
S.P.P. Safety	1,341.18	803.70	2,144.88
S.P.P. Ballot		257.50	257.50
CP National arbitration		35.00	35.00
Sacramento Regional Transit arbitration	126.02	237.90	363.92
S.P.P. apprenticeship	606.20	424.17	1,030.37
USBR apprenticeship		34.82	34.82
Davey Tree Ballot	186.00	81.00	267.00
Davey Tree arbitration	402.40	1,528.06	1,930.46
Citizens Utility arbitration	580.00	808.30	1,388.30
Joint Apprenticeship Training Committee		192.00	192.00
Bay Area Cablevision arbitration		784.86	784.86
City of Santa Clara arbitration		74.20	74.20
Totals	143,644.34	152,583.66	296,228.00
Various Negotiating Committees:			
Sierra Pacific Power	\$33,052.81	\$ 9,304.46	\$ 42,357.27
Sacramento Regional Transit	9,719.16	1,827.85	11,547.01
U.S. Bureau of Reclamation	2,612.72	8,593.57	11,206.29
Merced Irrigation District	107.27	417.80	525.07
Davey Tree	2,395.23	2,395.83	4,791.06
Sacramento Municipal Utility Dist.	3,429.68	3,426.21	6,855.89
Nevada Irrigation Dist.		514.22	514.22
Lynch Communication	7,942.48	2,383.28	10,325.76
State Cable T.V.		15.00	15.00
Pacific Tree Expert	6,600.44	6,254.03	12,854.47
Tri-Dam		58.80	58.80
Pacific Gas Transmission	1,443.38	4,493.02	5,936.40
Plumas Sierra REC	181.20		181.20
Truckee Donner PUD	966.71	448.00	1,414.71
City of Santa Clara	2,466.74	350.68	2,817.42
Wells Rural Electric	174.64	122.28	296.92
Oroville-Wyandotte Irrigation District		156.00	156.00
Outside Line Construction	2,325.92	2,630.37	4,956.29
City of Oakland		544.20	544.20
Monterey Pen. Cable TV	2,459.85	367.20	2,827.05
Modesto Irrigation Dist.	646.02	1,072.23	1,718.25
City of Healdsburg		88.64	88.64
City of Lodi	27.90	14.91	42.81
Paradise Irrigation District		5.75	5.75
City of Roseville		47.27	47.27
City of Alameda		56.00	56.00
CP National	2,528.43	1,646.06	4,174.49
Shasta Dam Area PUD		19.22	19.22
Glenn Colusa Irrigation District		41.80	41.80
Citizens Utility		22.53	22.53
Turlock Irrigation District		40.00	40.00
Totals	79,080.58	47,357.21	126,437.79
P.G. & E. Negotiating Committees:			
Wage and Contract	\$24,411.36	\$62,448.77	\$ 86,860.13
Pension and benefit	2,301.95	47.06	2,349.01
Departmental:			
PLO Reorganization		115.20	115.20
Fieldman equipment operators	2,203.17		2,203.17
Clerical job evaluation	30,995.08	14,009.87	45,004.95
Nuclear Power Plant operators	2,417.96	628.48	3,046.44
Substation operators	15,821.68	3,366.05	19,187.73
Computer operators	6,911.31	912.69	7,824.00
Technicians		62.92	62.92
Reprographic Dept.	2,261.24	428.36	2,689.60
Gas Service	1,479.31	28.00	1,507.31
Water Department		1,179.65	1,179.65
Gas meter shop		491.67	491.67
Totals	88,803.06	83,718.72	172,521.78

## SCHEDULE OF DISBURSEMENTS

### GENERAL FUND

Membership Supplies:	
Election expenses	30.00
Membership cards	1,041.08
Check-off cards	332.71
Scrolls and IBEW Pins	4,419.27
Dues, buttons and decals	3,227.02
Pencils and clips	2,385.59
International supplies	589.00
Agreements:	
P.G. & E.	17,890.98
S.P.P.	10,543.50
Western Area Power Admin.	3,727.50
Total	44,186.65
Membership Benefits:	
Group Life Insurance	\$ 99,159.06
Flowers	354.59
Pin award dinners	21,522.47
Unit meeting prizes	750.00
Local union unit social fund	600.00
Unit refreshment fund	6,050.00
Memorial Bibles	422.03
Retirement Committee	249.80
Donations in lieu of flowers:	
American Heart Association	20.00
Brookside Hospital	50.00
Heart Assn. of Alameda County	50.00
Diabetes Society of Contra Costa County	50.00
Total	129,277.95
Donations:	
T. Escalante — for medical expenses	750.00
Eagle Scouts	252.24
Boy Scouts	300.00
Citizens Labor Energy Coalition	100.00
Citizens for Better Environment	100.00
Roseville Police Assn.	200.00
Bldg. Trades Family jamboree	100.00
KQED	100.00
Union Label Councils	80.00
Labor Center Reporter	50.00
Total	2,032.24
Payroll Taxes:	
Employee portion:	
U.S. income tax withheld	(409,349.83)
California income tax withheld	( 86,135.09)
FICA withheld	(116,944.46)
SDI withheld	( 8,289.74)
U.S. income tax forwarded	410,035.51
California income tax forwarded	81,296.15
FICA forwarded	117,196.96
SDI forwarded	8,190.45
Local Union Portion:	
FICA	117,196.96
California Unemployment	12,459.40
Nevada Unemployment	238.77
U.S. Unemployment	3,081.75
Total	128,976.83
Employee Benefits:	
Health and Welfare Plans	\$157,890.08
Group Life Insurance	16,164.92
Staff pension plan	255,353.82
Clerical pension plan	48,879.68
Total	478,288.50
Other Disbursements:	
Legal fees	29,540.45
Audit fees	5,500.00
Hall rentals	33,119.88
Refunds	4,986.14
PRD service charges	3,755.38
Workman's Comp. insurance	66,236.00
Bond and other insurance	4,974.50
Baseball caps for resale	3,720.96
Purchase autos	96,676.23
Transcripts	1,772.10
Trustee fees	675.00
Consultants fees	171.00
Other fees	75.00
Total	251,202.64
Total General Fund Disbursements	5,672,256.73

See NEXT PAGE

# FINANCIAL STATEMENT — CONTINUED

From PAGE NINE

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
LOCAL NO. 1245  
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS  
FOR THE YEAR ENDED DECEMBER 31, 1982

EXHIBIT B

REPLACEMENT FUND

Cash Balance December 31, 1981	\$ 89,769.02
Receipts:	
Transfers from General Fund	108,000.00
Interest	6,430.92
Sale of autos	19,408.00
Total Receipts	<u>133,838.92</u>
Disbursements:	
Transfers to General Fund for purchase of autos	96,676.23
Cash Balance December 31, 1982 — Wells Fargo savings account	<u>126,931.71</u>

SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

EXHIBIT C

Balance December 31, 1981	88,352.93
Receipts:	
Interest	9,743.33
Dividend	891.75
Total Receipts	<u>10,635.08</u>
Disbursements — pay benefits to former employee	<u>9,900.00</u>
Balance December 31, 1982	<u>89,088.01</u>
Details of Balance:	
Seven American Savings and Loan Accounts	78,274.15
One Dodge & Cox Stock Fund account — at cost	10,813.86
Total as above	<u>89,088.01</u>

POLITICAL DONATION FUND

EXHIBIT D

Cash Balance December 31, 1981	7,485.28
Receipts:	
Part of Local Union's portion of dues deposited direct to this fund	9,990.50
Interest	60.52
Total Receipts	<u>10,051.02</u>
Disbursements:	
Transfer to General Fund	3,253.69
Friends of Bradley	5,000.00
Californians for McCarthy	1,000.00
Committee to elect Riles	1,000.00
30 other contributions, \$100 to \$500 each	7,250.00
Checks and other bank charges	29.92
Total Disbursements	<u>17,533.61</u>
Cash Balance December 31, 1982 — Wells Fargo checking account	<u>2.69</u>

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
LOCAL NO. 1245  
STATEMENT OF ASSETS, LIABILITIES AND EQUITY  
DECEMBER 31, 1982

EXHIBIT E

ASSETS

Cash Accounts, Cash Equivalent and Stock Fund at Cost:	
General Fund:	
Wells Fargo Bank — checking account	\$ 269,394.82
Wells Fargo Bank — savings account	179,024.37
Investment, FNMA bonds, to be redeemed 1/31/83	700,000.00
Cash Funds	5,200.00
Total General Fund	<u>\$1,153,619.19</u>
Savings Account — Replacement Fund	126,931.71
Checking Account — Political Donation Fund	2.69
Savings Accounts and Stock Fund at cost — Supplemental Retirement-Severance Fund	89,088.01
Total Cash, Cash Equivalent and Stock Fund at cost	<u>1,369,641.60</u>

100 shares P.G. & E. common stock — at cost	3,388.17
Air Transportation Deposit	425.00
Loan Receivable from Energy Workers Center, Inc.	206,803.22
Fixed Assets:	
Automobiles (36) at cost	303,683.31
Less allowance for depreciation	<u>126,100.00</u>
Furniture & office equipment — at cost	254,241.55
Less allowance for depreciation	<u>120,770.00</u>
Total Assets	<u>1,891,312.85</u>

LIABILITIES AND EQUITY

Liabilities:	
IBEW per capita portion of Oct., Nov. & Dec. receipts to forward	253,166.55
Payroll taxes	12,707.11
For Supplemental Retirement-Severance	<u>89,088.01</u>
Total Liabilities	354,961.67
Equity:	
General Fund	1,409,416.78
Replacement Fund	126,931.71
Political Donation Fund	2.69
Total Liabilities and Equity	<u>1,891,312.85</u>

Note: The accounts are maintained on a cash basis. Assets and liabilities consist of those arising from cash transactions and all other material assets and liabilities. Depreciation has been computed on depreciable assets, at 30% per year on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid operating expenses are not included in this statement.

February 4, 1983

To The Board Of Directors  
IBEW Local Union 1245  
Energy Workers Center, Inc.  
Walnut Creek, California

I have examined the balance sheet of the IBEW Local 1245 Energy Workers Center, Inc. at December 1982 and the related statement of income and expense for the year then ended. My examination was made in accordance with generally accepted auditing standards and included such tests of the records and such other auditing procedures as I considered necessary in the circumstances.

In my opinion, the above mentioned financial statements present fairly the financial position of the IBEW Local Union 1245 Energy Workers Center, Inc. at December 31, 1982 and its income and expense for the year then ended in accordance with generally accepted accounting principles applied on a consistent basis.

**SIDNEY RUBIN**  
CERTIFIED PUBLIC ACCOUNTANT  
650 E. Blithedale Ave., Room C-1  
Mill Valley, California 94941

I.B.E.W. LOCAL UNION 1245  
ENERGY WORKERS CENTER, INC.  
BALANCE SHEET  
DECEMBER 31, 1982

ASSETS

Wells Fargo Bank:		
Commerical account	\$ 340.99	
Savings account	197.42	\$ 538.41
Prepaid Insurance		1,361.20
Fixed Assets:	Cost	Depreciation
Land	\$78,077.78	
Building	359,325.61	55,536.00
Equipment	42,003.30	13,282.00
Total Assets	<u>479,406.69</u>	<u>68,818.00</u>
		<u>412,488.30</u>

LIABILITIES AND NET WORTH

Liabilities:	
Loan payable to IBEW Local Union 1245	206,803.22
Utility invoice	<u>1,062.59</u>
Total Liabilities	207,865.81
Net Worth:	
Gain through December 31, 1981	218,588.60
(Loss) for year, per statement of income and expense (Below)	<u>( 13,966.11)</u>
Total Liabilities and Net Worth	<u>412,488.30</u>

STATEMENT OF INCOME AND EXPENSE YEAR ENDED DECEMBER 31, 1982

Income:	
Rent	72,000.00
Interest	903.55
Total Income	<u>72,903.55</u>

Expense:	
Maintenance and supplies	8,646.06
Interest	18,184.64
Depreciation	16,838.00
Utilities	14,395.49
Property tax	8,248.30
Janitor	10,009.37
Insurance	3,189.80
Legal	608.00
Audits	450.00
Settlement of matter involving repairs to roof of former office building	<u>6,300.00</u>
Total Expense	<u>86,869.66</u>
(Loss)	<u>( 13,966.11)</u>



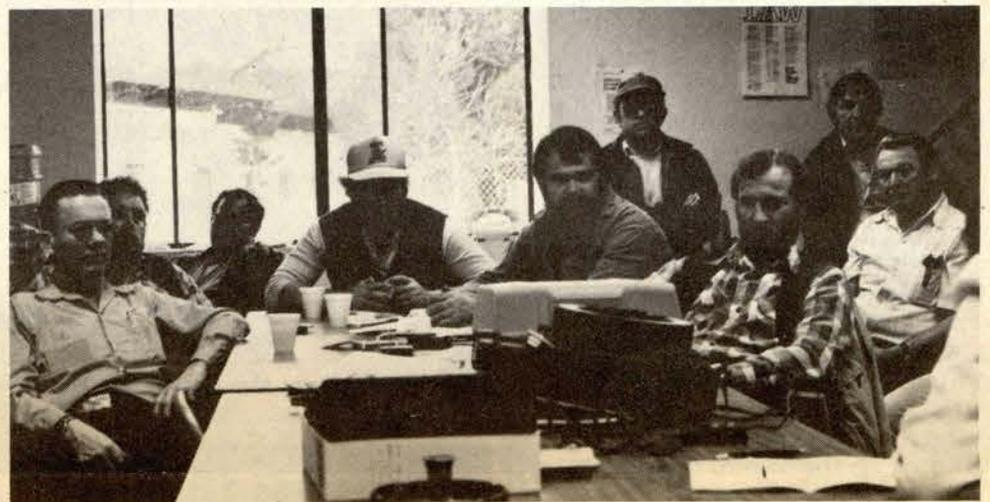
Industrial Hygienist Juliann Sum recently travelled to Healdsburg with Business Representative Frank Hutchins to present the Local's PCB slide show to members of the City of Healdsburg at the Corporation Yard there. The media presentation was well received and questions revealed substantial interest from members in learning how to deal with possible PCB exposures. Those attending the viewing included: Ed Arguelles, Roland Arguelles, Bill Atkinson, Dave Brown, Russ Clow, Pete Frates, Larry Giovannoni, Mike Hayes, Bob Larson, Larry Lawrence, Gene Lownes, Jim Lynd, Dennis McAdon, Joe Don McMasters, Joe McMasters, Joe Mendes, Bob Miniker, Luigi Muzzin, Wayne Seavers, Jim Silva and Lew Taylor.



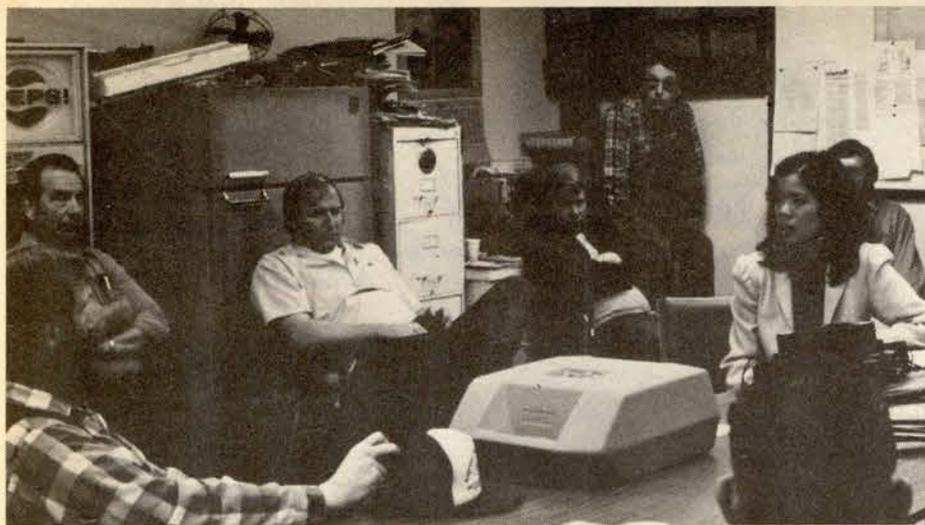
Group prepares for slide show presentation.



Business Representative Frank Hutchins, right, meets with Shop Steward Larry Giovannoni.



Members set for viewing.



Juliann Sum fielded question and answer period with the members following the slide presentation.



One of the slides.

## Report on bargaining update From PAGE ONE

trial injury were the prime reasons for these two rejections.

### CP National - Needles

On April 19 Company and Union negotiating committees will exchange proposals and commence the collective bargaining process. Local 1245 negotiating committee members are Craig Rowen, James R. Johnson and Business Representative Wayne Weaver.

### CP National - Elko Telephone

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 collec-

tive bargaining process. Local 1245's negotiating committee consists of Dora Carone, Sondra Reynolds, Charles Stout, Pat Was-tun and Business Representative Darrel Mitchell.

### Citizens Utilities Company

Local 1245 has notified the Company of its desire to amend the current agreement which will term out on August 31, 1983. On May 18-20 Union's committee will meet at the Local Union headquarters to review membership recommendations and develop this year's bargaining program.

The first bargaining session with Company's committee has been

scheduled for the week of May 23-27. Local 1245's negotiating committee consists of Joe Aquilio, Joe Belle, Bruce Gilbert, Mary Ann Kostick, Zatha Ladra, Dave Monath and Business Representatives Scott Thomas and Perry Zimmerman.

### Plumas-Sierra Rural Electric

Local 1245 has notified the Company of its desire to amend the current agreement which will term out on June 30 of this year. Local 1245 has requested arrangements and schedules be established to commence the collective bargaining process. Local 1245's negotiating committee consists of David

Wearin, Greg Nervino and Business Representative Darrel Mitchell.

### Group W Cable - Ukiah, Willits, Fort Bragg, Santa Maria, Santa Cruz, Lompoc, Reno and Tahoe

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.

Local 1245's 1983 Cable TV bargaining program was established and developed at the February 12, 1983 Cable TV Stewards' Conference. Union's negotiating committee will be appointed shortly.

## MARK YOUR CALENDAR!

**Golf Tournament:  
May 7**

**Poker Run: May 15**

**Annual Local 1245  
Slow Pitch Softball  
Tournament: July 9-10.**

## Meter Readers

From PAGE ONE

The four rank-and-file Meter Readers, Dalzell and Business Representative Sam Tamimi, who make up the Union's Subcommittee have now met with the Company five times with two more meetings set for the end of April.

● The Subcommittee is most encouraged by the company's initial response on the issues of standards, audits, route sizing and maintenance, and the floating holiday (contract section 14.3(b)). "We still haven't seen the company's full position on standards and route assignments, but their early comments show some flexibility on these issues" explained spokesperson Dalzell.

● "We've had several good discussions about the problems we have with some of the standards the company now uses and the wide differences in the standards from office to office, and we hope that the company's full counter-proposal will address our concerns."

● The areas of most serious disagreement appear to be job security, flex-time, and transportation. The Union is proposing guaranteed continued employment with the company for Meter Readers whatever technological changes are made, flexible working hours, and a car for each Meter Reader. The company, on the other hand, has not been willing to guarantee continued employment, has opposed flex-time, and has proposed instituting a van-pool program using 25 vans in 14 offices to shuttle Meter Readers to and from their jobs.

● Van pooling, which has been going on on an experimental basis in the Fremont office since last July, has the Union particularly worried. "We have serious health and safety concerns about the use of van pools," said Dalzell, "and don't think that it leads to increased productivity." East Bay Meter Reader Louise Music, a Meter Reader Subcommittee member emphasized the "special problems women Meter Readers are having with the van pool — bathroom access and personal security are real concerns of female Meter Readers and the van pool idea just isn't safe or healthy."

● A number of other issues, including inclement weather, congregating, job definitions, and health and safety have been raised by the Union. Although these issues have been fully discussed with the company, it is still too early to report on the company's response and likely resolution of these issues.

## Election Committee reviews procedures, eligibilities

Recognizing the importance of their assignment, members of the Local Union's Election Committee gathered recently at Local Union Headquarters where they reviewed bylaw provisions outlining their duties. First action of the Committee was to elect Chales Larsen as Judge of the Committee for the upcoming election. Then the members set out to work on certifying candi-

date eligibility, and corresponded with those eligible and subsequently logged in and reviewed resumes that were received, in preparation for publication in next month's Utility Reporter. At the end of April the Committee was set to further review all material and to develop information and establish procedures relative to balloting.

Photos: Carol Bedsole



Assistant Business Manager Orv Own, staff resource person.



Chuck Larsen, PG&E Colgate Division, Credit Representative, elected Judge of the Committee.



Marsha Barker, Lynch, Reno, Mechanical Assembler.



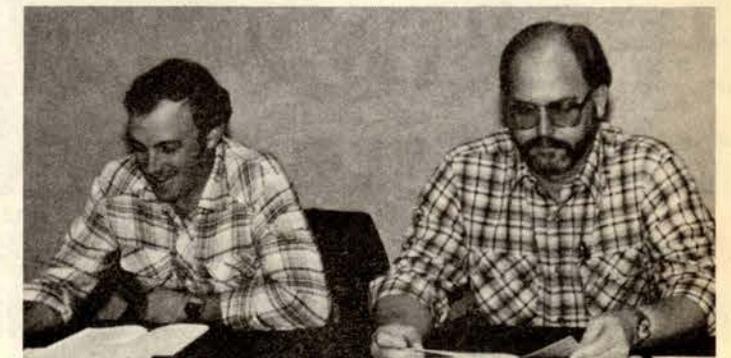
T. G. Jerry Brown, Citizens Utilities Co., Elk Grove, Key System PABX Tech.



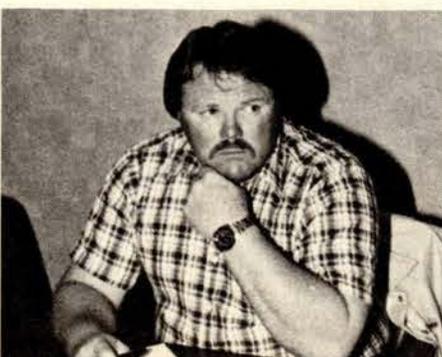
John Callahan, SMUD Troubleshooter.



L-R, Bill Brill, PG&E San Jose Division, Meter Reader, and David Pittman, Modesto Irrigation District.



Richard C. Perry, Western Area Power Administration, Lineman, and Julian Evans, PG&E Santa Rosa Substation Maintenance, Apprentice Electrician.



James E. Findley, PG&E General Construction, Mechanic, Hydro/Substation.



Ron Blakemore, PG&E Stockton Division, Lineman.



Christine Lay, PG&E Sacramento Division, Meter Reader.