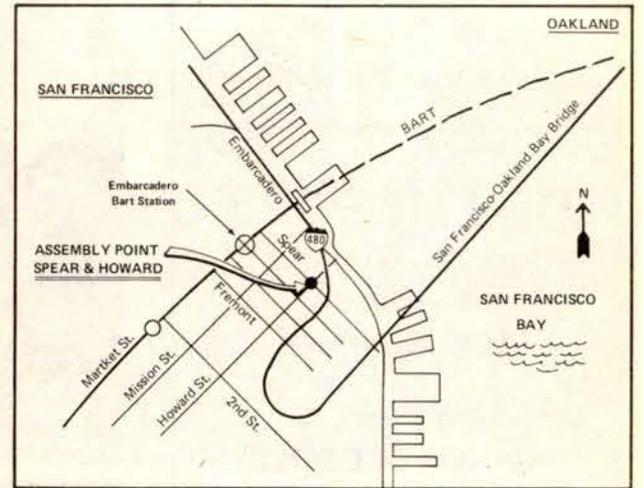
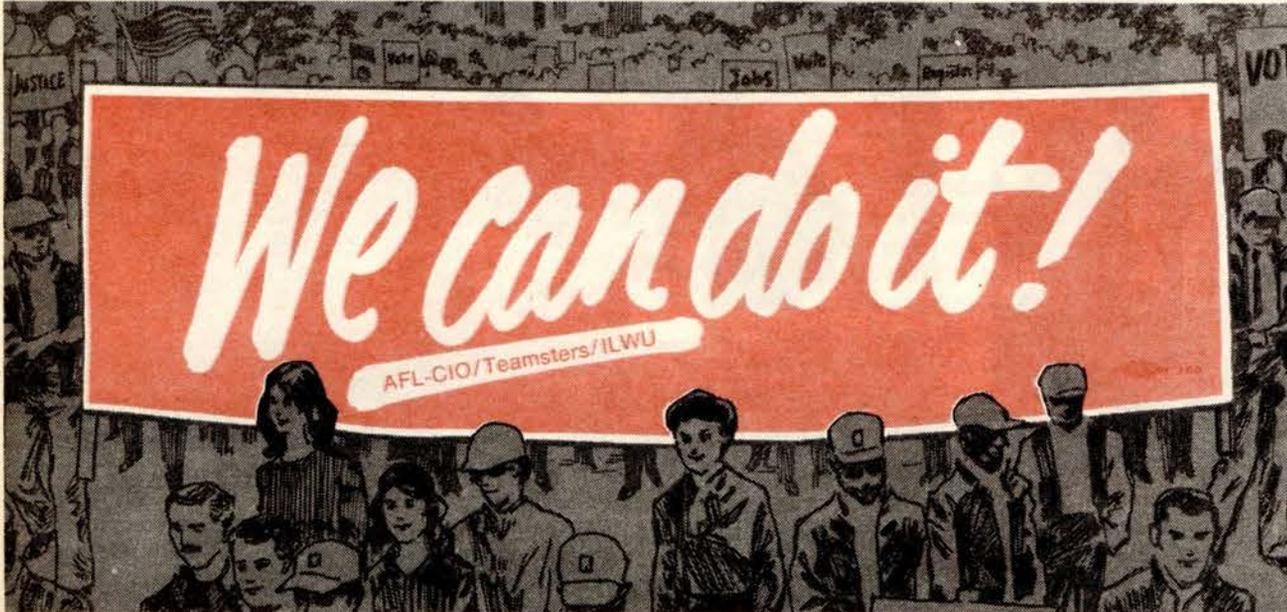


UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

1245'ers TO BE COUNTED AMONG THOUSANDS

Massive July 15 S.F. Labor Parade set



Map indicates meeting site for members.

Members to march for 'jobs, and justice'

"We can do it ... if we organize."
"We can do it ... in solidarity."
"We can do it ... with our vote!"

Taking a stand for the goals of organized labor is the theme of the massive San Francisco Labor Parade set for Sunday, July 15, the day before the opening of the Democratic Convention in Moscone Center.

Some 100,000 unionists are expected to participate in the parade and rally which will focus "loudly and clearly" on bringing the voice of Labor to the political leaders of the country.

IBEW Local 1245 members will be marching under a sparkling new banner which will identify our group among the thousands parading up

Market Street to the United Nations Plaza at Civic Center.

The last major Labor Parade in the Bay Area in the Fall of 1982 drew 70,000. Again, Lane Kirkland, AFL-CIO President, who headed up the 1982 parade, will lead this year's marchers.

National media coverage is anticipated to be extensive during the demonstration of union solidarity that the gathering of labor forces will represent. Organized labor is intent on turning around the setbacks suffered during the past four years and intent on showing the Democratic convention delegates that workers are united in their call for jobs and justice.

Your participation is encouraged.

Local 1245 members and their families will

begin assembling at 9 A.M. at the corner of Howard and Spear Streets and proceed up the Market Street parade route to the Civic Center.

Look for the Local's new banner to spot our group. Local 1245 hats can be purchased at our parade assembly site.

On Sundays parking is usually available in the area, but you can also reach the assembly area easily by BART, exiting at the Embarcadero Station.

Shop Stewards and Business Representatives will be helping to coordinate transportation to the parade site.

Also the Local Union will be issuing bulletins with last minute details as the parade date nears — watch for them.

Make plans to attend, and be counted among those seeking to make changes — changes to benefit workers — and their families.

Local keeps close eye on Sierra Pacific changes

With Local 1245 keeping careful watch on developments, Sierra Pacific Power Company has passed several hurdles in its proposed corporate reorganization, and a meet-impact of the reorganization on the collective bargaining relationship between Local 1245 and Sierra Pacific.

On May 12, 1984, the Public Ser-

vice Commission of the State of Nevada approved the reorganization by a 3-2 vote. One week later, on May 21, Sierra's stockholders overwhelmingly approved the reorganization. In early June, the New York Stock Exchange agreed to list Sierra Pacific Resources, a new corporate entity created as part of the reorganization.

Assistant Business Manager Orv Owen will meet with Sierra Pacific on June 26, 1984, to discuss the effect of the restructuring on bargaining unit employees. According to Owen, Local 1245's first concern "is to make sure that the restructuring does not affect the recognition clause of the contract." Secondly, a number of contract provisions are

bound to be affected by the reorganization. "Seniority, bidding, demotion, the grievance procedure — these are the big issues that need to be ironed out. Our goal is to make sure that all the rights of our members are fully protected in the reorganization process," said Owen. Developments will be reported in future issues of the Utility Reporter.

401(K) savings plan vote out to members

Members at PG& and PGT will be voting on authorizing institution of a 401(K) Salary Reduction Plan which they supported in the General Bargaining Proposals in 1982.

In mid-June IBEW Local 1245 mailed ballots to all members at PG&E and PGT which should be returned to the Local by July 10.

Adoption of a 401(K) Plan will change the withdrawal procedures

of the Stock Saving Fund Plan, and will provide a tax shelter for our members.

A summary of the plan with examples accompanies each ballot.

The Local Union is urging a "yes" vote because the plan offers a substantial tax savings.

If adopted the new plan would get underway on October 1, 1984.

PAC Tree Trust drafted

Attorneys are presently drafting the trust document for the severance pay benefit plan which was recently negotiated between Local 1245 and Pacific Tree. Assistant Business Manager Orv Owen, who negotiated the agreement with Pacific Tree and who has been working closely with the attorneys and actuaries in drafting the trust agreement, reports that preliminary reports have been received by the Union's Walnut Creek office listing the status of each individual's severance pay account.

According to Owen, approximately six employees have quit Pacific Tree since the company began making contributions for severance pay. "The law won't let us pay the severance benefits before we have a signed trust agreement, but the minute that we have a signed document we will process the checks for any individuals who have left the company. We have the amounts owed them at Walnut Creek and will get the money out first thing after approval of the trust."



NEVADA SCENE

SHOP STEWARDS

Utility Reporter

JUNE 1984

VOLUME XXXII NUMBER 6

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Contributing writers: Tom Dalzell, Ann Miley, Staff Attornies; Juliann Sum, Industrial Hygienist; Ron Fitzsimmons, Assistant Business Manager; John Stralla, Business Representative. Map, p. 1: Bob Dunn



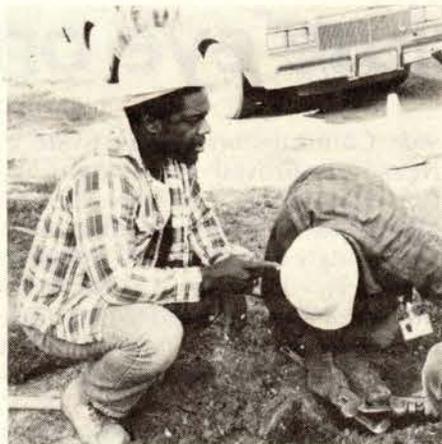
Business Manager Jack McNally headed up a group of speakers at a recent Stewards' meeting in Nevada coordinated by Business Representatives John Stralla and Lee Thomas. Other speakers included Stan Jones, Director Employment Security, State of Nevada; Attorney Jim Stone, Lynch Communications Vice President Merrill Mallard, and Local 1245 Assistant Business Manager Orv Owen.



Shop Stewards attending the recent conference in Reno included: Vickie Albisu, William Allyn, Gino Aramini, Janet Baldwin, Marsha Barker, Mary Barrett, Nancy Berger, Dora Carone, Dusty Cecchi, Jim Cole, Mel Collins, Steve Curl, Ronda Drew, Estela Durazo, Elisteen Fells, Rose Gerlits, Patricia Gray, Sue Gulley, Doris Harrington, Louise Heggarty, David Herman, Eleanor Jephson, Louis Johnson, Stan Jones, Gary Kaufman, Daniel Keefe, Jay Killgore, Scott Knigit, Mike Lachner, Alfred Lamberti, Robert Loncar, and Don Maler.

Louis Mora, Greg Nervino, Toby Ray Nixon, Faye R. Noordman, George Ostrander, Veronice Paulson, Sally Peden, Al Pedigo, Adele Pegg, Janet Peterson, Mary Janet Peterson, Darrell Plank, Marie G. Pryor, Teresa Puccinelli, Sondra Reynolds, Zenda Robbins, Lewis Robinson, Mary Slone, Betty Speight, Anne Spencer, Charles Stempeck, Dave Stone, Charles Stout, Richard Tisue, Mary Ann Trenary, Steve Urrutia, K. Vanderbundt, Dave Wearin, Patricia Woo.

FOCUS: SHOP STEWARD



Louis Johnson.

Louis was born and raised in New Orleans, Louisiana. After serving four years in the United States Army, he was released from duty in Vietnam.

In 1971, Louis moved to Nevada and went to work for Sierra Pacific Power Company as a janitor. He is presently a Light Crew Working Foreman in the Gas and Water Department.

Louis became a Shop Steward in 1978. His primary reason for becoming a Shop Steward was that he had plenty of complaints, and felt

that by getting involved in the Union he could not only improve conditions for himself but for his co-workers.

In reflecting back on when he became a Shop Steward, Louis feels that working with Business Representative John Stralla, and being on various Negotiating Committees has been a very rewarding experience, not only because of some of the changes that have been made, but by being a part of those changes.

Louis feels that being an active Shop Steward has given him the opportunity not only to meet other Shop Stewards and members but to share with them a relationship of brotherhood and solidarity.

Louis's philosophy is that one has to work to gain the respect of the members as well as management to best resolve problems on the job.

Louis's message to members is, "Don't sit back and complain about what the Union doesn't do; get involved, be a part of making changes you want to achieve. Perhaps you too can find that involvement is not only a good experience but often a rewarding one."

APPOINTMENTS

CONCORD TV CABLE

1984 Negotiating Committee
Julian Bustamante
Robert C. Powers
W. B. "Bud" Treimat

LOCAL UNION 1245

Review Committee
Fred Pedersen

CENTRAL LABOR COUNCILS

Contra Costa County
Michael L. Phillips

Stanislaus-Tuolumne Counties
Frank Vaughn

Northern Nevada
James "Bud" Gray

CONFERENCES AND CONVENTIONS

National Safety Council Labor Division Meeting
Juliann Sum

Joint Executive Conference of
Northern California Electrical Workers
Jerry Robinson

California Labor Federation Joint Legislative Conference

Jack McNally
Howard Stiefer
Tom Dalzell
Ron Blakemore
Nannette Dominguez
Barbara Symons
Jack Osburn
Ruben Arredondo

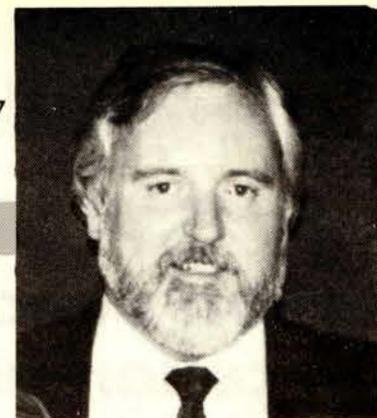
California Labor Federation Pre-Primary
Endorsement Convention

Jack McNally
Howard Stiefer
Tom Dalzell
Nannette Dominguez
Barbara Symons
Ron Blakemore

C.P. NATIONAL

Elko Telephone Negotiating Committee
Mary J. Peterson

POINT OF VIEW



IBEW 1245 Business Manager

Labor's 'special interest' — welfare of all workers

The Primary Election is over in California, and now the conventions for both parties will be held. The campaigning will begin for the general election in November.

In the recent campaign a phrase has emerged and is being used by some politicians in their criticisms of their opponents.

The phrase "special interest group" is used to indicate that a candidate is in the hip pocket, or caters to, a select group of people or a select group of organizations.

It is interesting that Walter Mondale has been accused of catering to organized labor, which apparently is labeled as a special interest group.

It is well known that organized labor is made up of approximately 20 percent of the total labor force in this country. This means that 80 percent of the American work force is *not* represented by labor unions.

To say that organized labor is a "special interest group" needs to be examined.

Organized labor throughout its history has ceaselessly fought for progress in improving working conditions, and to improve the standard of living of its members.

In doing so, organized labor has introduced and supported legislation and programs that not only improve conditions for its members, but *all* working people in this country.

Labor was very instrumental in the enactment of OSHA, from which all workers benefit. Health care, pensions, disability insurance, unemployment insurance, industrial accident insurance, minimum wage, just to name a few, are programs which organized labor has fought for and improved upon, which are also programs that benefit all workers in the United States.

So when organized labor, and what it stands for is labeled a "special interest group," it is a group of the largest class of people in the United States.

Labor as a special interest group is the majority of the people of the United States.

In Unity—

Legal corporate rip off

Many big corporations pay no federal income tax. Although corporations are taxed at a rate of 46%, none ever pays that much, and some pay nothing at all. The average rate for all industries in the U.S. is 20.5% tax. How do they do it? Though the use of legal tax benefits designed expressly for industry, including investment credits and accelerated depreciation of capital.

According to Tax Analysts, a non-profit research group, commercial banks enjoyed the lowest tax rate of any industry in 1981: -12.6%. In other words, they finished the year with a

credit to be applied to future taxes. Northrop, the aerospace manufacturer, had a tax rate of -103.1% — *that's minus 103.1%!*

Corporations haven't always had it so easy at tax time. In the early 1950s, they accounted for 30% of all federal tax revenues, the same as individuals. By 1982, industry's share had dwindled to 7.5%. Experts say that if corporations were subject to the same tax rates as individuals, it would mean an extra \$100 billion annually in the federal coffers.

Parade Magazine

Union needs member input on cellon pole hazards

By Assistant Business Manager Ron Fitzsimmons

On May 23, 1984, the Union met with PG&E at the Joint Health and Safety quarterly meeting. Included in the discussions were the continuing problems with cellon poles. Our Shop Stewards and business representatives reporting from various areas in response to a Union questionnaire indicate that there may be a problem with cellon treated poles breaking at ground level. The Union is continuing its investigation. It appears that certain pole breakage and pole rejection by crews are not being reported uniformly on a system-wide basis.

A close inspection should be made by crews before setting poles. If for any reason a pole is rejected it

should be reported to the supervisor and Shop Steward. Further, when crews change out poles that have broken under unusual conditions it should be reported to the supervisor and Shop Steward.

As a result of the meeting IBEW Local 1245 will send an updated list of questionnaire responses to PG&E.

The Union needs updates and specific information on all such poles breaking such as: division, location, pole length, class, type of wood treatment, manufacturer, brand year, installation date or new pole, and the number of poles broken and date replaced.

We need your continued cooperation to document what may be a serious safety problem.

Ongoing problems tackled at Joint Health, Safety Meeting

On May 23, 1984, the Union met with PG&E at the Joint Health and Safety quarterly meeting. The following items were discussed.

Avonseal Two Primer 173 and Debco Paint

Company agreed to conduct further tests in the San Joaquin area sometime in July. Union plans to be in attendance.

Cellon Boxes Used to Enclose Underground Transformers (Pentachlorophenol)

PG&E agreed to provide personal protective clothing and equipment to any individual upon request. They do not intend to conduct additional industrial hygiene monitoring of pentachlorophenol exposures.

Noise Controls and Hearing Testing

Company indicated that they were not aware of problems occurring locally with hearing tests. In the meantime, the Local Union has received reports of interfering background noise, incomplete training prior to testing, incriminating questionnaires, faulty audiometric equipment, and other problems.

We urge any member experiencing problems to notify the person or persons conducting the tests first and his or her supervisor as well as Shop Steward. In this way the information can be transmitted both to management through the supervisor and to the Local Union through documentation by the Shop Steward. Information documented so far is being compiled and will be sent to PG&E.

Other items discussed were training programs, San Rafael Yard, Martin Service Center, Geysers Hearing Tests, and the Geysers

3-year Medical Surveillance Program.

Ford Trucks

Ford pick-up trucks were once again one of the subjects for discussion at the May 23 Health and Safety meeting with PG&E. The trucks appear frequently as an agenda item due to the many reported incidents of Ford pick-ups jumping out of "park" when left with the motor running. PG&E has been involved in at least one personal injury lawsuit in which an injured party sued both PG&E and Ford for injuries caused by one such incident.

Through some of our members employed by Pacific Gas Transmission, Union learned that the problem is often caused by excessive wear on a small part in the steering column called a "locking dog". The part costs 75 cents and takes less than one hour to install. Prior to the May 23 meeting, the Union informed the Company of its findings and requested an update.

At the meeting, the Company informed the Union that the Automotive Department had been inspecting the part in both the monthly and yearly inspections and had found relatively little wear. When excessive wear is noted, the parts are replaced. The Company stated that they were treating the problem as one of "operator error", but were not giving any special instructions to employees except possibly in safety meetings in San Francisco. Each truck is equipped with a warning label which cautions the driver. The Union suggested clearer and more personal instructions to the employees via safety meetings, safety newsletters and the Utility Reporter. The Company was in agreement.

Labor's political foes slash basic safety programs

Our rights to protection against health and safety hazards very much depend upon the political powers in federal and state government. Under President Reagan, OSHA has come to a virtual standstill in most areas. Under Governor Deukmejian, Cal/OSHA programs have been severely weakened or dismantled through budget slashes and other policy changes. The importance of our members participating in the electoral process cannot be emphasized enough.

The following article by the UAW cites many of the health and safety losses we have suffered under Reagan.

The Reagan Administration continues its attack on worker safety and health protections. Corporate profits are being put ahead of worker protection. Health and Safety gains made at the bargaining table and through previous administrations could be totally eliminated if Reagan is allowed to continue his attacks on worker safety:

- OSHA enforcement activity has continued its nosedive, protecting companies not workers.
 - OSHA has ignored the evidence for greater worker protection and set only two weak standards, while efforts to weaken existing standards continued.
 - Workers are being denied the right to know information on toxic substances in the workplace.
 - Research in occupational safety and health have been strangled by severe budget cuts.
 - Corporate bailouts from health and safety liability have been pushed.
 - Enforcement under the Reagan OSHA.
- The Reagan OSHA has continued to reduce enforcement and neglect important health and safety problems.
- Workplace inspections are down 33%.
 - Inspectors positions down 31%.
 - Willful violations are down 91%.
 - Complaint inspections are down 65%.
 - Serious citations are down 47%.
 - Penalties are down 78%.

Policies which exempt plants from inspection have already eliminated OSHA-initiated safety inspec-

tions for most UAW plants, and new schemes for limiting inspections are being planned, such as consultation in place of inspection.

Congress mandated the direction of OSHA, which the Reagan Administration is trying to change through Administrative Rules.

OSHA Standards:

There are dozens of chemical hazards for which OSHA standards are absent or inadequate. Yet, OSHA has refused to act on new information or in response to petitions for standards on cancer-causing chemicals. OSHA has also stalled action on safety standards for lockout and confined spaces. The only exposure limit set, an inadequate standard for asbestos, was passed only after overwhelming pressure from labor. The UAW was forced to sue the Labor Department to try to get action on formaldehyde. Meanwhile, the Reagan OSHA moved to rollback standards on lead, cotton dust and is even considering raising the noise limit from 90 to 100 decibels.

Right to Know

The movement to give workers the Right to Know the hazards of chemicals they are exposed to on the job has gained momentum, as states and cities passed strong Right to Know Laws. To blunt this drive, the Reagan OSHA has passed a chemical labeling regulation that is of little use to workers, and designed to preempt more effective State Standards. Right to Know legislation to protect all workers will still have to be pursued on a state and local level.

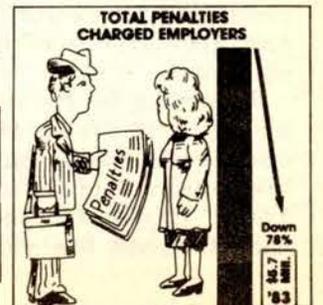
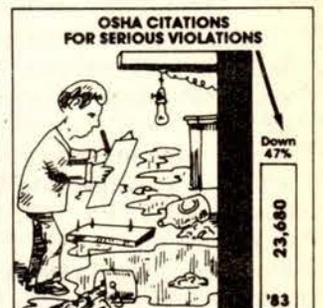
Cutbacks at NIOSH

The need for research on occupational hazards, especially occupational cancer, has never been greater. But, the National Institute for Occupational Safety and Health, (NIOSH) has been wracked by deep budget cuts.

Corporate Bail-Outs for Occupational Disease

Corporations are trying to escape liability for occupational disease by closing off workers' rights to sue through changes in Workers' Compensation and product liability law. New legal tricks are being tried, such as the false bankruptcy by Manville Corporation to avoid liability for asbestos related disease.

HOW REAGAN HAS CUT OSHA



Detailed look at VDT's visual fatigue, radiation



By Ann Miley, Staff Attorney

The Labor Occupational Health Program of the Institute of Industrial Relations at the University of California at Berkeley sponsored a one-day conference on the health effects of Video Display Terminals (VDT's), also referred to as Cathode Ray Tubes (CRT's). The April 14 meeting was well attended by 170 women and men, about one-half of whom were represented by unions.

The health problems associated with VDT's were explored by several panel members with different areas of expertise. Dr. Olov Ostburg, a visiting scientist from Sweden, who is currently working with the National Institute for Occupational Safety and Health (NIOSH), has been studying the effect of motivation and stress on VDT Operators.

He stated that in Sweden no worker works 8 hours-a-day on a VDT since Swedish unions, who represent 90 percent of blue collar and 85 percent of white collar workers, have negotiated contracts prohibiting such durations. He said that Swedish employers are in agreement with the unions on limiting VDT work duration because such contract clauses are viewed as a means of actually increasing over-all productivity.

Further, recent broad statutes enacted in Sweden forbid long, unbroken hours at VDT's and mandate that ergonomic considerations be given at individual work stations to diminish glare and increase the adjustability of the equipment to better suit the individual operator.

Dr. Ostburg cited a Swedish study which found that fully 52 percent of all occupational diseases can be traced to poor ergonomics. Ergonomics is defined as the science that seeks to adapt work or working conditions to suit the worker. Dr. Ostburg also told of production limits that the Japanese have established for their Keypunch Operators in response to the workers' physical complaints. He reported that after implementing operator maximums of 40,000 keys and 300 minutes per day, and 60 minute intervals with breaks between work periods, all symptoms disappeared. Dr. Ostburg and NIOSH therefore recommend that VDT Operators with highly demanding or repetitive work have a 15-minute break after an hour of work as a preventative against stress and muscular-skeletal and visual strain.

Dr. Lawrence Stark, a medical doctor and Professor of Physiological Optics and Neuro-Ophthalmology

at the University of California at Berkeley and San Francisco, addressed the complicated question of eyestrain caused by working with VDT's. As eyestrain or visual fatigue is different from visual acuity, eye tests can show 20-20 vision, but do not test for more subtle features such as small degrees of astigmatism or effects of different degrees of vision between the two eyes. In addition, people vary in their visual complaints: some describe eye irritation, some complain of visual motor impairment or blurring, some experience photophobia or extreme sensitivity to light and flicker, and a few individuals even experience visual motor decomposition which means they cannot use their eyes at all for an extended period of time. However, Dr. Stark asserted, one consistent observation can be made: more and more severe visual complaints are made by VDT Operators than by typists.

The complaints probably are the result of both poor technology and poor ergonomics of VDT's. Examples of these problems are the minimal legibility of the characters on the screen, the large amount of glare, the side-to-side jitter of screen characters which is exaggerated by normal eye movement, and the fact that the material is all brought to the operator on a single screen so that eyes do not adjust to different distances while working. Dr. Stark called for further study and said that testing is needed to understand such effects as accumulation, the take-home effects of VDT work, and how to better relax eyes. He concluded that although visual fatigue may not yet be measurable, it is nevertheless a very real phenomenon for VDT Operators.

Diane Roose, a researcher with '9 to 5', the National Association of Working Women, discussed the controversial issue of pregnancy and radiation. She took great care to explain that no known link had been established between VDT use and miscarriages or birth defects. However, against average background rates for miscarriages of 10-20 percent, severe birth defects of 2-3 percent and total birth defects of 7-8 percent, eleven clusters of much higher rates had been confirmed among VDT Operators. Two such groups were being studied and NIOSH is initiating a large-scale, scientifically controlled study of the problem.

Although the existence of VDT-related pregnancy problems has not been established conclusively,

Roose found potential sources of such problems to include non-ionizing radiation, circulatory problems from lack of motion, indoor air pollution, stress from noise, ultrasound and machine-paced work, and build-up of static. Roose advocated a preventative but practical stance until test results are in: If a worker cannot transfer from a VDT position for the duration of her pregnancy, then she should shield the machine for radiation and glare and limit stress as much as possible.

The Conference continued with a legislative update by Carol Kurtz, representative for Assemblyman

Tom Hayden, on the progress of AB 3175, an Assembly Bill introduced by Assemblyman Hayden to improve VDT Operators' working conditions, described in last month's UTILITY REPORTER.

Alexis Rankin, a health consultant to several unions, presented examples of contract language and strategies for negotiating more protections for VDT Operators. The Conference concluded with workshops on the specific problems of VDT Operators and methods for both union and non-union workers to cope with the problems and improve the working conditions for VDT workers.

KEEPING POSTED:

U.S. DEPARTMENT OF LABOR Occupational Safety and Health Administration		Form Approved OMB No. 44-1387	
MATERIAL SAFETY DATA SHEET			
<small>Required under USDL Safety and Health Regulations for Ship Repairing, Shipbuilding, and Shipbreaking (29 CFR 1915, 1916, 1917)</small>			
SECTION I			
MANUFACTURER'S NAME		EMERGENCY TELEPHONE NO.	
ADDRESS (Number, Street, City, State, and ZIP Code)			
CHEMICAL NAME AND SYNONYMS		TRADE NAME AND SYNONYMS	
CHEMICAL FAMILY		FORMULA	
SECTION II - HAZARDOUS INGREDIENTS			
PAINTS, PRESERVATIVES, & SOLVENTS	%	TLV (Units)	ALLOYS AND METALLIC COATINGS
PIGMENTS			BASE METAL
CATALYST			ALLOYS
VEHICLE			METALLIC COATINGS
SOLVENTS			FILLER METAL PLUS COATING OR CORE FLUX
ADDITIVES			OTHERS
OTHERS			
HAZARDOUS MIXTURES OF OTHER LIQUIDS, SOLIDS, OR GASES		%	TLV (Units)
SECTION III - PHYSICAL DATA			
BOILING POINT (°F.)		SPECIFIC GRAVITY (H ₂ O=1)	
VAPOR PRESSURE (mm Hg.)		PERCENT VOLATILE BY VOLUME (%)	
VAPOR DENSITY (AIR=1)		EVAPORATION RATE (—=1)	
SOLUBILITY IN WATER			
APPEARANCE AND ODOR			
SECTION IV - FIRE AND EXPLOSION HAZARD DATA			
FLASH POINT (Method used)		FLAMMABLE LIMITS	LFL UFL
EXTINGUISHING MEDIA			
SPECIAL FIRE FIGHTING PROCEDURES			
UNUSUAL FIRE AND EXPLOSION HAZARDS			

All non-federal employers in California are required to provide special health and safety training or written information on most of the hazardous substances to which you may be exposed. The requirements are found in Cal/OSHA's General Industry Safety Order 5194, "Materials Safety Data Sheets." See above for an example of a Material Safety Data Sheet Form, which is filled out by the chemical manufacturer or supplier. The training or written information must include the health hazards, proper handling precautions, personal protective equipment, and emergency procedures for spills, fire, disposal, and first aid. Please notify your Shop Steward or Business Representative if you are having difficulty obtaining this training or written information.

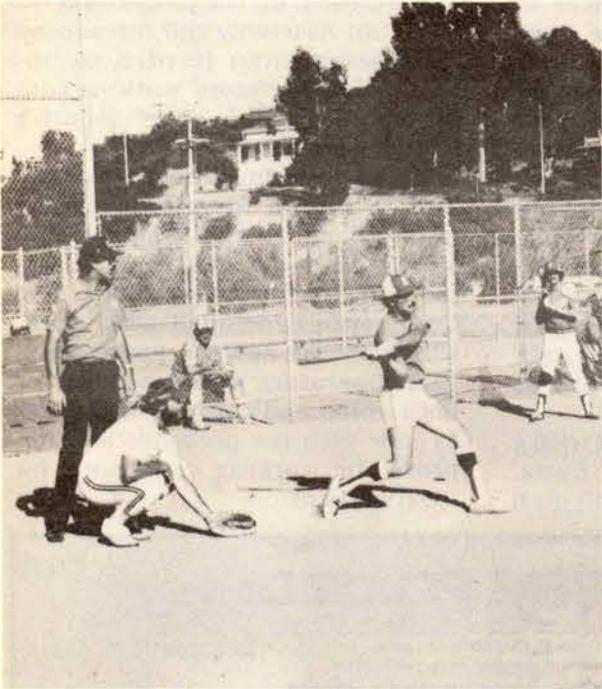
Training sessions sought

Training programs in health and safety have been an ongoing item of discussion in meetings with PG&E. A recent survey conducted by our Business Representatives revealed that Company has not been providing adequate information in certain areas to employees regarding their rights of access to chemical, exposure, and medical records and has not been providing adequate train-

ing on hazardous materials in the workplace. The training and information provisions are legal Cal/OSHA requirements.

At the Joint Health and Safety meeting held on May 23, PG&E agreed to check into ensuring compliance with these Cal/OSHA requirements and consider the mandatory use of their training film in the field.

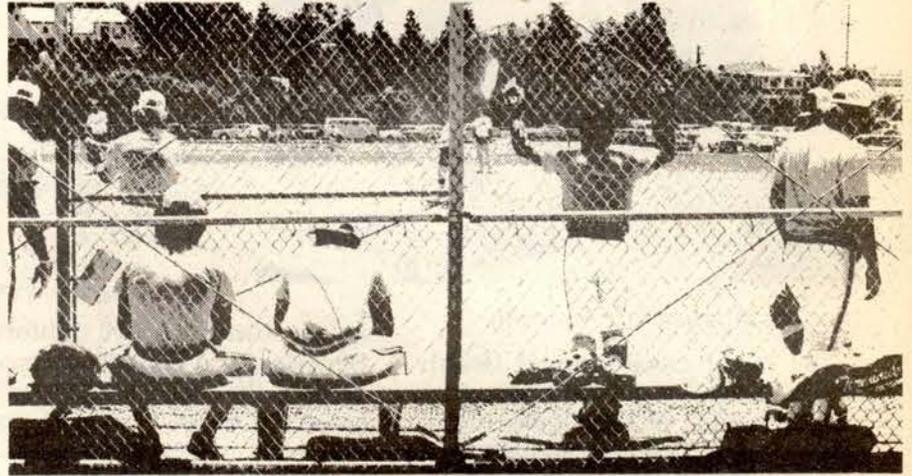
Seventh Annual Slo-pitch Softball Tournament



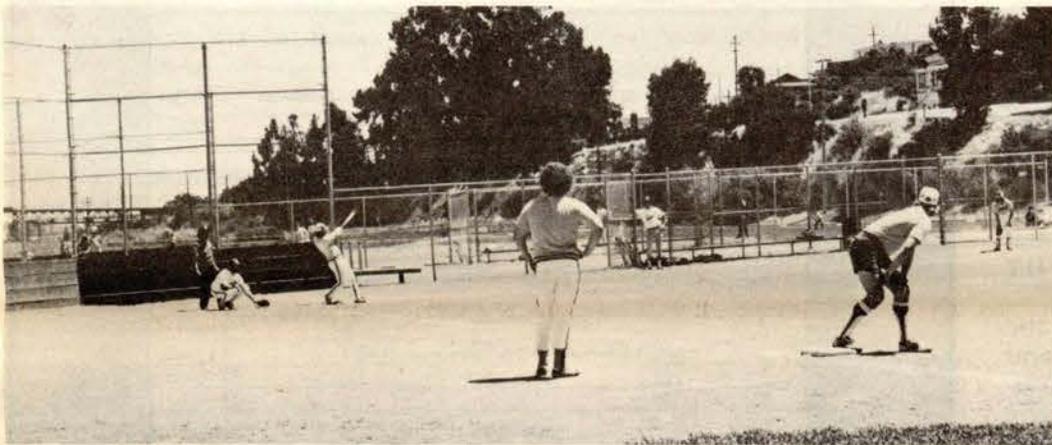
Line drive.



Cheerleader Linda Espinosa.



Members and their families had a day of fun in the sun at the Local's Annual Slo-pitch Softball Tournament held in Martinez in mid-May. After a day of intense competition the winning teams were presented trophies by Business Manager Jack McNally. First place team members each received handsome individual trophies. Division One winners can now go on to the State Industrial finals later this year.



Safe at 1st base.



Plenty of hungry participants.



Bob Martin, Dick Hoyer, two hardworking volunteers.



Taking it easy — for a few minutes.

FIRST PLACE — DIVISION I PITCOCK PETROLEUM

Manager:
Art Engell

Members:
Arthur L. Engell
Edward Engell
Brad Stevens
Steve Nichols
Ron Bennett
Bruce Lane
Steve Wink
Dan Rand
Randy Swindell
Mike Lopez
Ben Arvig
Steve Stewart

FIRST PLACE — DIVISION II EAST BAY G.C.'ers

Manager:
Rich Taylor

Members:
Rich Taylor
Steve Ingerson
Jody Moreira
Dave Grilli
Rich Kellough
Mark Toney
John Sarley
Larry Sibilla
Gene Creecy
Ron Bennett
Curtis Levingston
Gary Alderman
S. Hamilton

SECOND PLACE — DIVISION I CATV TERMINATORS

Manager:
Mike Matheson

Members:
Daniel P. Joseph
Michael R. Travers
Jeff R. Sellstrom
Glen G. Shipley
Mike Matheson
Keith Williams
Wayne Doty
Mike O'Hara
Rob Powers
Mike Shea
T. Wall
Andy Basterrechea
Bud Tleimat
Greg Billie
D. Schroeder

SECOND PLACE — DIVISION II HAVE VALVE WILL PACK

Manager:
Melvin K. George

Members:
John Mallary
Andy Mello
Jerry Debaca
Leo Luna
Gilbert Martinez
R. Moffitt
J. Dukes
G. Bostic
M. George
J. Derosdo
Randy Silva

CONSOLATION WINNERS OAKLAND POWER CLUB

Manager:
Jerry Burns

Members:
J. Burns
D. Crockett
D. Meier
D. Daly
M. Sigler
K. McPherson
M. Dorricott
A. LaDrech
F. Villar
J. Dorman
D. Oronos
L. Brown
E. Dunlap



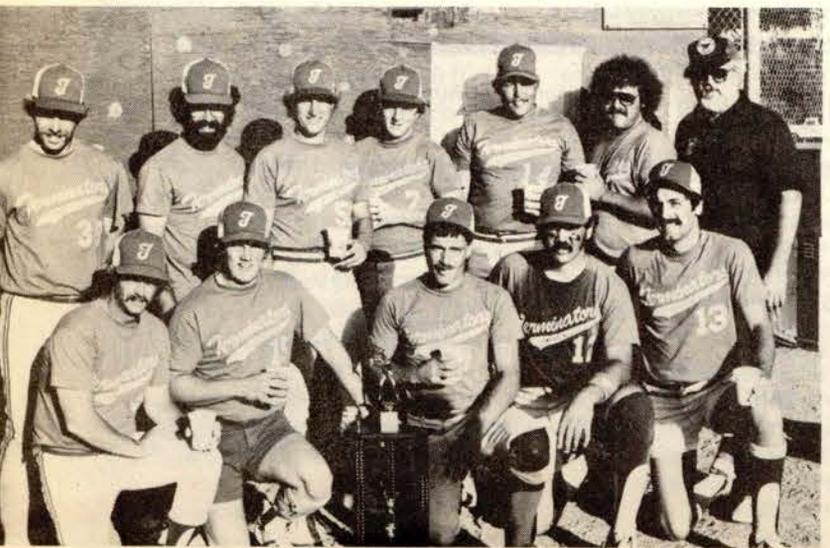
McNally at bat.



Division I First Place winners: Pitcock Petroleum.



Division II First Place Winners: East Bay G.C.'ers.



Division I Second Place Winners: CATV Terminators.



Player, and tiny fan.



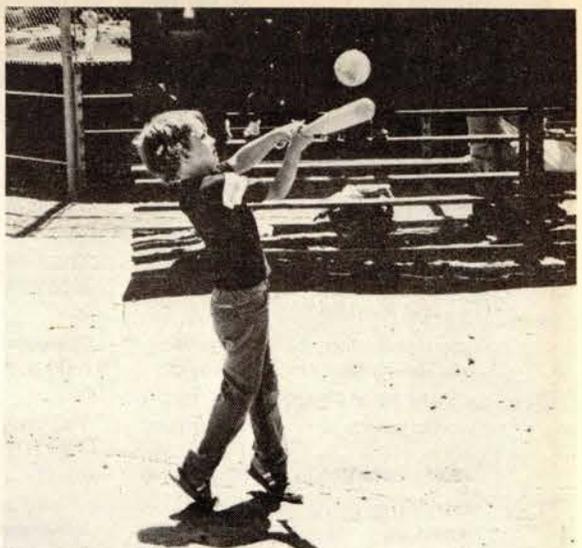
Division II Second Place Winners: Have Valve Will Pack.



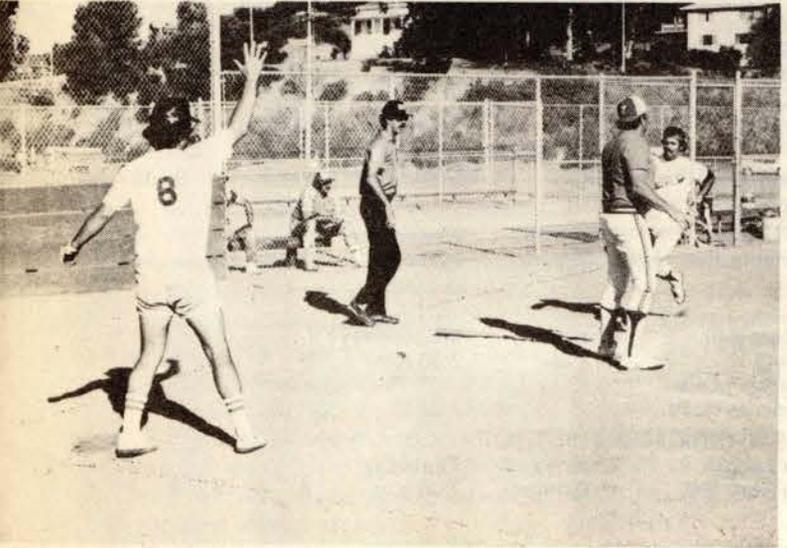
Consolation Winners: Oakland Power Club.



Game trophies.



Fun outside the diamond.



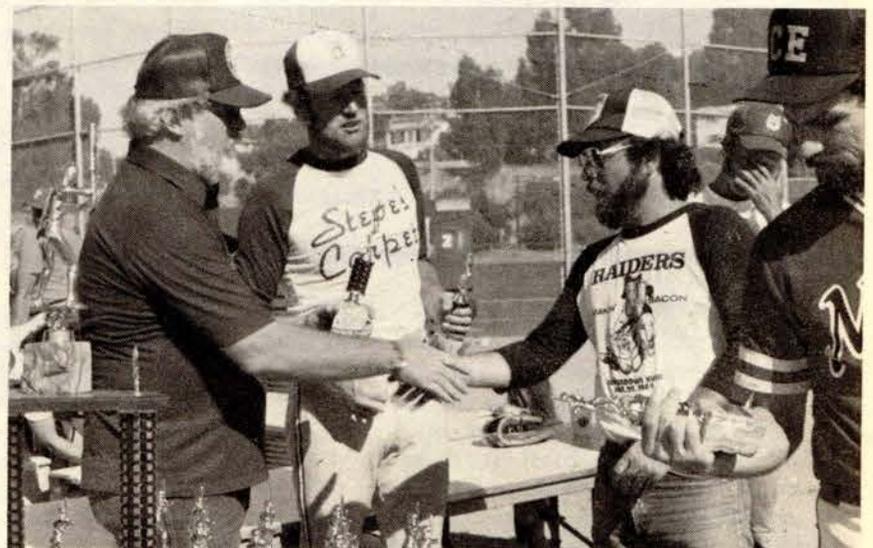
Heading for home.



Tournament coordinator Assistant Business Manager Ron Fitzsimmons, left.



Business Representative Joe Valentino, left, also helped coordinate the event.



Business Manager Jack McNally congratulates winning team member.

IBEW LOCAL 1245 UNIT MEETINGS

July to December 1984

San Joaquin			July	Aug.	Sept.	Oct.	Nov.	Dec.	
1111	FRESNO Cedar Lane Bowl Cedar & Shields	Chairman: S. Perales	Tuesday 5:30 p.m.	3	7	4	2	6	4
1112	BAKERSFIELD Central Labor Council 200 W. Jeffrey	Chairman: Ed Mallory	Thursday 7:30 p.m.	12	9	13	11	8	13
1113	MADERA DiCicco's 516 So. I St.	Chairman: R. Moon	Thursday 7:30 p.m.	5	2	6	4	1	6
1117	WASCO Victory Cafe Poso & 4th St.	Chairman: ** D. Barraza	Monday 5:00 p.m.	9	13	10	8	19*	10
1118	CRANE VALLEY Sierra Sky Ranch Highway 41 Oakhurst, CA 93644	Chairman: R. Newton	Wednesday 7:30 p.m.	11	1	5	3	7	5
1119	BALCH Rec. Hall	Chairman: T. Moore	Tuesday 5:30 p.m.	10	14	11	9	13	11
1120	SELMA El Conquistador Restaurant	Chairman: Tom Thomas	Thursday 5:00 p.m.	12	9	13	11	8	13
1121	COALINGA Power Club Jayne & Merced	Chairman: S. Gillespie	Tuesday 7:30 p.m.	10	14	11	9	13	11
1122	MERCED IRRIGATION DISTRICT Pine Cone Coffee Shop 2000 E. Childs	Chairman: M. Higgins	Thursday 7:30 p.m.	12	9	13	11	8	13
1123	MERCED *** Pine Cone Coffee Shop 2000 E. Childs	Chairman: D. Mayo	* Wednesday 7:30 p.m.	18	8	12	10	14	12
1124	LOS BANOS Wool Growers 609 H St.	Chairman: Tom Hunt	Wednesday 5:00 p.m.	18	15	12	17	14	12
Coast Valleys									
1211	SALINAS American Legion Hall 14 W. Laurel Dr.	Chairman: J. Delsman	Tuesday 5:00 p.m.	10	7	4	9	6	4
1212	MONTEREY Two Guys From Italy 2030 Fremont St.	Chairman: G. Carlsen	*** Wednesday 5:15 p.m.	25	22	19	24	25	19
1214	MOSS LANDING Odd Fellows Hall 17-A East Beach Watsonville	Chairman: K. Markoe	Thursday 5:00 p.m.	12	9	6	11	8	6
1215	SAN LUIS OBISPO Motel Inn 2223 Monterey St.	Chairman: G. Outlaw	*** Wednesday 5:30 p.m.	11	15	12	17	14	12
1216	SANTA MARIA Vanderberg Inn 1316 So. Broadway	Chairman: D. Woods	Thursday 8:00 p.m.	12	16	13	18	15	13
1217	PASO ROBLES Paso Robles Inn 11 & Spring St.	Chairman: J. Taylor	*** Tuesday 5:00 p.m.	10	14	11	16	13	11
1218	MONTEREY PENINSULA TV Two Guys From Italy 2030 Fremont St.	Chairman: P. Gaudoin	Tuesday 7:00 p.m.	24	21	18	23	20	18
1219	HOLLISTER Paine's Restaurant 421 East	Chairman: J. Johnson	Wednesday 5:00 p.m.	11	8	5	10	7	5
1220	DIABLO CANYON San Luis Bay Inn Avila Beach	Chairman: W. Oakley	Monday 5:00 p.m.	9	13	10	15	5*	10
Pipe Line									
1311	BARSTOW V.F.W. Club Rm. 25214 W. Main St.	Chairman: V. Cooke	Wednesday 5:00 p.m.	4	1	6	3	7	6
1312	NEEDLES Eagles Club Front St.	Chairman: C. Rowen	Thursday 5:00 p.m.	5	2	7	4	1	7
Santa Clara									
1411	CITY OF SANTA CLARA Fiorillo's Pizza 2230 El Camino	Chairman: ** B. Hazzard	Thursday 5:30 p.m.	12	9	13	11	8	13

July Aug. Sept. Oct. Nov. Dec.

San Jose			July	Aug.	Sept.	Oct.	Nov.	Dec.	
1501	SAN JOSE, CLERICAL Clover Hall 99 N. Bascom	Chairman: B. Brill	Tuesday 6:30 p.m.	10	14	11	9	13	11
1511	SAN JOSE, PHYSICAL Clover Hall 99 N. Bascom	Chairman: R. Fitzpatrick	Tuesday 8:00 p.m.	3	7	4	2	6	4
1512	BELMONT Windy City Pizza 1030 El Camino	Chairman: T. Hughes	Wednesday 5:15 p.m.	11	8	12	10	14	12
1513	SANTA CRUZ The Pizza Co. 1501 41st Ave. Capitola	Chairman: D. Turner	*** Wednesday 7:00 p.m.	4	1	5	3	7	5
1515	GILROY Watsonville Fed. Savings 801 I St.	Chairman: D. Mayberry	* Tuesday 7:00 p.m.	17	21	18	16	20	18
4411	DAVEY TREE-LAS VEGAS Shakey's Pizza 4245 E. Boulder Hwy.	Chairman: R. Freeman	Thursday 7:00 p.m.	19	16	20	18	15	20
4414	DAVEY TREE 3063 Citrus Cir. Walnut Creek	Chairman: ** G. Doss	Thursday 5:00 p.m.	19	16	20	18	15	20
City of Oakland									
2211	OAKLAND GENERAL The Flanker 45 Hegenberger Loop	Chairman: R. Murphy	Thursday 5:00 p.m.	5	2	6	4	1	6
East Bay									
2311	OAKLAND Edgewater- Hyatt House Hegenberger Rd.	Chairman: J. Graham	Tuesday 7:00 p.m.	3	7	4	2	6	4
2312	EAST BAY GENERAL CONSTRUCTION Edgewater- Hyatt House 455 Hegenberger Rd.	Chairman: A. Washington	Wednesday 6:00 p.m.	11*	1	5	3	7	5
2314	HAYWARD Whiskey Town 5660 Thornton Ave. Newark	Chairman: T. Healy	Wednesday 6:00 p.m.	11	8	12	10	14	12
2315	LIVERMORE Eagles Hall 527 N. Livermore Avenue	Chairman: L. Adams	Thursday 7:00 p.m.	5	2	6	4	1	6
2316	CONCORD I.B.E.W. Local 1245 3063 Citrus Cir. Walnut Creek	Chairman: D. Hoyer	Thursday 7:30 p.m.	12	9	13	11	8	13
2317	ANTIOCH Moose Lodge 4th & H Street	Chairman: M. Hessler	Tuesday 7:00 p.m.	10	7	11	9	6	11
2301	EAST BAY CLERICAL Holiday Inn 1800 Powell St. Emeryville	Chairman: M. Kizzee	Wednesday 6:00 p.m.	11	8	12	10	14	12
San Francisco									
2401	SAN FRANCISCO CLERICAL Sheraton Palace Market & New Montgomery	Chairman: D. Duffy	Wednesday 5:30 p.m.	11	8	12	10	14	12
2412	SAN FRANCISCO War Memorial Center 6655 Mission St. Daly City	Chairman: S. Lee	Wednesday 7:30 p.m.	11*	1	5	3	7	5
Stockton									
2511	STOCKTON Jester's Club 6011 N. West Ln.	Chairman: ** L. Niskern	Thursday 7:30 p.m.	12	9	13	11	8	13
2513	JACKSON Native Sons Hall Court Street	Chairman: W. Johns	Tuesday 7:30 p.m.	6*	7	4	2	6	4
2514	TRACY Norms Pizza Parlor 2227 Tracy Blvd.	Chairman: R. Kerr	Tuesday 5:00 p.m.	10	14	11	9	13	11
2515	MODESTO Sundial Lodge 808 McHenry, Rm. #138	Chairman: ** D. Gilbert	Wednesday 7:30 p.m.	11	8	12	10	14	14*
2516	LODI Carpenters Hall Local 1418 15417 North Lower Sacramento Road	Chairman: G. Mai	Wednesday 7:30 p.m.	5*	1	5	3	7	5
2518	MODESTO IRRIGATION DISTRICT Sundial Lodge 808 McHenry, Rm. #138	Chairman: D. Pittman	* Thursday 7:30 p.m.	5	2	6	4	1	6

July Aug. Sept. Oct. Nov. Dec.

† New Unit
* Day/Date Change
** Chairman Change
*** Meeting Place Change
**** Time Change
X Cancelled

PLAN TO ATTEND

IBEW LOCAL 1245 UNIT MEETINGS

	July	Aug.	Sept.	Oct.	Nov.	Dec.
Pacific Gas Transmission						
3021 SANDPOINT *** 3500 Selles Rd. J & M Ranch	Chairman: ** W. Miller	Wednesday 5:00 p.m.	25	22	26	24 28 26
3023 WALLA WALLA *** Jack's Fountain Lunch c/o Book Nook Main Street	Chairman: L. Thomas	Wednesday 7:00 p.m.	11	8	12	10 14 12
3024 REDMOND Pietro's Pizza 413 W. Glacier St.	Chairman: ** T. Touchon	Tuesday 7:00 p.m.	10	7	11	9 13 11
Humboldt						
3111 EUREKA Labor Temple 9th & E Streets	Chairman: J. Russell	Tuesday 7:30 p.m.	10	14	11	9 13 11
3112 GARBERVILLE Fireman's Hall Locust Street	Chairman: T. Hensley	Thursday 5:00 p.m.	12	16	13	11 15 13
3113 WILLOW CREEK Willow Inn Hwy. 299 East	Chairman: W. Skoonberg	Thursday 5:00 p.m.	19	23	20	18 29* 20
Shasta						
3212 REDDING Hospitality House 532 N. Market	Chairman: S. Fox	Tuesday 7:30 p.m.	3	7	4	2 6 4
3213 BURNEY Veterans Memorial Hall	Chairman: R. Trunnel	Thursday 7:30 p.m.	12	16	13	11 15 13
3216 TRINITY New York Hotel Weaverville	Chairman: A.W. Wells	Tuesday 7:30 p.m.	10	14	11	9 13 11
Nevada						
3311 RENO IBEW Hall 2713 E. 4th Street	Chairman: D. Moler	Wednesday 7:30 p.m.	3	1	5	3 7 5
3312 CARSON CITY Carson Fire Station	Chairman: D. Plank	Monday 6:00 p.m.	9	13	10	8 12 10
3313 YERRINGTON Fire Station	Chairman: J. Collins	Tuesday 6:00 p.m.	3	7	4	2 6 4
3314 SOUTH LAKE TAHOE Moose Lodge	Chairman: R. Kostka	Thursday 6:30 p.m.	5	2	6	4 1 6
3315 ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: D. Strausburg	Tuesday 4:15 p.m.	17	21	18	16 20 18
3316 RENO MANUFACTURING Carpenter's Hall 1150 Terminal Way	Chairman: J. Davis	Thursday 4:45 p.m.	12	9	13	11 8 13
3317 WINNEMUCCA *** Library	Chairman: M. Roper	Tuesday 7:00 p.m.	10	14	11	9 13 11
3318 ELKO Stockmen's Hotel Elko	Chairman: M. Dykstra	Wednesday 7:30 p.m.	18	22	19	17 14 19
† 3319 HAWTHORNE-TONOPAH Coaldale Junction	Chairman: K. Vanderbundt	Monday 7:00 p.m.	16	20	17	15 19 17
DeSabra						
3412 QUINCY Moons Restaurant Lawrence Street Stone Building	Chairman: ** N. Adamson	Wednesday 7:00 p.m.	4	8	5	3 7 5
3417 PARADISE Forbes Garage 5570 Vista Way	Chairman: B. Lovett	Thursday 7:30 p.m.	5	9	6	4 8 6
Drum						
3511 AUBURN Moose Lodge Sacramento & High	Chairman: ** S. Justis	Tuesday 7:00 p.m.	10	14	11	9 13 11
3512 ROSEVILLE Villa Rosa Rest. 1704 Douglas Bl.	Chairman: D. Wojdac	Wednesday 5:00 p.m.	11	8	12	10 14 12
3513 GRASS VALLEY Nevada County Sportsman Banner Mtn. Trail	Chairman: W. Webber	Wednesday 7:30 p.m.	11	8	12	10 14 12
Colgate						
3611 MARYSVILLE Petrocelli's 1235 Bridge St. Yuba City	Chairman: ** L. Casserly	Tuesday 6:00 p.m.	3	7	4	2 6 4
3613 OROVILLE Eagles Hall 2010 Montgomery St.	Chairman: A. Knudsen	Thursday 6:00 p.m.	5	2	6	4 1 6
North Bay						
3711 MARIN COUNTY Sams 209 Third Street San Rafael	Chairman: L. Wood	Thursday 5:30 p.m.	12	9	13	11 8 13
3712 SANTA ROSA El Rancho Tropicano	Chairman: H. Stiefer	Tuesday 8:00 p.m.	3	7	4	2 6 4
3714 UKIAH Ukiah Grange South State St.	Chairman: K. Wilson	Wednesday 7:30 p.m.	18*	8	5	3 7 5
3715 LAKEPORT *** West America Bank, Main St., Lakeport	Chairman: J. Scott	Tuesday 8:00 p.m.	17*	7	4	2 6 4
3716 NAPA/VALLEJO Showbiz Pizza 235 Larwin Pl.	Chairman: D. Falk	Thursday 7:00 p.m.	5	2	6	4 1 6
3717 FORT BRAGG — POINT ARENA Masonic Temple 428 No. Main Fort Bragg	Chairman: D.C. McDonell	Thursday 5:00 p.m.	19*	9	6	4 8 6
Sacramento						
3811 SACRAMENTO Local Union Ofc. 1414 21st St.	Chairman: D. Norris	Tuesday 6:00 p.m.	3	7	4	2 6 4
3812 VACAVILLE Brigadoon Lodge 1571 E. Monte Vista	Chairman: J. Runswick	Thursday 7:00 p.m.	12	9	13	11 8 13
3813 PLACERVILLE The Hoosgow 2864 Ray Lawyer	Chairman: G. Park	Wednesday 5:00 p.m.	11	8	12	10 14 12
3814 WOODLAND American Legion Hall Post 77 523 Bush Street	Chairman: J. Rutledge	Thursday 5:30 p.m.	5	2	6	4 1 6
3011 SACRAMENTO REGIONAL TRANSIT *** The Townhouse 21st Street Sacramento	Chairman: R. Ruiz	Wednesday **** 4:45 p.m.	5*	1	5	3 7 5
3911 SACRAMENTO MUNICIPAL UTILITY DISTRICT Dante Club 2330 Fair Oaks Bl. Sacramento	Chairman: J. Callahan	Wednesday 4:30 p.m.	X	1	5	3 7 5
3912 FRESH POND (SMUD) Moose Lodge Hwy. 50-Frontage Road, Camino	Chairman: E. Anderson	Tuesday 4:30 p.m.	3	7	4	2 6 4
3913 RANCHO SECO Community Center Herald Store Herald	Chairman: B. Knox	Tuesday **** 4:30 p.m.	10	14	11	9 13 11
† 3914 HIDDEN VALLEY Hidden Valley Meeting Room	Chairman: G. Higgins	Thursday 4:00 p.m.	12	9	13	11 8 13
Citizens Utilities Company						
4012 SUSANVILLE Grand Cafe Main Street	Chairman: H. Edwards	Tuesday 7:30 p.m.	10	14	11	9 13 11
4013 ALTURAS Rancho Steak House Hwy 299E	Chairman: J. Belle	Wednesday 5:30 p.m.	11	8	12*	10* 14* 12*
4014 ELK GROVE Pizza Barn 8610 Elk Grove Blvd.	Chairman: V. Wolniewicz	Wednesday 5:30 p.m.	18	15	19*	17* 21* 19*
4015 BURNEY — C.U.C.C. Sams Pizza Hwy 299E	Chairman: ** B. Burlison	Thursday 5:30 p.m.	12	9	13*	11* 8 13*
† 4016 REDDING — C.U.C.C. Shakey's Pizza 2600 Churn Creek Rd.	Chairman: V. A. Dabney	Tuesday 5:30 p.m.	17	21*	18*	16* 20* 18*
Outside Construction						
4911 OUTSIDE CONSTRUCTION 1414 21st Street Suite B Sacramento	Chairman: ** B. Bronson	Saturday 10:00 a.m.	14	11	8	13 10 8
4912 OUTSIDE LINE 170 W. San Jose Claremont	Chairman: ** A. G. Dudley	Wednesday 8:00 p.m.	11	8	12	10 14 12

† New Unit
* Day/Date Change
** Chairman Change
*** Meeting Place Change
**** Time Change
X Cancelled

July Aug. Sept. Oct. Nov. Dec.

General Construction 1514 under San Jose
2312 under East Bay
3815 under Sacramento

Public Agencies 1411 City of Santa Clara
2211 City of Oakland
3911 S.M.U.D.
3912 Fresh Pond (S.M.U.D.)

Trees 4411 under San Jose

OUTSIDE LINE

New Agreement with NECA Ratified

On May 22, 1984, the Ballot Committee for the ratification vote on the offer of the Western Line Constructor's Chapter of the National Electrical Contractors Association announced that the offer had been accepted by a 187 to 57 margin. There were no void or challenged ballots. Members of the Ballot Committee included Don Davis, Ernie Storey, and Assistant Business Manager Orv Owen. Details of the new two-year agreement were reported in the last issue of the Utility Reporter with major changes in the area of wages, subsistence pay, health and welfare benefits, and aircraft insurance.

United States District Court Orders Commonwealth to Pay Pension

The next chapter of the continuing fight by Local 1245 to force Commonwealth Electric to pay con-

tractually required pension contributions on behalf of Local 1245 members who were employed on the San Diego Powerlink Project took place in San Diego, where on May 21, 1984, attorneys for Commonwealth, and Local 1245 Staff Attorney Tom Dalzell, accompanied by Business Representative Jerry Robinson, appeared in United States District Court to argue Commonwealth's suit to set aside the arbitration decision of the Council on Industrial Relations and Local 1245's suit to confirm and enforce the Council's decision.

Just two days later, on May 23, District Court Judge J. Lawrence Irving issued his decision, which stated: "It is ordered, adjudged and decreed that the award of the Council on Industrial Relations for the Electrical Contracting Industry dated February 20, 1984, is confirmed in all respects, and that judgment be entered for Local 1245 in each of these actions."

Rather than comply with the order of the Council and the United States District Court, Commonwealth has announced that it in-

tends to appeal the matter to the United States Court of Appeal for the Ninth Circuit. Staff Attorney Dalzell commented as follows: "We went to Washington and won before the Council. We went to San Diego and won before the United States District Court. We'll go to San Francisco and do our best before the Appeals Court. There's more than \$100,000 at stake, it's not just a question of money. Commonwealth is the only one of the four contractors on the San Diego project who is still refusing to make the pension contributions and we'll do whatever it takes to get Commonwealth in line."

Work Outlook

Construction on the Intermountain Power Project has begun, with about 25 Local 1245 members already at work on the steel. By peak construction next fall, it is expected that 150 Local 1245 members, including 75 Journeymen Linemen will be employed on the 244-mile stretch of the line under Local 1245's jurisdiction.

Additionally, Business Represen-

tative Curt Peterson reports that as of early June there were approximately 35 Line Crews dispatched and working out of Local 1245's Southern California hall.

Sacramento Cable Television

Through the efforts of Local 1245, the prevailing wage rate for the construction of the Sacramento Cable Television system has been raised approximately 26 percent to more accurately reflect the existing wage and benefit level for similar work. Although the construction contract has not been awarded yet, the chances of it going to a union contractor do not appear to be good at the present moment. Outside Line Business Representative Jerry Robinson reports that every effort is being made to protect our jurisdiction and that every effort is being made to have the job go union. "A union contractor can offer two things that a non-union contractor can't" said Robinson, "trained quality workers and labor stability. We think that Sacramento deserves both."

BARGAINING REPORT — PUBLIC AGENCIES

SMUD

Business Representative Mack Wilson announced at the June staff meeting that Local 1245 and the Sacramento Municipal Utility District have recently agreed to an experimental program of fact finding both in disciplinary and contract interpretation grievances.

Wilson is optimistic about the success of fact finding. "Several months ago, we had a number of arbitrations with Sam Kagel. It was clear in those arbitrations that at least a few of the cases should have been settled before arbitration, but we don't have fact finding and so sometimes we got to arbitration before both sides had a full grasp on all the facts." According to Wilson, it was Sam Kagel's informal suggestion that led the District and Local 1245 to adopt the pilot program.

"We will have one Shop Steward, in most cases Glenn Hurdle from downtown, or Brian Knox from Rancho Seco, and one representative of management go out in the field and interview witnesses. If we can agree to resolve the cases on the basis of the fact finding, great. If not, we will at least know all the facts before we decide whether to go to the next step of the grievance procedure." Most discipline cases at SMUD go to a management commit-

tee, while contract interpretation questions go to arbitration. It is hoped that both processes will benefit from the addition of fact finding.

Sacramento Regional Transit District

Business Representative Perry Zimmerman recently won two discharge cases at Sacramento Regional Transit after hearings before a "Board of Adjustment" consisting of two representatives of labor and two of management from the Sacramento area, neither associated either with Regional Transit or Local 1245. The procedure, which is optional, was negotiated in 1983 by Local 1245 and this is the first time that it has been used.

"It was a good opportunity for the Union and the Company to put their case on before disinterested experts without the expense of arbitration. If we hadn't been able to resolve the cases before the Board of Adjustment, we still could have gone to arbitration. We saved some time and money this way and got our members back to work."

In other developments, Zimmerman reports that approximately 25 SRT employees are facing lay-off, including nine Local 1245 mem-

bers. Five service employees and four mechanics are facing lay-off. A number of interim negotiations are commencing and will be reported in the next issue of the Utility Reporter.

City of Chico

Business Representative Scott Thomas reports that Local 1245 members at the City of Chico recently overwhelmingly ratified a new three-year Memorandum of Understanding with the City. On the issue of wages, the agreement provides for a 7.5 percent increase in 1984, a 2.5 percent increase in 1985, and a 5 percent increase in 1986. Other negotiated improvements include night shift differential pay, holiday language, sick leave, worker's compensation, and subcontracting.

In another development involving the City of Chico, Staff Attorney Tom Dalzell recently completed a trial in Butte County Superior Court against the City involving the 1980 discharge of Gary Mohr, the first hourly-exempt employee at the City of Chico to join Local 1245. A decision from Judge Watt is expected within the next month. Shop Steward Jesse Smyth testified at the trial and was instrumental in

preparing the case as presented on Mohr's behalf.

Oroville-Wyandote Irrigation District

Thanks to the efforts of Business Representative Perry Zimmerman, Local 1245 members employed by the Oroville-Wyandote Irrigation District will have their current level of health insurance benefits protected at the present cost for the rest of the year. Faced with a 40 percent increase in premium costs this year, the District in May proposed changing plans, a change which would both decrease the level of benefits and the cost to the employee. After meeting with OWID members, Business Representative Zimmerman met and conferred with the District and secured agreement to maintain the current level of benefits at the current cost to employees for the remaining six months of the current Memorandum of Understanding. Zimmerman, who recently assumed responsibility for the OWID assignment, is currently exploring the possibility of opening negotiations earlier than usual with the District, as well as building up union membership among the District employees working in the Water Department.

\$2000 Scholarship awarded student



Scholarship winner Susan Parsons.

IBEW Local 1245 was proud to recently present a \$2000 four-year scholarship to winning essayist Susan Parsons, daughter of Reff and Delora Parsons. He is a Gas Serviceman in Marysville.

Susan graduated as class salutatorian this month from Wheatland High School where she achieved a 3.97 grade point average.

She plans to become an educator and will attend California Baptist College, Riverside. She said that as a teacher she would look forward to "helping to mold lives, and to participate in the educational future of our society."

Strong Comparable Worth advocate, State Senator Bill Lockyer (Dem.-10th District) was the contest judge, and participated in the scholarship presentation at a recent Advisory Council meeting in Concord.



State Senator Bill Lockyer (Dem.-District 10), a strong advocate of Comparable Worth legislation judged the Al Sandoval Memorial Scholarship Essay Contest. Above, Senator Lockyer congratulates winning entrant.

Comparable Worth — labor issue for the 1980s

By Susan E. Parsons

The double standard has been in existence since civilization began. It has been evident in many areas of life throughout the world, although more widely recognized in the United States because of our democratic principles. One of today's double standards is in the job market. Occupations traditionally dominated by women receive lower wages than those dominated by men. Exploitive employers and misinformed public opinion perpetuate this double standard. Comparable Worth has been proposed as the instrument to solve the problem and has become the "Labor Issue of the '80's." The author of this paper has concluded that Comparable Worth legislation is a viable solution to this inequity in the job market.

"Women's Work" is legally defined as any occupation in which women comprise more than seventy percent of the work force. Jobs that are classified as women's work include secretary, telephone operator, librarian, and clerk-typist. Women who work in traditionally female occupations make considerably less than men who possess the same, or lower, levels of intelligence, skill, and responsibility. Statistics show that the average working woman earns only sixty-two cents for every dollar a man earns.

Many employers interpreted the Civil Rights Act of 1964 as a loophole. They felt they could present wholesome images by increasing the number of women in their work forces and granting equal pay for equal work. Unfortunately, the majority of women added were placed in women-dominated fields at much lower pay scales than men. The employers were then able to reap windfall profits while maintaining sound public images.

Comparable Worth means rectifying the unjust habit of paying lower wages for work that is traditionally performed by women. It would establish equity for women and set up wages based on the value of the work to the employer. Comparable Worth would end discrimination in the work force once and for all.

Before Comparable Worth can be fully attained, several conditions must be met. Standard women's occupations must be reclassified. Political action must be taken; candidates who favor Comparable Worth should be supported. Comparable Worth should be the major issue for every bargaining unit that has a predominately female work force. In addition, women must be educated to the fact that Comparable Worth is for them. At the present time, most women are uninformed about the meaning of Comparable Worth. Finally, women should be willing to file and pursue discrimination suits in the courts.

Recently, Jack Tanner, a Federal District Court Judge, made a landmark decision against the State of Washington by granting the women employees of the state one billion dollars in back pay and wages. This state was among the first to admit the failure of our country to grant equal pay for work of comparable worth. Tanner's ruling will provide a model for other suits across the country, giving us great cause to hope for equity. Comparative Worth is indeed the issue of the '80s, a goal that can be reached with diligent perseverance.



Business Manager Jack McNally, left, congratulates Susan and her happy parents, Delora and Reff Parsons. He is a Gas Serviceman in Marysville.



Presentation of the scholarship was made by Business Manager McNally at recent IBEW Local 1245 Advisory Council Meeting.

BENEFIT

So. Cal Bar-B-Q set for Aug. 4

Outside Line Members are planning a big summer Bar-B-Que on Saturday, August 4 at Antelope Acres in Southern California benefitting a trust fund which was established to assist children of Local 1245 members who suffer catastrophic illnesses.

Pat Dutton, wife of Lineman Bobbie Dutton is coordinating the event.

A country western band is scheduled to play. The Bar-B-Que starts at 2 p.m. and tickets are \$10 per person while children under 10 years of age are free.

A shotgun will be raffled off, with tickets selling for \$3.

Contact Outside Line offices in Claremont and Sacramento for tickets.

Get well, Marv!

All best wishes for a speedy recovery go out to Lineman Marv Rayner who was recently injured in a fall.

On May 18 while installing a capacitor on a 45-foot pole in Antioch, it was reported that he leaned against a brace, and his safety strap opened. He fell in an upright position for approximately 30-feet.

The fall was broken by a wire. Rayner landed on his feet and suf-

fered two broken ankles, severe heel injuries and fractures to his pelvis, back, legs and hips.

Business Representative Bob Choate visited Rayner in the hospital, and has been investigating the incident along with Assistant Business Manager Ron Fitzsimmons who is in charge of the Local's Health and Safety Program.

Choate reports that Rayner is home now, and is doing well.

Golfers, get ready

By Lou Anzaldo

Last years' golf tournament was very successful and fun was had by all. This year promises to be even better; with more prizes and trophies, and there will be four flights. The winners of each flight will receive a trophy. All players will have their names placed in a draw-

ing for valuable prizes.

There will be plenty of food and beer for the hungry, thirsty golfers, and for added fun for guests, we have the use of a very large swimming-pool. Women are encouraged to participate in the golf tournament this year.

Meter Readers

Local 1245's Meter Reader Committee which includes Staff Attorney Tom Dalzell, Napa Meter Reader Bob Blanc, Santa Cruz Meter Reader Daryl Turner, Sacramento Meter Reader Ron Richardson, and San Francisco Meter Reader Jerry Takeuchi, has arrived at agreement with PG&E on a number of additional issues, including the following:

Senior Meter Reader Line of Progression: Service Representatives with at least two years' experience reading meters have been added to the line of progression of Senior Meter Reader positions.

Meter Reading Error Standard: Effective August 1, a negotiated system-wide standard of .6/1000 for meter reading errors (misreads which do not result in rebates) will be implemented.

Missed Meter Standard: Effective August 1, a negotiated missed meter standard will be implemented. For East Bay, North Bay, San Jose, and Shasta Divisions the standard will be 4.5/1000. For Coast Valleys, De Sabla, Humboldt, and Sacramento Divisions the standard will be 5.5/1000. For Colgate, Drum, San Joaquin, and Stockton Divisions, as well as San Francisco Division, other than the San Francisco office, the standard will be 6.5/1000. For the San Francisco office, the standard will be 16.0/1000. Only miss codes 2 (locked), 3 (blocked), 4 (can't locate), 9 (other) and 0 (overlooked) will be counted.

Probationary Employee Standards: A sliding standard for probationary and new Meter Readers will go into effect for each standard on August 1. The details of these standards will be printed in next month's issue of the Utility Reporter.

The Committee will meet with PG&E again in July to continue work on several key issues which have not been resolved, including:

Van Pools: The Union committee is monitoring the progress of the pilot program for van pooling in the Oakland office. The Union's information to date is that the van pools are not working at all well. The Oakland van pool will be handled locally and the entire issue will be handled in the bargaining.

Electronic Meter Reading: The Company plans to begin using hand-held micro-computers to record reads in the last quarter of 1984, starting in the San Francisco Division and soon spreading throughout the system. At issue is the Company's proposed use of a timing device on the computer.

Flex-time: Pilot programs in the Eureka, Stockton, and Auburn offices have ended and the possible use of flex-time for Meter Readers in other offices will be explored.

Switching

On June 8, members of the PG&E and Local 1245 Switching Committees met to discuss the recent Company proposal to modify job duties of Electricians, Cable Splicers, Electrical Technicians, Linemen, and Cablemen.

Assistant Business Manager Ron Fitzsimmons, who leads the Union bargaining committee, explained that there are three basic issues being negotiated — training, job duties, and economics. "On June 8, the Union and Company discussed the company proposal on a training program which would have 40 hours of initial training and then 10-hours refresher training each year. We also gave the Company our comments and proposed limitations and modifications to the job duties for the various classifications.

The Committee is scheduled to meet again on June 27 at which time the Company is expected to respond to the Union's comments on the job duties and training. The company or Union has yet to make an economic offer, but an opening offer is expected on June 27.

Members of the Local 1245 Switching Committee include Reymundo Godoy, a Cable Splicer from San Francisco Division, Tom Garcia, a Lineman from San Joaquin Division, and Jack Osburn, an Electrician from Colgate Division presently on Local 1245's staff.

Gas Serviceman Audit Committee

The Local 1245 bargaining committee for Gas Servicemen Audits will meet with the Company on June 29. At the initial meeting with PG&E on May 25, Company representatives agreed in principal to develop a negotiated non-disciplinary quality audit, to be used for training purposes only. Assistant Business Manager Ron Fitzsimmons, who heads the Union's five-member bargaining committee, said that "Last month the Company agreed to a negotiated, non-disciplinary audit program, and our committee will be presenting the Local's proposal for quality audits on June 29." The Company response to the Union proposals will be reported in future issues of the Utility Reporter.



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UPCOMING:



In a future issue watch for a report on the recent Day on the Delta.

Meet Frank Kaatman, an Outside Lineman who will be 70-years old in a few months.