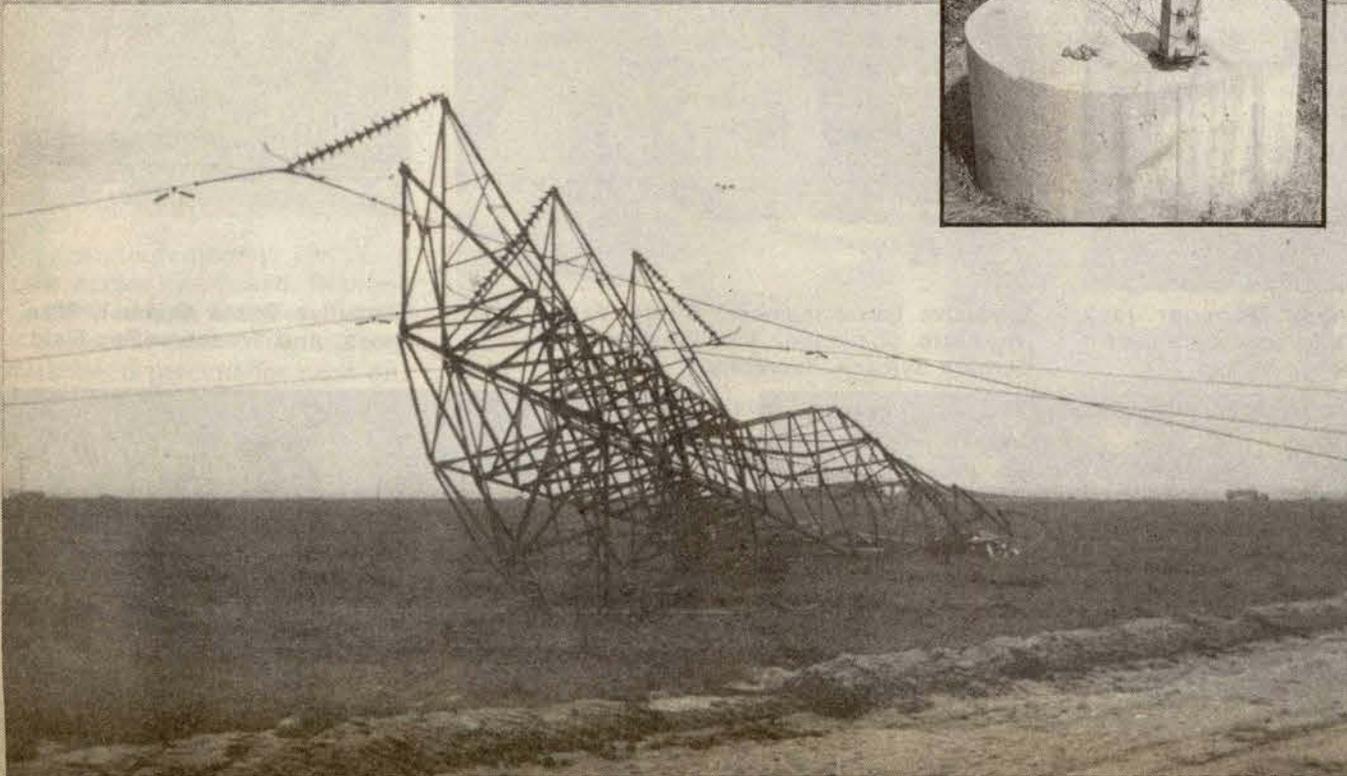




UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Fierce storm downs towers in San Joaquin Valley area



Photos: Ron Van Dyke

It was reported that the lights merely dimmed in nearby Bakersfield when a series of 35 high voltage towers toppled like matchsticks in a violent 100-mph wind storm in the San Joaquin Valley outside of Buttonwillow on September 21. Automatic switching took over when the towers were sheared off

their footings, and bolts looked as if they'd been cleanly sliced in half. Members have been putting in seven, 12-hour days a week on the repair of the 6-miles of downed 230kv and 500kv towers, some on the intertie.

Citizens contract ratified after lengthy negotiations

By Scott Thomas, Business Representative

The shoe was on the other foot, nationwide this year, as far as union negotiations were concerned, with many people giving up much of the hard fought ground they have won over the years.

Even so, IBEW Local 1245 has managed to maintain most of the gains which we have obtained over the years and in fact have added to the list of gains in our bargaining with the employers we deal with.

This year Citizens Utilities Company of California served us with notice that they intended to cancel the agreement, effective 12:00 a.m., August 31, 1983. This is the first time that the Company has ever cancelled the agreement, however in the past the Union has cancelled the agreement, according to Orv Owen, Assistant Business Manager, who has overall responsibility for the Union's dealings with Citizens Utilities.

The Union's Negotiating Committee, made up of Business Representatives Scott Thomas and Perry Zimmerman also included Mary Ann Kostick, Zatha Ladra, Joe Aquilio, Joe Belle, Bruce Gilbert

and Dave Monath, all members of Local 1245 employed by Citizens Utilities, met with the Company's Negotiating Committee approximately 25 times from the beginning of July through the first week of September. As the cancellation deadline approached during the last week of August it was mutually agreed to extend the contract until 12:00 a.m., September 23, because progress was being made towards the resolution of the negotiations. The Union received the Company's final economic offer of settlement on September 7.

During the course of these negotiations the Union's Negotiating Committee has made a concerted effort to inform our members who are employed by Citizens of the progress we were making. As with most negotiations, little progress was made in the initial steps of negotiations. Much time was spent discussing single words or sentences, which in fact affected the meaning of the entire section or even the article we were working on.

Ratification meetings were held in Susanville on the 13th, in Alturas

See PAGE ELEVEN

Arbitration; explained, reviewed

Arbitration. What is it? How are Arbitrators chosen and who are they? What cases go to arbitration? How does an arbitration work? Why does it seem to take so long? These and some of the other most commonly asked questions about arbitration are discussed on page 9 of this issue of the Utility Reporter. Reviews of recent arbitrations won by Local 1245 begin below.

Sacramento Municipal Utility District Custodian Kenneth Walker is back on the job following a decision by the General Manager's Hearing Committee on a grievance filed by Local 1245 at the time of his discharge by the District in April of this year. As a result of the decision, Walker received three months of back pay.

Walker, who was hired in 1981, was fired in April 1983 as a result of alleged inattention to public service and insubordination due to excessive absences and cleaning irregularities in his work assignment.

Staff attorney Ann Miley, who represented the IBEW at the hearing, argued that Walker's heavy assignment when he returned to supposed "light duty" from surgery had contributed to his continued ill health and to the number of absences. Further, the Union argued that Walker had not received progressive discipline for his shortcomings prior to his termination, which was without "just cause" as required by the Memorandum of Understanding.

In its decision issued July 19, 1983, the General Manager's Hearing Committee found that the discharge was too severe and not consistent with progressive discipline and therefore not for just cause.

After a review of Walker's previous disciplinary record, the Committee reduced his termination to a five-day suspension.

Members Lupi Perez, Sally Marez and Jeff Casinelli all testified on Walker's behalf. It was their testimony that contributed to the first reversal of a General Manager's disciplinary decision by his own committee in 10 years, according to Business Representative Mack Wilson.

At present the Memorandum of Understanding allows arbitration only for discipline of five days suspension or less. Discipline of five days suspension up to and including termination can be reviewed only by the three-person General Manager's Hearing Committee.

See PAGES EIGHT, NINE

Election won by Local in South Tahoe

IBEW Local 1245 won a certification election on October 6 at South Tahoe, CP National Corporation, which provides gas service to residents in that area.

Business Representative John Stralla has notified the Company that Local 1245 is ready to negotiate a labor agreement for the newly certified group.

It was a unanimous election on behalf of Local 1245 representation.

Contract results due Oct. 27

Results of the PG&E contract ratification balloting were not available at press time.

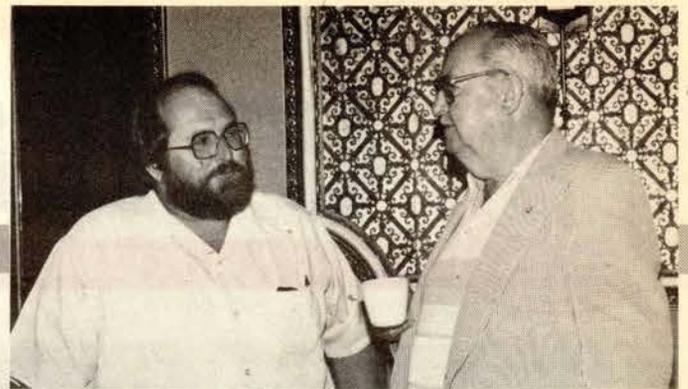
The Local's Ballot Committee was set to tally final results during the last week in October.

Results of the vote will be sent out in bulletins, and will be available on the toll-free number, 800-227-5607 after 5 p.m. on October 27.



New Advisory Council meets in Concord

At their first meeting following the recent election, new Advisory Council members were sworn in by President Howard Stiefer. Their second meeting, and the last for 1983, will begin at 9 a.m., November 5 and 6 at the Sheraton Inn in Concord.



President Stiefer, left, meets with former Business Manager Ron Weakley at recent Advisory Council meeting.

Utility Reporter

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Business Manager
& Executive Editor
JACK McNALLY

Managing Editor
CAROL BEDSOLE

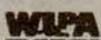
President
Howard Stiefer

Executive Board
Nannette Dominguez
Barbara Symons
Ron Field
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Cindy Vallejo
Kathy F. Tindall
Lyman Morrison

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Credits:

Contributing writers, staff attorneys Tom Dalzell, Ann Miley; Assistant Business Manager Ron Fitzsimmons; Industrial Hygienist Juliann Sum.



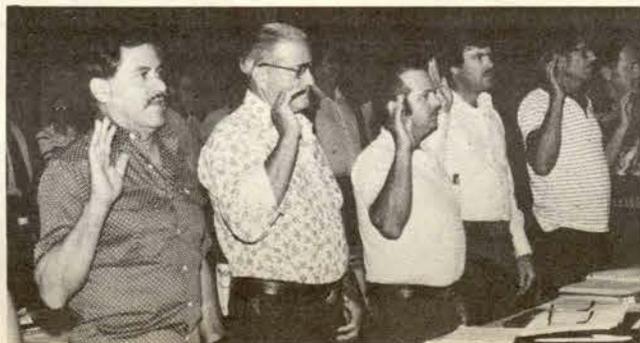
Business Manager Jack McNally welcomes new Council members.



Executive Board members Cindy Vallejo, Nannette Dominguez, Vice President; and Barbara Symons, Secretary.



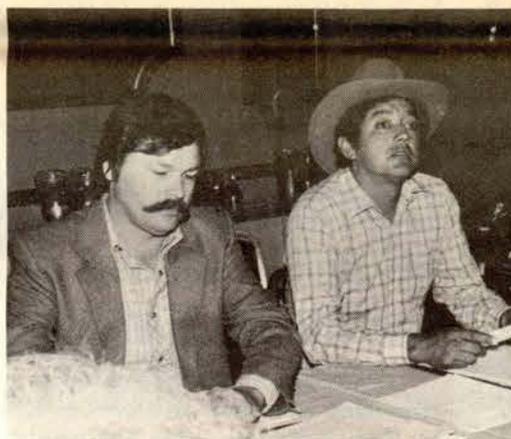
Executive Board member, Mike Davis, and Treasurer Ron Field.



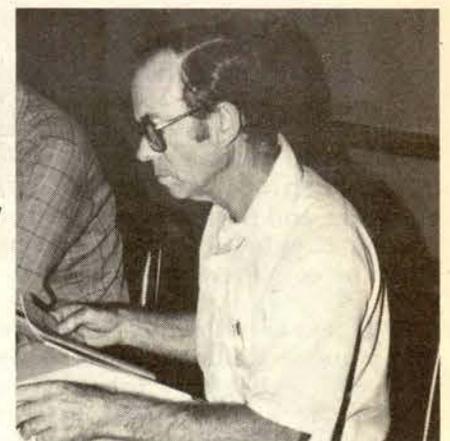
Swearing In —



Advisory Council members



Advisory Council members taking care of business.



ADVISORY COUNCIL MEMBERS:

Mark Abercrombie, Sacramento; LeRoy Adams, Pipe Line Operations; E. Duane Bartlow, Irrigation Districts; Richard Bidinost, San Jose and City of Santa Clara; Bob Cahill, Tree Trimmers; Jim Coe, Stockton and City of Lodi; John Delsman, Coast Valleys; Clark Fleming, Humboldt; Tom Garcia, San Joaquin; Skip Harris, De Sabla; Stan Justis, Drum; Jay Killgore, Sierra Pacific Power Company; Frank Locati, Pacific Gas Transmission Company; Dave Mason, Citizens Utilities Company of California; Bill Miller, USBR; Jim Mitchell, Clerical At-Large; Will

Nunez, Regional Transit; Jack Osburn, Colgate; Fred Pedersen, General Construction; Herman Reuther, San Francisco and General Office; Will Rodriguez, Shasta; Ray Shepherd, East Bay & Material Control; Tom Smiley, SMUD; Robert Smith, AC Transit/East Bay Municipalities; Anne Spencer, Manufacturing; Larry Wood, North Bay; Gwen Wynn, San Francisco-Vice President & Comptroller's Dept.; Becky Rosecrans was an alternate at the last meeting.

APPOINTMENTS

IBEW NINTH DISTRICT PROGRESS MEETING

Jack McNally	Howard Stiefer
Nannette Dominguez	Barbara Symons
Ron Field	Michael J. Davis
Cindy Vallejo	Kathy Tindall
Lyman Morrison	Darrel Mitchell
Larry Pierce	Ron Van Dyke

PACIFIC GAS AND ELECTRIC COMPANY

P.G. & E. Ballot Committee
 Charles Larsen, Jr. Rebecca H. Rosecrans
 Ron Blakemore Christine Lay
 Leroy Adams Sandra A. Rankin
 Dean Gurke Harvey Iness
 John Delsman Sterling Coldren, Jr.
 Tim Healy Leo Jameson, Jr.
 Frank Kenney, Jr.

Steam Generation Traveling Crew Committee

William O. Murphy

Materials Training Committee

Raymond Kmetz
 Larry Casserly

Substation Rerate Committee

Gary Outlaw William G. Hosford
 Herman Reuther Hollis C. Ertelt
 Jerry Covert Ronald D. Thomas

CITY OF GRIDLEY

1983 Negotiating Committee

Tom Hill
 Barbara Roberts
 Tom Wiles

CITY OF ROSEVILLE

1983 Negotiating Committee

Joseph Reding
 Steven Wolf

NEVADA IRRIGATION DISTRICT

1983 Negotiating Committee

Wilbur A. Baum
 Thomas A. Santos
 Terry Mayfield
 Roy F. Finnegan

STATE TV CABLE

1983 Negotiating Committee

David Alan McGuire

PACIFIC GAS TRANSMISSION

1983 Negotiating Committee

Les Banta Paul Hathaway
 Mark Latta Frank Locati

CENTRAL LABOR COUNCILS

Northern Nevada Central Labor Council

Lee Thomas

CONFERENCES AND CONVENTIONS

International Labor Press Association

Carol Bedsole

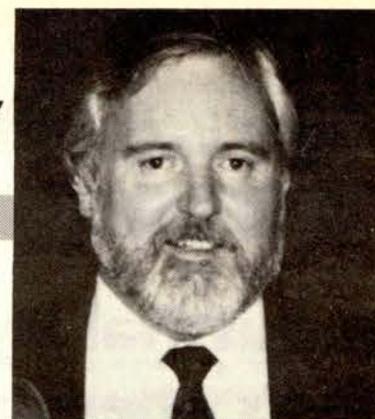
Inter-Union Gas Conference

Manuel A. Mederos Louis Anzaldo
 Ron Fitzsimmons Howard Stiefer

National Safety Congress

Ron Fitzsimmons

POINT OF VIEW



IBEW 1245 Business Manager

NOBEL PRIZE WINNER

Solidarity leader, Walesa furthers cause of peace

Last month, Lech Walesa, leader of Poland's Solidarity Labor Union, was awarded the 1983 Nobel Peace Prize. In awarding the prize to Walesa, the five-member Nobel Committee said:

"In reaching this decision the committee has taken into account Walesa's contribution, made with considerable personal sacrifice, to ensure the workers' right to establish their own organizations.

"This contribution is of vital importance in the wider campaign to secure the universal freedom to organize - a human right as defined by the United Nations. Lech Walesa's activities have been characterized by a determination to solve his country's problems through negotiation and cooperation without resorting to violence. He has attempted to establish a dialogue between the organization he represents - Solidarity - and the authorities. The committee regards Walesa as an exponent of active longing for peace and freedom which exists, in spite of unequal conditions, unconquered in all the peoples of the world.

"The Committee has on several occasions when awarding the Peace Prize emphasized that a campaign for human rights is a campaign for peace. Furthermore, the committee believes that Walesa's attempt to find a peaceful solution to his country's problems will contribute to a relaxation of international tension.

"In an age when detente and the peaceful resolution of conflicts are more necessary than ever before, Lech Walesa's contribution is both an inspiration and an example."

It is interesting to compare the Polish Solidarity struggle to organized labor's struggle here in the United States. Prior to 1935 in the United States, worker efforts to organize unions were difficult at best. Many times unions were smashed and leaders jailed. After many years of turmoil, finally in 1935 Congress became convinced that a law was needed to bring about industrial peace. The National Labor Relations Act basically provided protection for workers in their right to organize and to bargain collectively concerning wages and working conditions. The law has been amended from time to time over the last 48 years, which has put some restrictions on organized labor. However, the basic protection is still there.

In the 1960s labor laws were enacted in one form or another in both the federal sector and local government to provide workers some rights to meet and confer on wages and working conditions. Most of these public agencies' labor laws are not nearly as strong as the National Labor Relations Act, but nevertheless do provide some protection.

Through these statutes, workers, through their unions, have been able to improve their standard of living, ensure their civil rights, educate their children, and provide dignity on the job.

In Poland, however, it is a different story. It is worse than what it was for U.S. workers prior to 1935. The question is whether or not a workers' union can even exist. When Poland's Solidarity Union called a strike and demonstrated over very fundamental human rights, the Polish government outlawed the Solidarity Union and jailed its leaders.

Lech Walesa said in his letter to the AFL-CIO Convention held in September, "The problems facing the American working people seem to differ fundamentally from those confronting us in Poland. First and foremost, the difference lies in the possibility of legal existence and functioning of trades unions, independent of the state and/or the employers."

Walesa also pledged that Polish workers will continue to fight for workers' and civil rights in Poland.

The courage and willingness of Lech Walesa to stand up under the oppressive conditions in Poland and fight for human justice deserves the honor of the Nobel award. His award is a message to the world that labor's struggle is a struggle for world peace.

In Unity —

Industrial Hygienist Sum tests fiberglass exposures

We have received numerous questions from members regarding the potential health hazards associated with handling and cutting fiberglass equipment. In response to these questions, Local 1245 Industrial Hygienist Juliann Sum, with assistance from Business Representative Mickey Harrington, has conducted industrial hygiene tests to determine the exposure levels with respect to the legal limits.

The long term health effects of fiberglass are not fully known at this time. The National Institute for Occupational Safety and Health considers fiberglass to be more harmful than most nuisance dusts, because it can produce scarring and stiffening of the lungs in animals and respiratory tract irritation in humans. Large diameter particles of fiberglass can cause skin and eye irritation and have been found to be associated with non-cancerous respiratory disease in humans; smaller diameter particles of fiberglass have the ability to penetrate deep into the lungs. However, NIOSH does **not** consider fiberglass to be as hazardous as asbestos.

The current legal exposure limit for fiberglass is Cal/OSHA's Permissible Exposure Limit for nuisance dusts and particulates: 10 milligrams per cubic meter of air, as

an 8-hour time-weighted-average concentration.

The Local Union's testing of fiberglass exposures indicates that the following operations do **not** involve exposures exceeding the Cal/OSHA limit:

- 1) Handling and cutting switch rods;
- 2) Sawing parts of an underground tub and box extension for a tub;
- 3) Underground switching.

This conclusion is based on calculations which assume that the times spent per workshift on these operations are very brief — that is, 30 minutes or less.

We have learned of one possible remedy towards reducing the fibers and dust generated during the handling of switch rods. A new type of switch-rod-with-switch assembly has been made available in at least two Divisions of PG&E. The rod of this assembly, manufactured by KPF, appears gray in color, with a thicker coat of resin than the older rod, and appears so far to be standing up well to aging and weather.

If you have any questions pertaining to the above information, please contact the Local Union through your Shop Steward or Business Representative.

LOCAL 1245 - PG&E

Highlights of Joint Health & Safety meetings

Debco brand meter paint:

PG&E indicated to Local 1245 that the two most hazardous ingredients in the Debco paint have not been detected in workers' breathing zones. This was determined through industrial hygiene monitoring which the Local Union observed this past summer in San Jose Division. Company indicated that they will attempt to provide a written report in November.

Nevertheless, Company indicated that respirators and gloves, which are appropriate for these chemical exposures, will still be provided to employees upon request. We encourage you to use this option when needed.

ImunOak(R):

The Company indicated that they will continue to provide ImunOak(R) to employees upon request.

If you are interested in using ImunOak(R), or any other poison

oak extract which is ingested orally for the prevention of allergic reactions to poison oak, we strongly recommend that you see a physician during your period of treatment. Some individuals can develop unwanted side effects from using this product.

Material Safety Data Sheets:

PG&E has been attempting to straighten out months of confusion within management regarding the availability of Material Safety Data Sheets to employees. At the October 5, 1983, meeting, PG&E indicated that an employee who desires health and safety information on a hazardous substance which he or she works with should write a note to his or her supervisor, with as much information as possible about the substance in question.

For further information about MSDS's and your legal rights, please see LIFELINE, the local Union's health and safety manual.

DO LOCKS HOLD THE KEY?

New research reveals unique findings in hair analysis study

By Susan Beauchamp,

Research Director, American Physical Fitness Research Institute

Hair Analysis has been used and misused since it was first developed in the early 1920's. Originally designed to help archaeologists determine the mineral content of mummies, it has since taken a place in crime investigation. Each individual's unique combination of diet, metabolism and environment dictate that, just as no two people have identical finger prints, the mineral content of each person's hair is entirely personal.

It has also been used in mail order businesses where unrealistic representations were often made. While valuable information can be derived from hair analysis, it can not tell you if you have such things as cancer or osteoporosis.

There are, however, people working in the field who are doing very responsible and interesting work. One is William Walsh, analytical chemist at Argonne National Laboratories who has done some provocative research which shows strong correlations between violent behavior and abnormal levels of trace minerals in the hair.

These studies suggest a metabolic or chemical imbalance that effects the way the body can assimilate nutrients. Other information indicates that the behavior of both prison inmates and parolees responds favorably to diets that exclude junk foods. If such people need to pay special attention to nutrition to be able to properly balance their needs, consuming foods that are notoriously high in sugars and other refined carbohydrates and low in nutrition may actually be deadly . . . to someone.

With violent crime on the rise such studies deserve all the attention they can get. They may contain the keys to discovering how to "manage" violence in much the same way as we are learning to manage high blood pressure or diabetes.

P.G.&E. will have an open period for changing medical plans November 14 - December 13, 1983.

Governor at it again— goes after Cal/OSHA, other regulatory agencies

Governor Deukmejian has announced a plan which threatens to undercut many of the basic legal protections of workers and citizens in California.

Every regulatory agency in the State of California has been instructed to solicit public comments and petitions which will be used to eliminate or change its regulations. These agencies include Cal/OSHA and the Workers' Compensation Appeals Board. It is clear that the Governor fully intends to tie up most of the resources of the State agencies in this process and to allow business interests the opportunity to dominate future regulatory decisions and activities.

In early August, Business Manager Jack McNally, who also chairs the Health and Safety Committee of the California Labor Federation, AFL-CIO, alerted the State Federation of the need to oppose the Governor's "Regulatory Review Program." Opposition has included letters of testimony sent to key agencies and notifying legislators of the need for legislative oversight hearings.

Technical assistance on this issue is being provided to labor unions by the Bay Area Committee on Occupational Safety and Health (BACOSH), a volunteer coalition headquartered in Oakland.

Davey Tree members learn CPR, First Aid

More than 40 members from eight Davey Tree Headquarters recently completed CPR training at the Local Union and some also completed First Aid training taught by El Cerrito Firefighter Bob Gorbish. Among those members who participated were: Joseph Abree, Jess R. Atchison, Ronney Barrerns, Rick Brixey, Kevin Bukowatz, Robert Cahill, Brian Christensen, Jeff Cooper, Chester Davidson, Greg Doss, Charles Ervin, David Fajardo, Rick Gregory, Dan Handt, Robert Horning, William Howarth, John King, Norman Langenes, Ken Lowry, Jose Luis, Paul Mandt, Don Matthews, Greg McKinnon, Pat Moyer, Lee Nachtrieb, Harry Newcomb, Gabe Perez, Alan Peterson, F. M. Phillips, Gary Phillips, Ron Reed, Jose Sahagun, Robert Saylor, Jack Senicola, Mike Shoemaker, Steve Simon, J. E. Smullen, Mark R. Stallard, Bill Stone, Roger Stone, Donald Sweet, Mark Sykes, Robert Tennie, Ruben Ybarra.



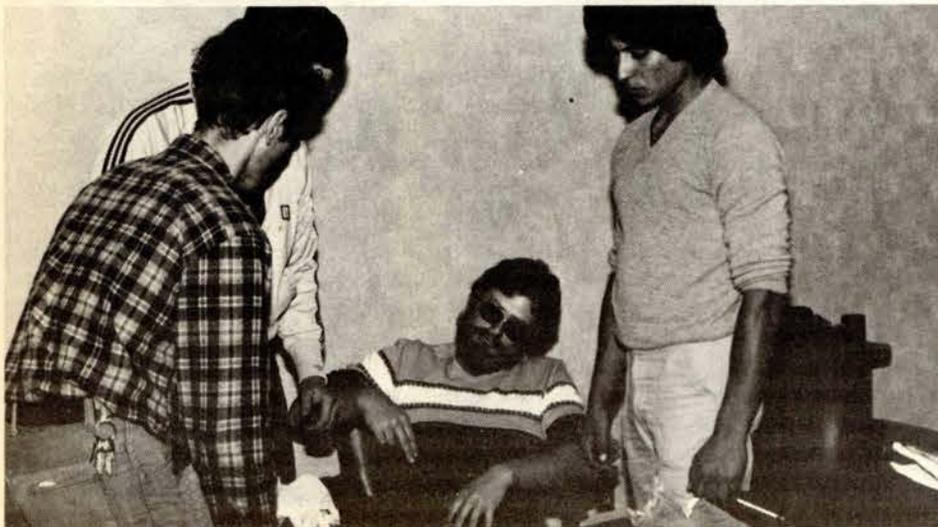
Rob Saylor, right, attends to 'leg wound' of 'victim' Don Matthews.



Attention to details in preparing a sling is given by members, l-r, Mark Stallard, Bob Horning and Gary Phillips.



Firefighter instructor, Bob Gorbish, left, checks Ron Reed's bandaging technique.



Jose Sahagun, right, and 'victim' Don Handt, center, observe as instructor surveys procedure.

Silicone compound problems? notify your Business Rep

IBEW Local 1245 has been continuing to meet with PG&E about eye irritation and eye-injury hazards related to the use of silicone compounds. We urge any members who have experienced or are experiencing definite health problems from silicone compounds, notably eye and respiratory tract irritation, to contact the Local Union. If you have not already done so, please provide the information to your Business Rep.

DES STUDY BEGINS

Side effects of hormone to be surveyed in state

Community groups in California are being asked to help with a one-time public information campaign about DES. DES, deethylstilbestrol, is the synthetic hormone given to millions of pregnant women from 1941 to 1971 for the prevention of miscarriage. In 1971, the Federal Drug Administration banned the use of DES for this purpose when researchers demonstrated that *in utero* exposure to DES causes serious health problems for both daughters and sons. The goals of this campaign are to reach those exposed to DES who are unaware of their exposure, and to educate them about the special health care they need.

How many are exposed? In California, there are approximately 600,000 to 1,200,000 DES mothers, daughters, and sons. Surveys indicate that *more than half of these individuals are unaware of their exposure*. It is especially important for young women to know if they are DES daughters as they have a 1 in 1,000 chance of developing a rare vaginal and cervical cancer (clear cell adenocarcinoma). While the age range of DES daughters who have had this cancer is 7 to 32 years, the incidence begins to rise at age 14 and reaches a peak at age 19.

In addition to this increased cancer risk, one out of two DES daughters will have reproductive difficulties including infertility, miscarriage, ectopic (tubal) pregnancy, and premature delivery.

Because of these potential health problems, DES daughters need regular, special DES examinations — usually every six months — by a doctor or clinic experienced in providing DES screening; and pregnant DES daughters are considered "high risk" patients requiring frequent prenatal examinations.

DES sons are at higher risk for infertility and genital problems, including the main risk factor for testicular cancer — undescended testicles. DES mothers may be at

higher risk for breast cancer than women who did not take the drug.

This campaign is the result of legislation, SB 1392, authored by State Senator Diane Watson (D-LA) and sponsored by DES ACTION. The mandates of this bill, passed in 1980, include the following: the State Department of Health Services is directed to conduct a public information campaign to increase the general awareness and understanding of DES exposure in California; the department must designate at least one DES diagnostic screening center in each health service area throughout the state; and insurance carriers are prohibited from discriminating against DES-exposed people. The implementation of this bill began in January, 1981.

Informing the public has included using TV and radio spots, pamphlets, posters, and media interviews. The participation of community groups in this campaign continues to be important public education. Participation can include: urging people born between 1941 and 1971 to ask their mothers about any medication they took during pregnancy; encouraging mothers to find out if they were given hormone drugs during pregnancy, and if they were, to ensure that their DES-exposed children get the proper medical care; printing short articles in their newsletters describing the DES issue and offering more detailed information upon request; and distributing free DES posters and pamphlets whenever possible.

Mothers who don't know whether they took DES during pregnancy can write to the doctors who provided their prenatal care or to the medical records office of the hospital where they gave birth. These sources can often supply the names of prescribed prenatal drugs listed in their records.

For further information, write to: DES Campaign, P.O. Box 300, Sacramento, CA 95802.

Asbestos violation citations issued

Cal/OSHA citations have been issued against PG&E for three Serious and two General and Regulatory Violations of asbestos requirements in General Construction. The violations occurred in San Francisco during the week of August 15, 1983. Four employees were exposed during the period in which they removed asbestos insulation from a steam line.

Asbestos is regulated as a potent

human carcinogen by Cal/OSHA and other regulatory agencies. The Serious Violations for which PG&E was cited involved the following:

- 1) The asbestos was not handled wet (this is required in order to minimize dust);
- 2) The employees were not provided personal protective clothing;
- 3) The employees did not have adequate training in asbestos.

ON THE JOB

Jim Mahoney, Electrician Leader, for the City of Oakland, a 10-year member of IBEW Local 1245, gives an overview of the work our members do in helping to keep essential services operating in this large metropolitan area.

By Jim Mahoney

The City of Oakland Electrical Department may be classified as a very progressive department with the many improvements made during the last 12 years.

In 1972 the Department moved from its cramped quarters at 1310 Oak Street then adjoining the Fire Department Dispatch Center to a new expansive service center at 7101 Edgewater. This move has created a much more efficient operation.

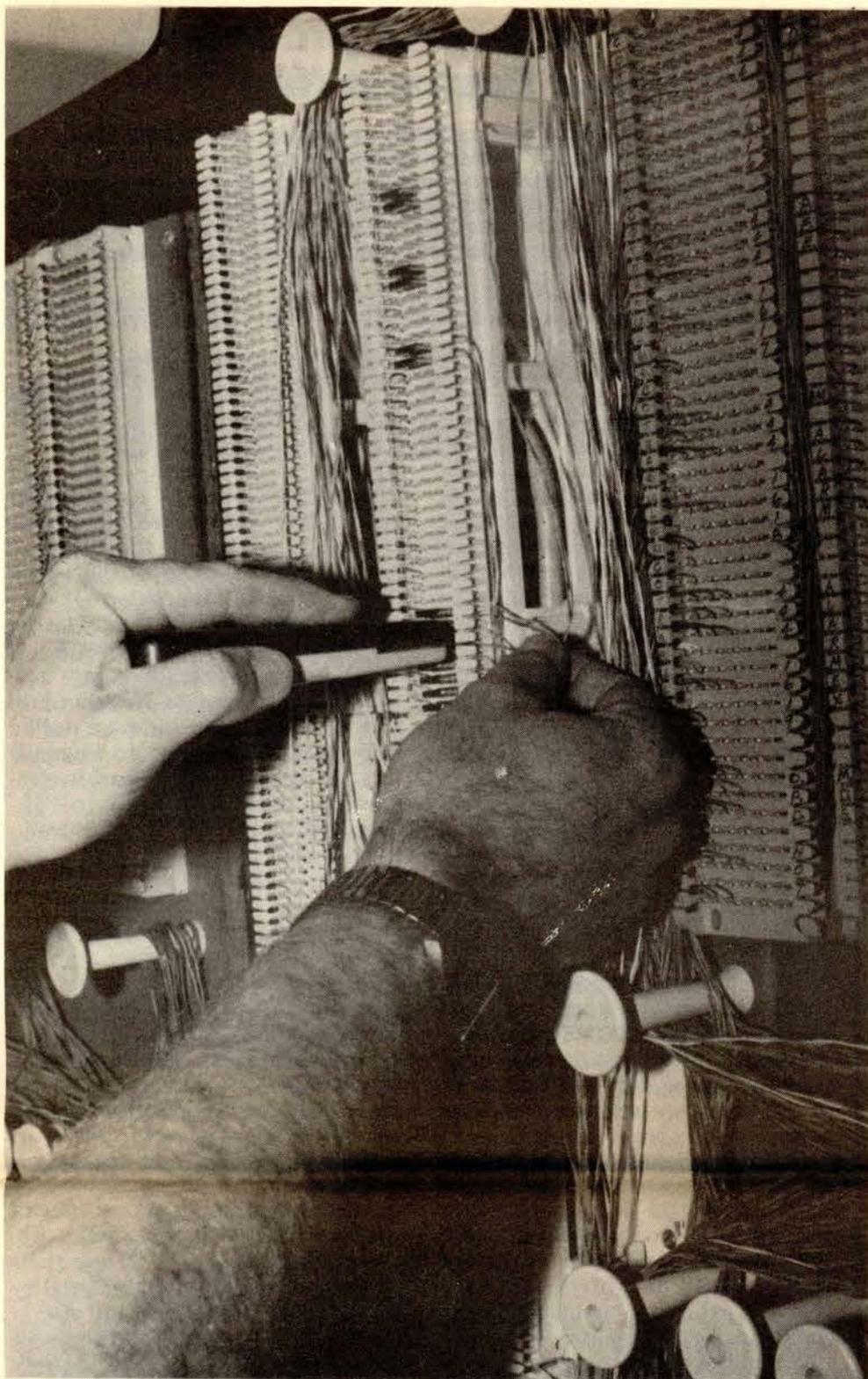
The Electrical Department is composed of four sections: Traffic Signals, Municipal Buildings, the Line Crew, represented by IBEW Local 1245, and the Radio Shop which is represented by another Local.

The Traffic Signal section is made up of seven Electricians. The majority are on rotating shifts, and work is ongoing around the clock, seven days a week. The Electricians maintain 24,000 street lights and over 5,000 signaled intersections. They also respond to electrical emergencies at firehouses, City Hall, recreation centers and other City facilities. Their response record has been outstanding, for example, the majority of traffic signal knockdowns are on record as having been restored to their original working order within hours.

The Municipal Building section is composed of seven Electricians at this time including two Leadmen. This section handles all maintenance and modifications of electrical equipment. Many of the modifications have recently consisted of major renovations in City buildings. The City purchased the old P.I.E. building at 1417 Clay Street approximately five years ago and has since renovated all three floors for office use. When constructed, this building originally housed the retail outlet of Capwell's department store.

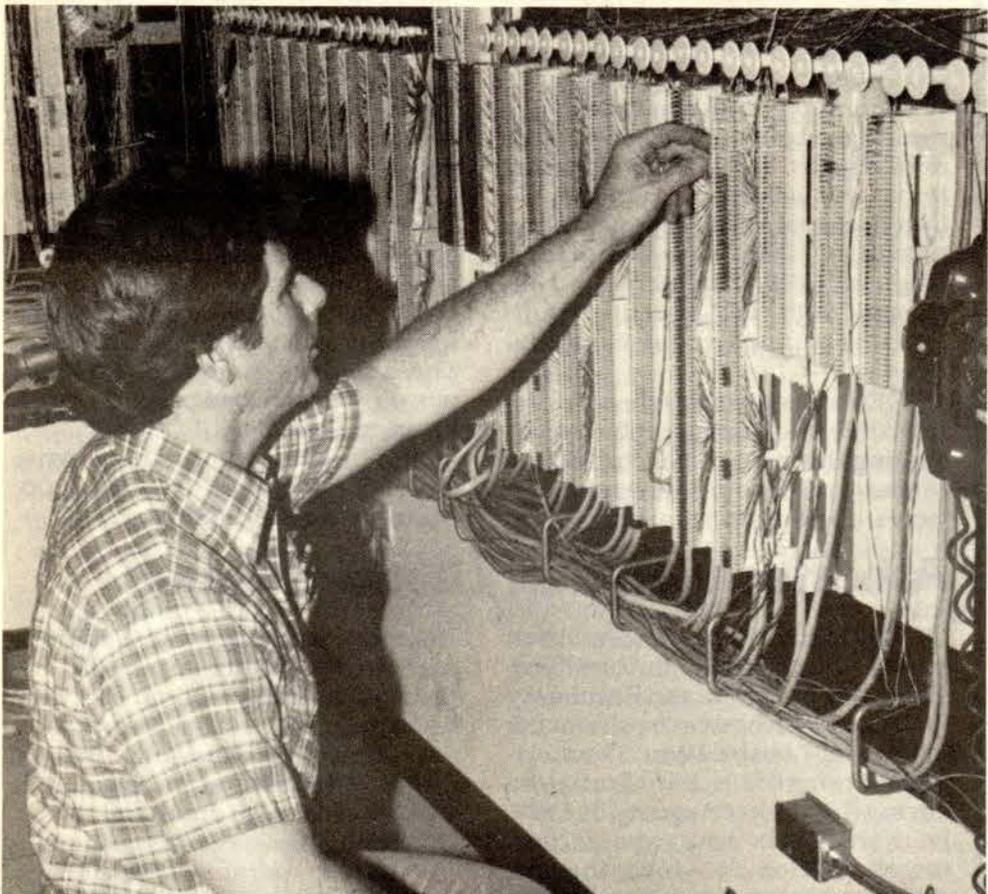
City Hall, located at One City Hall Plaza, its brand new address, is now going through one of the largest renovations since it was built. The first stage, at this time, has the second floor stripped to the bare walls. By sometime next year it will house the Inspectional Services Division, providing a pleasant, energy-efficient place to better serve the public. All electricity is being installed by City Electricians who are members of Local 1245.

One of the most cost effective measures the City has undertaken has been the recent conversion of its telephone systems to city-owned. This was begun over six years ago, and is now more than 90 percent completed. Members of Local 1245 have been doing the conversion and are providing the maintenance. This has been a major undertaking with approximately 3,000 keyed telephones having been converted to the city-owned service.

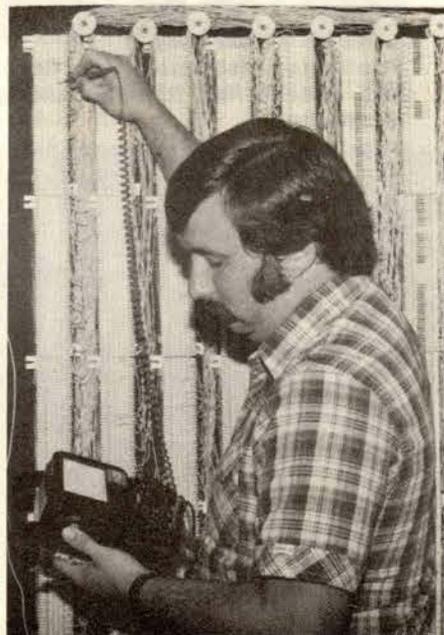


Circuit being connected.

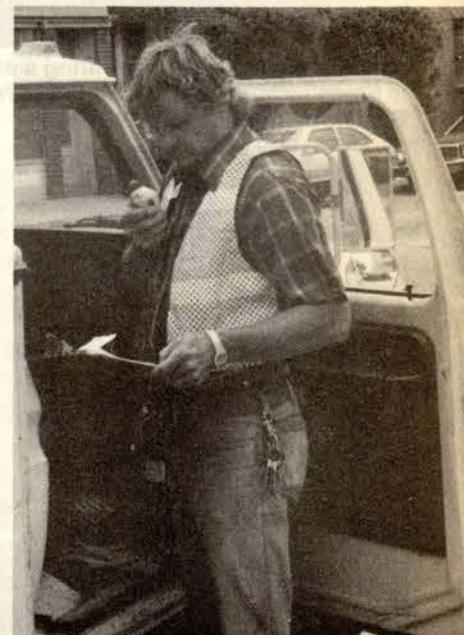
Photos: Carol Bedsole



Jim Mahoney, Electrician Leader, checking panel circuitry at Fire Operations Center.



Bob Glaze, Cable Splicer tests outgoing line on City's communications system.



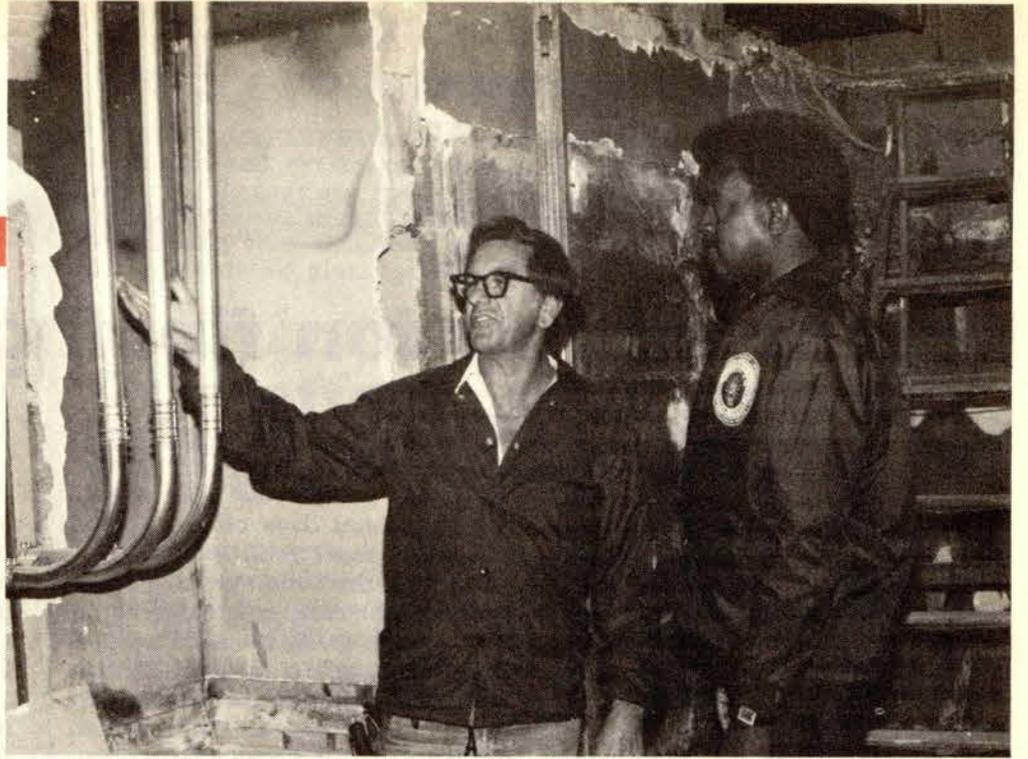
Lolan Ellis, Electrician-Troubleman, receives work assignment over City radio system.

IBEW Local 1245's members at the City of Oakland

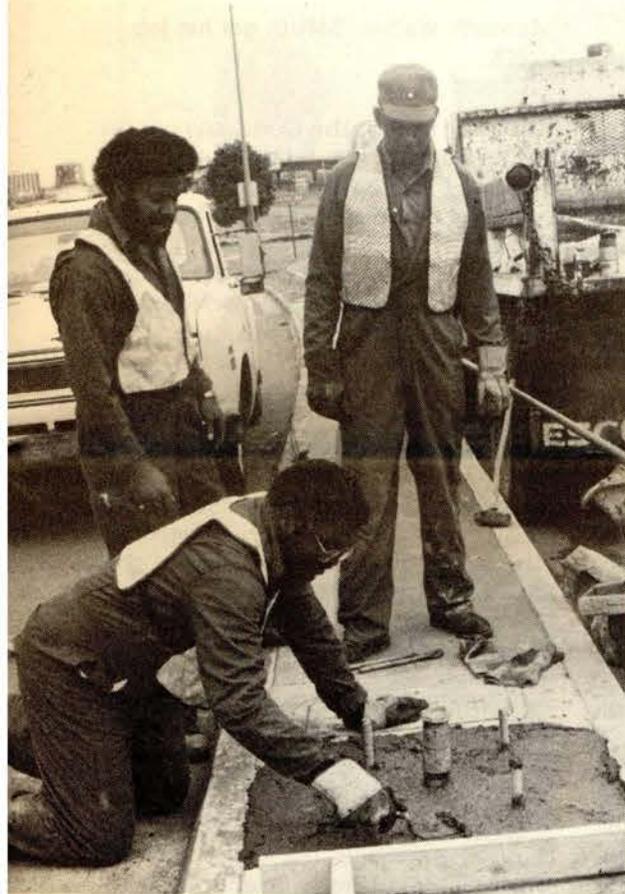
On the outside, the City Line Crew has removed 1,500 high pressure sodium street lights in order to reduce PG&E costs. The Line Crew also maintains the vast system of street lighting throughout the City. They are also called upon to install and replace severely damaged traffic signal poles. They maintain the thousands of miles of cable which feeds the police call boxes and fire house dispatch systems. The technical end is provided by the City's only cable splicer who deals with the intricate problems of these systems.

Above all, safety is the Electrician's main concern. The Electrical Department has one of the most outstanding safety records among the City services.

Our members are providing key services to this large metropolitan area, and are doing so with a work force that has been cut 25 percent during the past decade, achieved by attrition, due to fiscal challenges in City government.



Electrician Leader, Jim Krugh shows Business Representative Veodis Stamps new conduit work at City Hall.



L-R, Leo Anderson, Electrician Helper; Ron Davis, and Jeff Scott, Electricians, prepare base for new pole.



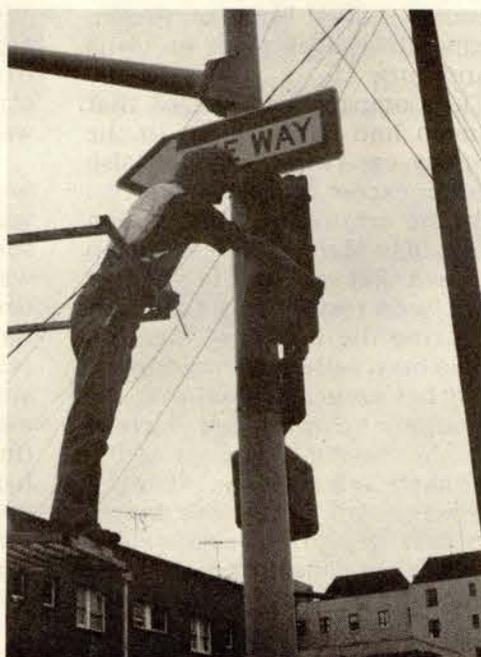
Jim Krugh, Electrician Leader, removes old circuit breaker.



Krugh at a renovation site in City Hall.



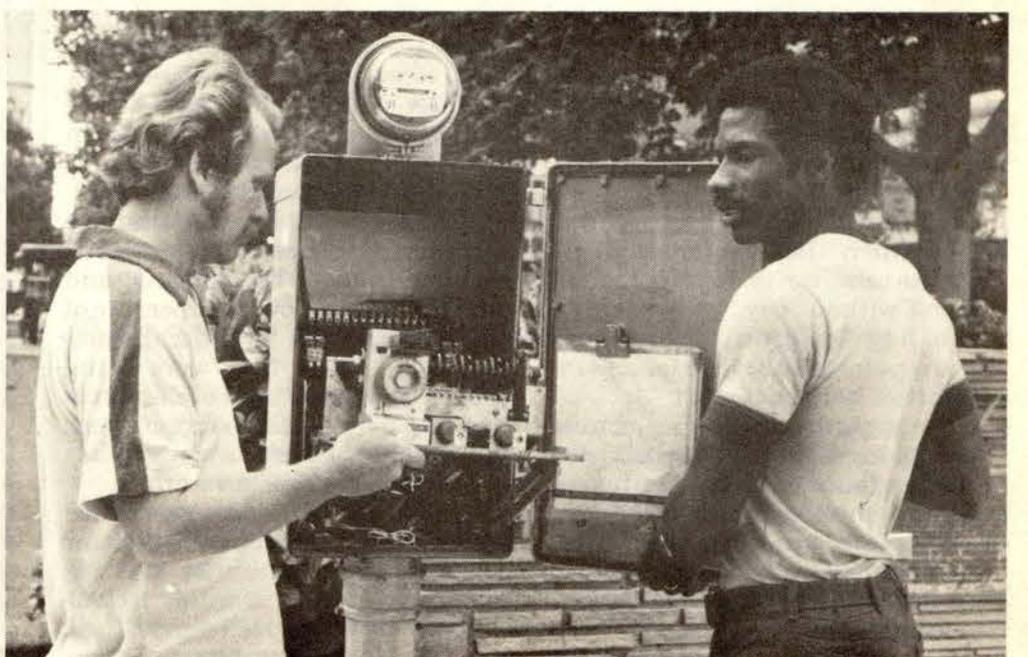
Ellis sets cones.



Ellis aligns traffic signal.



Platform rises to signal.



Shop Steward Ed Myall, and Stanley Adams, Electricians, check traffic signal controller in downtown Oakland, L-R.

Recent arbitration findings reported for Local 1245 members

LYNCH COMMUNICATION ATTENDANCE BONUS:

A recent arbitration case between Local 1245 and Lynch Communications in Reno involved what seemed like a simple contract clause which turned out to require a complex interpretation and construction of the contract.

In 1982 negotiations with the Company, Local 1245 sought and obtained a contract clause providing each employee with up to four personal days off each calendar year, without pay, in addition to sick leave. The provision, which was not contained in the former contract, was added to the holiday article of the contract at the request of the Union.

Another section of the contract provides employees with perfect attendance records in a calendar quarter with an attendance bonus. In the first calendar quarter after the new contract was signed, the Company refused to pay the attendance bonus to employees who had perfect attendance but who had exercised their right to take a personal day off without pay.

The arbitration was held in Reno on April 7, 1983, before Arbitrator Barbara Chvany. Senior Assistant Business Manager Darrel Mitchell, then the Business Representative assigned to Lynch Communications, was the principal witness for the Union, while Lynch Personnel Manager, Merrill Millard was the chief witness for the Company. Most of the testimony from both witnesses centered on the 1982 contract negotiations and past interpretation of similar contract provisions.

On September 30, 1983, Arbitrator Chvany signed the formal Opinion and Decision of the Board of Arbitration, upholding the position of Local 1245 and finding that the Company violated the contract when it precluded the employees from obtaining the attendance bonus when they exercised their right to take up to four personal days off without pay.

In her Opinion, Arbitrator Chvany pointed to several factors in support of her conclusion:

- In the past, the attendance bonus was paid to employees who had perfect attendance but who had taken vacation, holidays, bereavement leave, leave for jury duty, or leave for Union business. Perfect attendance thus did not mean absolutely perfect attendance.

- The placement of personal days off in the holiday section of the contract was intentional and showed that the parties didn't intend to

treat personal days off as unpaid leave or absenteeism.

- Although the Union proposed language in the early stage of negotiations which made it clear that personal days off would not count against an attendance bonus, and this language was not incorporated in the final agreement, the Company continues to interpret current contract language consistent with other parts of the same rejected Union proposal.

As a result of Arbitrator Chvany's decision, all employees who were denied the attendance bonus for having taken a personal day, or days off, up to four, are entitled to payment of the attendance bonus. Senior Business Manager Mitchell summed up the Local's feelings on the decision as follows: "Sure, there wasn't a lot of money involved, and not that many employees either. What was involved and what was important for the Local Union was the principle involved. We had an honest disagreement with the Company where we thought we were right. We fought, and we won."

AC TRANSIT:

What should be the proper rate of pay for the eight employees hired by AC Transit since March 1, 1982 to work on electronic fareboxes: the Helper rate (\$10.92 an hour plus cost-of-living changes) or the Electronic Technician rate (\$12.09 an hour plus cost-of-living changes)? This was the question recently decided by Arbitrator Sam Kagel in favor of Local 1245 and the farebox employees.

In March 1982 AC Transit launched a system-wide campaign to install and maintain electronic fareboxes. Eight employees were hired to work on the new fareboxes, virtually doubling the size of the bargaining unit which has been represented by Local 1245 at AC Transit for years and years.

From the start, the District considered the new employees to be Helpers, not full Technicians, and paid them at the lower Helper rate of pay. After several months, the employees felt that they were being called upon to work out of classification on a daily basis, that their work was not Helper work any longer, but was in fact Technician work.

Local 1245 filed a grievance which was heard before Arbitrator Sam Kagel on March 24 and 25, 1982, in Oakland. On July 19, Arbitrator Kagel, who is referred to as the "King of the Arbitrators" because of his more than forty years experience arbitrating, issued his Opinion and Decision, agreeing

with the Union's position that the farebox employees had been working as Technicians and should be paid back wages at the Technician rate for the period since the Arbitration hearing.

Arbitrator Kagel based his decision on a comparison of the job descriptions with the actual job duties of the eight employees, the technical expertise of each of the eight employees at the time they were hired, the high degree of expertise and judgment required of each employee when working on the fareboxes, and the recommendation of Management to the Board of Directors that the employees be reclassified as Technicians.

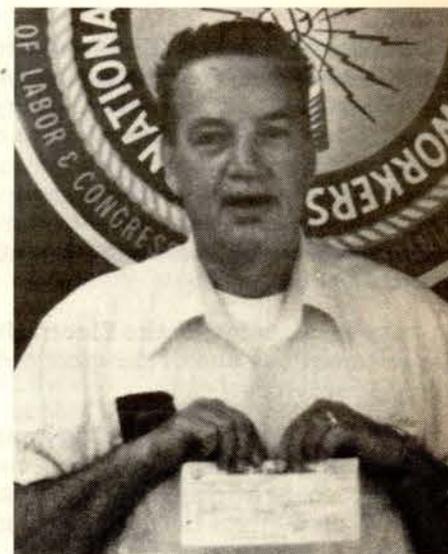
As a result of the decision, the farebox employees have been paid as full Technicians since July and most received back pay checks of approximately \$700. Staff Attorney Tom Dalzell, who handled the case for the Local, commented on Arbitrator Kagel's decision, "We would have been happier with a longer period of backpay, but on the whole we feel we proved our point. More importantly, the membership at AC Transit got real involved and in fact it was their participation and unity which made our victory possible. Without Shop Stewards Bill Scoggins and George Ferreira and Leadman Norm Brewer we wouldn't have had a chance. Their hard work and help in preparing the case made the difference between a win and a loss."

PACIFIC GAS & ELECTRIC COMPANY:

In June 1982 Susan Atkinson, a Meter Reader at PG&E with eight years seniority, was fired for "irresponsible conduct" based on two incidents which took place on June 11 and June 15.

The Company had alleged that Atkinson had fallen asleep in the Company car twice, and had also taken an excess lunch break.

At the arbitration held in San Francisco in March 1983, Atkinson explained that on June 11 she had in fact been resting in a Company car during the morning, but that she had been suffering from cramps during her pregnancy and that she was simply following her doctor's advice by resting in the car at the onset of the cramps. She explained that her lunch break was longer than that permitted because she was assigned to train a new Meter Reader and spent most of the hour and 36 minutes either waiting for her trainee, or telling her how to find meter locations which the trainee had missed that morning. Similarly, Atkinson did not contest



Kenneth Walker, SMUD, got his job back.

that she was in the Company car on June 15, but she testified that she was not asleep but rather was reviewing computer sheets which the acting Head Meter Reader had allowed her to take out on the route.

Tom Dalzell, the Local 1245 Staff Attorney who presented the Union's case to Arbitrator Armon Barsamian, summed up the Union's argument as follows: "Well, we had to admit that Susan had technically broken some of the Company's Meter Reader rules. We didn't deny this, but we tried to show the reasons she broke the rules, why she was resting in her car, why she took the long lunch, why she was in her car again on June 15. We thought that with an explanation we at least could get her job back."

When Arbitrator Barsamian issued his decision on July 27, 1983, he ordered Atkinson put back to work but without backpay. "It was a first-the-good-news and then the-bad-news decision," explained Dalzell. "The good news was that Arbitrator Barsamian saw the incidents as 'minor infraction' which did not justify a jump from a two-day suspension to discharge. He recognized the 'mitigating circumstances' and found that Atkinson wasn't incorrigible."

"The bad news was that he found that Meter Readers had been warned about the rules that Atkinson broke and that some discipline was appropriate," Dalzell continued. "Actually, since she would have been on maternity leave for most of the time she was off and since she did receive Unemployment Insurance during the whole time-off she really didn't make out too badly at all."

Dalzell concluded by observing that "Arbitrators call them as they see them, and Arbitrator Barsamian just called this one the way he saw it. We would have liked to have won some backpay, but these days just having a job is worth pretty much and we definitely came out with Atkinson's job."



AC Transit Shop Stewards, George Ferreira, left, and Bill Scoggins helped win arbitration.

Arbitration—a close look at what it's all about

What is Arbitration? As one Local 1245 Business Representative colorfully put it, arbitration is the "main event in the main arena." With rare exception, it is the last step in the grievance procedure, one resorted to only when the Union and the Company absolutely cannot agree to a resolution of a grievance themselves. Rather than settle the matter by economic means such as a strike or a lock-out, the parties submit the dispute to a neutral arbitrator for a final and binding decision.

Generally, there are three types of cases which go to arbitration — **discipline** cases where the Union challenges disciplinary action taken by the Company on the ground that it was not "for just cause"; **contract interpretation** cases in which the Union and the Company cannot agree how a contract clause, usually one involving working conditions or benefits, should be interpreted or construed with other provisions; and **interest arbitration** where the Union and Company have been unable to agree on contract terms in negotiations and turn to an arbitrator to decide the terms of the contract.

Of the approximately 60 cases which IBEW Local 1245 has referred to arbitration in the last two years, more than two-thirds have been discipline cases. Two cases were interest arbitration cases, but neither has resulted in a final arbitration decision. The rest were contract interpretation cases.

The Arbitrator: Who are arbitrators? Some are former union or management representatives who who at some point in their career went into business as arbitrators while others are attorneys who have no previous employment relationship with labor or management. They are paid for their services in an arbitration jointly by the Company and the Union, and their reputation for fairness and neutrality is the only thing that keeps them in business. Most arbitrators conduct arbitrations as a full time career while others do this work in addition to other jobs, such as educators or attorneys.

Arbitrators are chosen in one of two ways. Either the Union and the Company jointly select an arbitrator or they jointly request a list of five or seven arbitrators from the state or federal mediation service and each strike an even number of names until by the process of elimination only one name is left.

What Cases Go To Arbitration? Members often wonder — who decides what cases go to arbitration and what cases don't? How is this decision made?

"There's no simple answer to those questions," says Assistant Business Manager Roger Stalcup. "Most cases which have not been settled in the lower levels of the grievance procedure have been discussed many times by any number of people, usually the different Assistant Business Managers, the Senior Assistant, the Business Manager himself, and our attorneys, before any type of a final decision is made on

whether to proceed with the case.

"We look at the merits of the case itself, at the contract language, at past grievance settlements at the Company, at arbitration case settlements on similar issues between other unions and companies, and at possible implications of a decision against us in this case. If the grievance issue is a contract interpretation case, we must review notes from negotiations and talk to rank-and-file members from the committee." Stalcup continued, "It's never an easy decision, but if it's a close call we usually end up deciding in favor of going to arbitration."

Staff Attorney Tom Dalzell added another comment. "Although it costs the Local several thousand dollars to take a case to arbitration, I've never seen that factor even enter the discussions. We've taken cases involving a one-day suspension for one worker, and fought as hard as we did on \$100,000 discharge cases, the PCB arbitration, or the discharge case with national implications for all Vietnam veterans. If the Local thinks it's right, we'll take the case to arbitration."

Preparing for the Arbitration: Staff Attorney Ann Miley explained how she prepares for an arbitration in the following terms — "The actual arbitration is only the tip of the iceberg. For every hour spent actually in arbitration, you spend four or five or ten hours preparing for it."

Miley continued, pointing out why the preparation takes so long. "Not only do you have to know your own case inside and out, you have to know the Company's case against you inside and out. Sometimes I go into an arbitration and I feel that I know the Company's arguments better than my own, or better than the Company does. You have to, though, to prepare your defense, prepare your witnesses for cross examination by the Company, and prepare your cross examination of the Company witnesses. Throw in a couple of pounds of paper that ends up as exhibits as you see why we take so long to prepare."

Arbitrations are usually, though not always and not necessarily, presented by lawyers. "Our job is to gather and present the facts," said Staff Attorney Dalzell. "That's all. The real work is almost always done by the Business Representatives, the Shop Stewards, and the members."

Assistant Business Manager Corb Wheeler clearly agrees with this statement. "We have a policy of whenever possible having the Shop Steward present at the arbitration. We have the attorney and Assistant Business Manager handling the case meet the grievant as long before the arbitration as possible, and then meet with the Shop Steward and the member. We've found that in discipline or discharge cases, it's the Shop Stewards and the members who really know the facts, the other side, or the rest of the story

expected to be told by the Company, and the personalities involved. I can think of more than one case which the grievance issue was upheld by the arbitrator just because of a tip from a Shop Steward or member about what questions to ask a particular witness."

Rather than wait until the last minute, Local 1245 places high priority on thorough preparation for arbitration, involving the greatest extent possible the affected grievant Shop Stewards and members.

How Arbitration Works: An arbitration is a relatively informal proceeding compared to Court, but to a worker not used to legal formalities, it can seem somewhat intimidating.

The arbitrator presides, acting as the "judge" throughout the hearing. There is usually a court reporter who will prepare a word-by-word transcript of the entire arbitration. When you add the Union and Company lawyers, witnesses, and representatives, a room can fill up.

In discipline cases, the Company presents its case first, while in contract interpretation cases the Union has the burden of going first. Each side calls its own witnesses whom the opposing side is given the opportunity to cross examine.

After each side has presented its witnesses, there is sometimes closing argument, but more often the parties agree to make their arguments in written briefs.

Why Does the Process Take So Long? Many workers who are not familiar with the arbitration procedure often ask, "Why does it seem to take so long for a case to get decided in arbitration?"

"That's a good question," answers Staff Attorney Dalzell. "As things stand now, it's easy to see why cases take so long. Say it takes four months for a grievance to go through the different levels of the grievance procedure before being sent to arbitration. With most arbitrators, you have to wait another three months or so just to get a hearing date.

"After the arbitration you wait for the transcript from the court reporter, and that can take a month or two. Add in a month to submit briefs and then two or three months for the arbitrator to make a decision and you can see why it seems to take so long."

Local 1245, like many other Unions, is concerned about the delay in arbitration cases, and is experimenting with ways to speed up the procedure. According to Assistant Business Manager Wheeler, "The best way to speed up cases is to have stability within the Local where experienced Business Representatives handle grievances. Reps who know a good grievance from a bad one, and who aren't afraid to settle a bad case, and who are tough enough to get the Company to settle the good ones. That way, only the close calls get to arbitration and they get there quickly."

SENIOR MEMBERS

East Bay Dinner

Senior members in the East Bay were recently honored at a dinner in their behalf when Business Manager Jack McNally presented recognition pins and buckles to the proud Local Union members.

Those invited to the Union's annual service recognition awards dinner in the East Bay included:

40 Years

Arthur E. Olsen

Peter Lemos

S. E. Lipe

F. J. Lucero

James McKenney

B. C. Mendoza, Jr.

L. E. Peregoy

E. C. Rezentes

Edward Viera

B. K. Webb

35 Years

G. N. Hagblom

Harold Hurd

James H. Sullivan

Herbert Williams

30 Years

William E. Corcoran

Ed Coulter

Tony Ferrari

Ralph C. Guerra

Dick Hoyer

Frank Lally

Jenaro Mejias

Stanley Real

V. R. Roa

W. D. Russell

William H. Smith

Alfred Souza

George Turner

Nick Volpi

Clifford Williams

Frank Wiltshire

20 Years

Vincent Adan

W. A. Buck

Dean Cofer

Rodney Darbey

John Davis

Gerald F. Duffy

Roger F. Dunning

George Greer

E. R. Harrison

Eugene F. Hastings

Keith Holland

Donald L. Hudson

L. L. Huntington

Garland D. Jefferson

John Kennedy

Ronald Ledonne

Melvin Machado

L. M. Mann

R. R. Montano

Joseph L. Nicholas

Harold Reese

Robert Rios

Ronald J. Rogers

G. D. Smith

David Wilkerson

N. Wolter

25 Years

Raymond Brewer

Manuel Conas

James Dawson

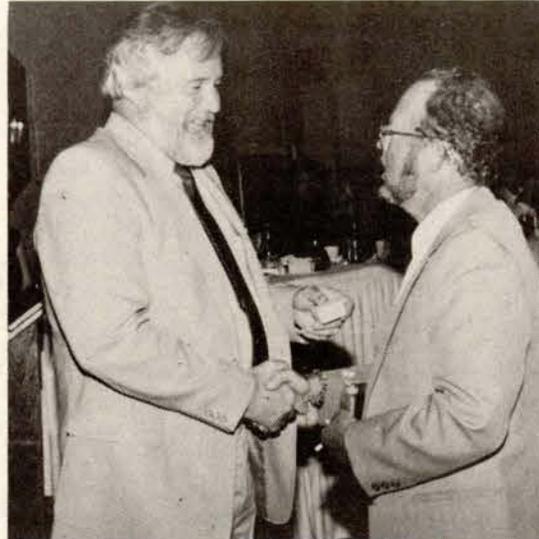
R. T. Gault

L. L. Howe

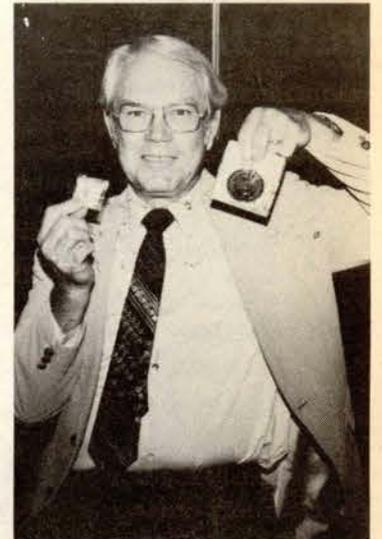
Loren V. Johnson



Arthur E. Olsen, most Senior member at Recognition Dinner.



Business Manager Jack McNally extends congratulations.



Proud honoree.



Congratulations!! Senior members.



Congratulations!! Senior members.



Congratulations!! Senior members.



Congratulations!! Senior members.



Congratulations!! Senior members.



LETTERS OF AGREEMENT

LOCAL 1245 - PG&E

- 82-33 Hour change for clerical employee, Santa Rosa Substation.
- 82-34 Placement of employee in Gas T&D Department, Merced, San Joaquin Division.
- 82-35 Cancelled.
- 82-36 Employee return to active service.
- 82-37 Temporary hours change, Bakersfield Service Center, San Joaquin Division.
- 82-38 Temporary hours change, Ridgcrest Headquarters, San Joaquin Division.
- 82-39 Employee placement in Hayward Customer Service Department, East Bay Division.
- 82-40 Establishment of Utility Man position at Kettleman Compressor Station, PLO.
- 82-41 Cancelled.
- 82-42 Amendment to Line of Progression for PLO Apprentice Gas Control Mechanic.
- 82-43 Cancelled.
- 82-44 Hours change for Meter Readers at Sonoma Headquarters, North Bay Division.

- 82-45 Hours change for Meter Readers at San Rafael Headquarters, North Bay Division.
- 82-46 Hours change for employees work outside at Kettleman Electric School.
- 82-47 Hours change for Electric History Group, Oakport Headquarters, East Bay Division.
- 82-48 Reassignment of employee within North Bay Division.
- 82-49 Progression of employee to Unassigned Lineman.
- 82-50 Placement of employee to Inspector Classification, Woodland Headquarters, Sacramento Division.
- 82-51 Hours change for Meter Readers at Cloverdale Headquarters, North Bay Division.
- 82-52 Cancelled.
- 82-53 Amendment to General Construction Line of Progression.
- 82-54 Amendment to Line of Progression/Job Descriptions of Division Steam Generation Departments and Nuclear Plant Operations.
- 82-55 Employee exemption for shift work at Diablo Canyon Power Plant.

Citizen's contract ratified

From PAGE ONE

on the 14th, and Burney on the 15th of September. In Ferndale on the 20th, Elk Grove on the 21st and on September 22, 1983 the last ratification meeting was held in Redding and the ballots were counted. The outcome was 194 yes and 66 no, with one void and one abstaining out of 318 possible voters.

The Citizens Utilities bargaining table settlement includes:

Three-year agreement: September 1, 1983 through August 31, 1986.

Wages: September 1, 1983 — 6 percent across the board. September 1, 1984 and September 1, 1985 — 1.5 percent plus COLA current formula of .6 percent for each one percent increase in CPI, All Cities.

Additional Floating Holiday: January 1, 1985.

Vacation: Four weeks after 15 years' service — September 1, 1985; five weeks after 25 years' service — September 1, 1985.

Dental: 75-25 — no deductible — October 1, 1983. September 1, 1985 — orthodontia — \$1,000 maximum per each case; 50-50 plan.

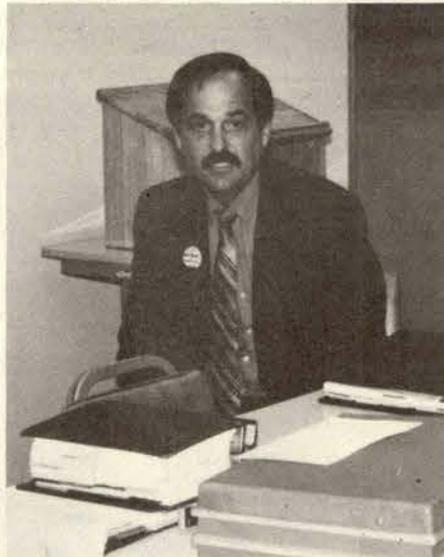
Vision Care: \$25.00 deductible — January 1, 1984.

LTD: 60 percent of basic monthly salary — September 1, 1983.

Supplemental Benefits: Change 85 percent to 80 percent with six-month maximum.

Change Recognition: To include all regulated and non-regulated work of Citizens Utilities Company of California.

Meet IBEW Local 1245's Negotiating Team



Business Representative Perry Zimmerman.



Business Representative Scott Thomas.

Committee member, Orv Owen, Assistant Business Manager, not pictured below.



Joe Belle.



Business Manager Jack McNally meets committee members Mary Ann Kostick, I, and Dave Monath.



Joe Aquilio, I, and Bruce Gilbert.

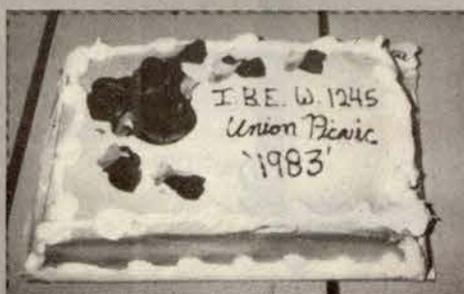


Zatha Ladra.

Barstow picnic; fun event



Unit Chairman Vern Cooke, foreground, and members at picnic.



Super cake for Unit 1311 annual picnic.

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council

DON'T BUY

All trade unionists and their families are asked not to patronize the products and services of the boycotted firms listed.

ADOLPH COORS CO.

Beer:
Coors, Coors Light, Herman Joseph's
1868 Ale:
Goerge Killians Irish Red

Liquid Detergents:
Ivory, Joy, Dawn
Bar Soaps:
Zest, Camay, Ivory
Steelworkers

FABERGE, INC.

Personal care products:
Aphrodisia, Aqua Net Hair Spray, Babe, Cavale, Brut, Ceramic nail Glaze, Flambeau, Great Skin, Grande Finale, Just Wonderful, Macho, Kiku, Partage, Tip Top Accessories, Tigress, Woodhue, Xandu, Zizanie de Fragonard, Caryl Richards, Farrah Fawcett and Faberge Organics

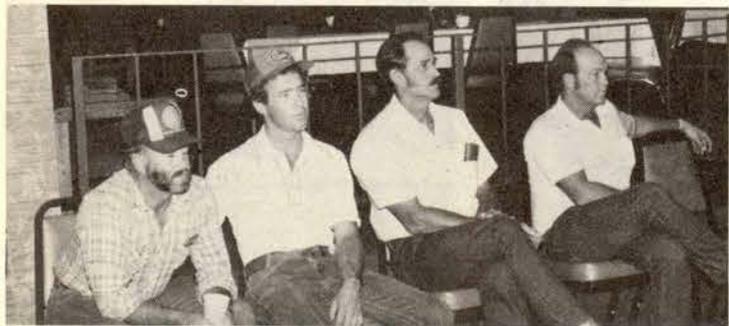
R.J. REYNOLDS TOBACCO CO.

Cigarettes:
Camel, Winston, Salem, Doral, Vantage, More, Now, Real, Bright, Century
Smoking Tobacco:
Prince Albert, George Washington, Carter Hall, Apple, Madiera Mixture, Royal Comfort, Top, Our Advertiser
Little Cigars:
Winchester
Chewing Tobaccos:
Brown's Mule, Days Work, Apple, R.J. Gold, Work Horse, Top, Reynolds Natural Leaf, Reynolds Sun Cured
Bakery, Confectionery & Tobacco Workers

PROCTOR & GAMBLE MFG. CO.

Powder Detergents:
Tide, Cheer, Oxydol, Bold

OUTSIDE LINE — CHILD NEEDS TRANSPLANT



At an Outside Line Unit meeting in Claremont, members who've contributed generously to help with medical costs, hear a full report on fund-raising efforts for infant Tanishia Dudley, who needs a liver transplant.



Tanishia, infant daughter of Lineman Tube Dudley, with her physician at UC Davis Medical Center, Sacramento.



Pat Dutton, with Unit Chairman Curt Peterson, gets set to give report on fund-raising drive. Pat, wife of Lineman Bobby Dutton, spearheaded the drive.

Unit members hear report on Tanishia

Members in Outside Line Construction have contributed generously to the fund raising drive for infant Tanishia Dudley, daughter of Lineman Tube Dudley. The little girl is in desperate need of a liver transplant.

Estimates of medical care costs for Tanishia are staggering, and well in excess of \$150,000.

So far members of IBEW Local 1245 have raised thousands of dollars, and other IBEW Locals in California and Washington state have pitched in to raise funds for Tanishia, and the fund drive continues. Contributions can be sent to: Tanishia Dudley Medical Trust Fund, care of Patricia Dutton, 38633 Glenbush, Palmdale, CA 93550.

At press time Tanishia had been placed on an emergency transplant candidate list, in hopes of finding a donor liver as soon as possible.

We're all pulling for Tanishia and her family in this time of medical crisis.

In an upcoming issue you'll read about Outside Line's new representatives, and the work that our members are doing on the new San Diego to Yuma Line.

AWARDS

International Labor Press Association
AFL-CIO/CLC
FIRST AWARD
presented to
Utility Reporter
for outstanding achievement in the field of labor journalism in the category of
General Excellence III:A
Panel of judges appointed by the ILPA Executive Council:

Robert E. Harris, retired editor WET News and former IFA president; Neil Miller, former director of information, WELCO Philip Bellows, Chairman, Department of Journalism, George Washington University; Jeffrey Shuler, reporter, U.S. News & World Report; and Louise Wilson, former Communications Editor, Department for Professional Employees, AFL-CIO

Awarded in 1983 for Performance in Publications of Calendar 1982

Diana S. Curry
President

Susan Dunlap
Secretary-Treasurer

Western Labor Press Association
AFL-CIO
First Place Award
presented to
Utility Reporter
for outstanding achievement in the field of labor journalism in the category of
Best Overall Publication
Newspaper: Over 4 Pages
Awarded in 1983 for Performance in Publications of Calendar Year 1982

Panel of judges appointed by the WIPA Executive Council: Eric Shuman, Ph.D., information and communications consultant; James Higgins, Ph.D., editorial consultant.

San Diego Light
Editorial

Secretary-Treasurer

WIPA

This year the Utility Reporter again won top honors for General Excellence in regional and international labor newspaper competitions held by the Western Labor Press Association, and the International Labor Press Association.