



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

IBEW wins safety law for consumers & workers

An IBEW Local 1245 proposal for protection of both workers and consumers from the dangers of portable electrical generators became law last month with the signature of Governor Deukmejian to Assembly Bill 3222.

The victory for labor was an unusual one under the conservative Deukmejian Administration. The obvious need for this important legislation apparently won even the minds of those who have done so much to damage the interests of worker health and safety over the last few years.

The legislation was drawn up by health and safety experts at IBEW Local 1245 and presented to the legislature last February by Assembly Member Dick Floyd.

The effort was undertaken in the wake of the sale to consumers of powerful home or recreational vehicle-based portable generators often used by small businesses or home owners for power generation during an outage.

But failure to properly connect such a generator can lead to electrical backfeed into the utility's distribution system. The low voltage supply conductors then become energized and, through transformers, so do the high voltage conductors.

"Workers who may be in the process of repairing the line would be exposed to the possibility of

electrocution," according to IBEW Local 1245 Business Manager Jack McNally.

Generator backfeed caused the death of PG&E General Construction Journeyman Lineman Guy Castle near the Strawberry Lodge on April 8, 1985.

"Not only are the members of the utility industry at risk, but also construction workers, consumers, and the general public during the outages caused by storms or accidents, when de-energized high-voltage lines are lying on the ground," McNally said. "In these situations anyone who contacts the downed line could be electrocuted when a local resident connects their portable generator to the house wiring. In addition, if the utility supply system is grounded as a result of a worker repairing the lines, the portable generator, when connected, could explode, burn, cause a fire in house wiring, and possibly injure the homeowner. The greater the number of portable generators on the line, the greater the probability of damage such as I have described."

To prevent such events, the bill "would require any portable electrical generator . . . to be connected only after opening the customer's main switch so as to isolate the customer's electrical system from that of the electrical corporation or state or local agency.

International Convention meets



IBEW Local 1245 joined 6,000 delegates and alternates in Toronto for the Union's 33rd Convention. See pages 2-3 for photos and a report by Jack McNally. On page 9, Barbara Symons reports on the new Women's Caucus formed at the Convention.

It would require any electrical generator that is capable of being permanently connected to a customer's electrical system to be connected only by means of a double throw switch so as to isolate the customer's electrical system from that of the electrical corporation or state or local agency."

The bill also obligates the manufacturers of such portable generators "to include a warning statement in the generator's

instruction manual and a warning label on the generator which states the connection requirement and explains the electrical hazards of backfeed into a utility distribution system. It would also require the warning information to be included in all advertisements offering portable, electric generators."

Violations of any of the law's provisions will be considered a misdemeanor and could lead to a fine of \$500 or six months' imprisonment.

CITIZENS UTILITIES

Contract offer rejected by members

Contract talks will resume with Citizens Utilities Company following the rejection late last month of a proposed settlement. In a ballot count conducted at IBEW Local 1245 offices in Walnut Creek, 130 members voted to reject the proposed offer, 86 members voted to accept and there were 2 challenged ballots.

Three key issues explain the rejection according to Assistant Business Manager Orv Owen. First, the company refused to improve the



Chuck Criswell and Monte Nelson, IBEW Tellers, conducting the recent vote count for Citizens Utilities Company.

current pension plan. The employer was "adamant" about this issue, according to Owen.

The Union argued that the company should pay retirees the amount normally offset in the pension plan by Social Security. If a retired employee were to receive, for example, \$800 a month from the company plan and \$300 a month from Social Security he/she would actually receive only \$500 a month from the Company. The Union argues that the employee should receive both the \$800 and the Social Security amount of \$300 for a monthly total of \$1100.

The Union also argued that the multiplier currently used to compute the pension benefit should be increased from 1.3 to at least 1.4. These changes would bring the Citizens' pension plan up to the level typical for other IBEW Local 1245 members.

The employer, however, did agree to serve on a joint labor-management interim pension committee, according to Owen. This working committee would evaluate and review the current

pension plan and make suggestions for improvements when the new contract comes up for renewal.

A second issue of concern to the membership was the language used in the health care cost containment proposal. Union members were uncertain of the actual impact of the new language. The containment plan would enable employees to reduce their current contribution to the plan to 10% as opposed to the current 20%.

A final issue was the company's insistence that the contract clause for a cost of living adjustment

(COLA) be deleted entirely. While no one expects a significant COLA in the next few years, due to low inflation, the protection may be necessary in the future.

Both IBEW Local 1245 and the Company will return to the bargaining table in late October. Members of the bargaining team for IBEW Local 1245 include: John Chelonis, Duane Cress, Wayne Gilmer, Michael Graggs, Christine Oakey, Janet Pulcifer, Vivian Simmons, Jack Osburn, and Orv Owen.

INSIDE:

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PG&E'er returns to work in arbitration victory . . . 5



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33rd International Convention assembles in Toronto



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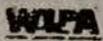
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Ron Field

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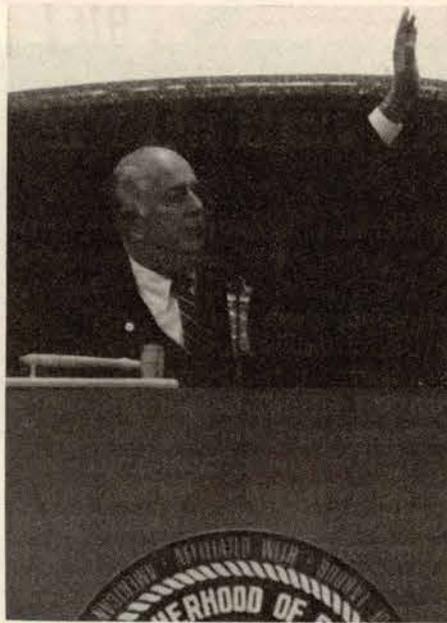
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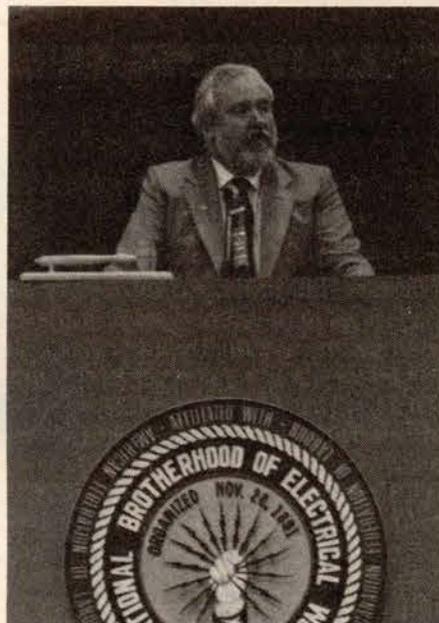
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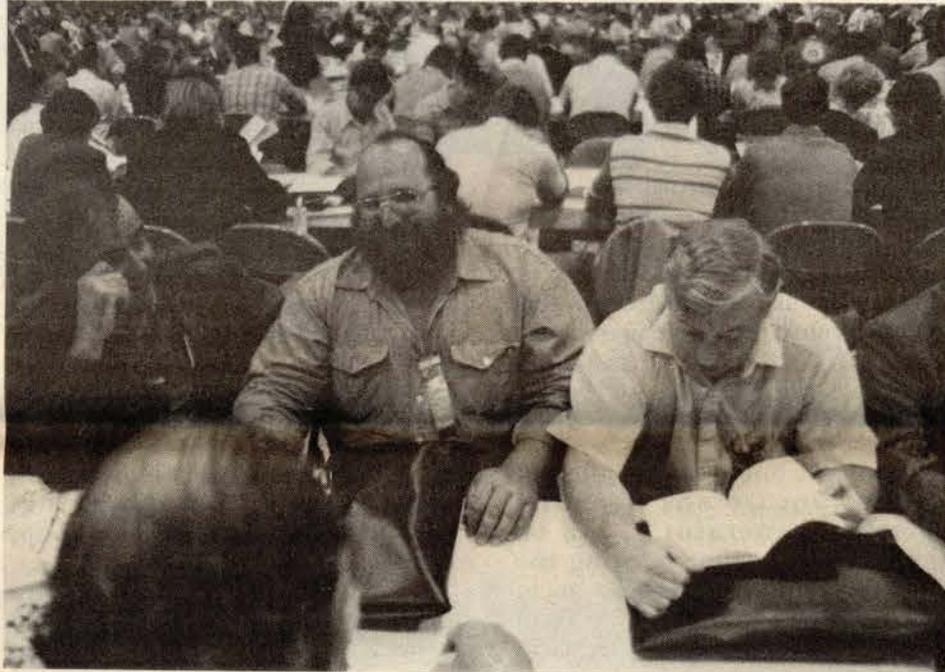
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help with this issue: Virginia
Browne, Steve Diamond, Laramie
Dorcy, Sharon Madison, and Darrel
Mitchell.



John J. Barry, new President of the
International Union.



Jack McNally addresses the Conven-
tion.



Clyde Bowden, new Chairman of the
International Executive Committee.



When the quadrennial con-
vention of the International
Brotherhood of Electrical Work-
ers convened in Toronto, On-
tario, Canada last month, Local
1245 was well represented. As
the second largest Local Union
in the International, 1245 was
entitled to send a full contin-
gent of fifteen delegates chosen
by the Local's members. The
week-long meeting took place
September 15-19. It was the
33rd in the International's 95
year history.

The convention was charged
with several responsibilities.
These included the election of
International Officers — the
President, all Vice Presidents
and members of the Interna-
tional Executive Committee.
The delegates also reviewed
proposals submitted to them
from the Law Committee and
the Resolutions Committee to
implement changes in the Inter-
national's Constitution.

Delegates from Local 1245 in-
cluded: Ron Blakemore, Ron
Field, Ron Fitzsimmons,
Dorothy Fortier, Mickey Har-
rington, Jim McCauley, Jack
McNally, Manny Mederos, Frank
Quadros, Howard Stiefer, Bar-
bara Symons, Lee Thomas,
Kathy Tindall, Cindy Vallejo,
and Perry Zimmerman.



PHOTOS: MICKEY HARRINGTON



LETTERS TO THE EDITOR

The Utility Reporter encourages IBEW Local 1245 members to forward letters to the editor. News items, comments and suggestions are welcome.

PUC Rate Case

Members of Local 1245 have responded to our call for letters of support for the Union's position in the Rate Case hearings now before the Public Utilities Commission. The following letter from Brother Marvin Dean of Bakersfield sums up the issues very well.

Dear Don Vial, Chairman, Public Utilities Commission:

On August 18, the PUC began formal consideration of the Pacific Gas and Electric 1987-1988 rate case.

One issue under consideration will be union wages. The PUC's Public Staff Division is urging the Commission to reduce the PG&E rate increase because it believes union wages are too high.

I strongly disagree and ask that the PUC does *not* take away what we've won in 40 years of collective bargaining. The Commission has always respected the right of labor and management to bargain free from state interference, and it should not change its approach now.

PG&E workers are not overpaid — they are the best trained, most productive utility workers in the United States and work hard for every penny they earn.

Union wages account for less than 6% of PG&E's total rate base, meaning that the staff's proposed reductions would result in no noticeable savings for ratepayers. The staff's proposed reductions would hurt female workers the most — at a time when society is coming to realize that it has treated women in the work force unfairly.

Marvin Dean
Bakersfield, California

A Family Triumph

Dear Union Members:

I would like to share with you our recent success.

Our two and a half year old son Hunter was diagnosed in April of this year as having a Wilms tumor. This is a cancerous tumor that developed in his right kidney. He has been through two operations and is still undergoing chemotherapy. Although his outlook is good right now, the past five months have been very emotional for us.

In April after Hunter was diagnosed, I put in for a hardship transfer to Sacramento, so that I could be closer to home and to the U.C. Medical Center for my son's treatments and hospital stays. I also have two other sons who needed much of my time. My wife is pregnant with #4 and is unable to maintain the fast pace that we were facing.

I was working at Oleum power plant in the East Bay region. Because of the rotating shifts and the long commute from Sacramento to Rodeo I decided to take a leave of absence to help alleviate the stress I was under, but also to be there for my family. During this time I contacted Pittsburgh Power Plant personnel department to find out the status of my transfer. I was told that there were no jobs in Sacramento and that there was nothing more they could do.

At the end of July I was contacted by Wayne Greer, the Sacramento IBEW Local 1245 Business Representative. Wayne came to our home and discussed our situation at length with my wife and I. At this point Wayne said he would do all he could to get me transferred to Sacramento. I found out a couple of days later that my hardship transfer had never been forwarded from the East Bay Region to the Sacramento Division. My wife and I were heartbroken!

Thanks to Wayne Greer and Sam Tamimi (East Bay Business Representative) and many others I was transferred to Sacramento Gas T & D. I would like to thank the Sacramento Division for their quick response on my transfer and those who were supportive in this action.

My wife, children and I would like to thank all of you who donated money to us, and who lent your support when we really needed it. We just can't find the words to express our gratitude to all of you who have helped.

With all our love and thanks,
Joel Ashford and the Ashford family
Sacramento, California.

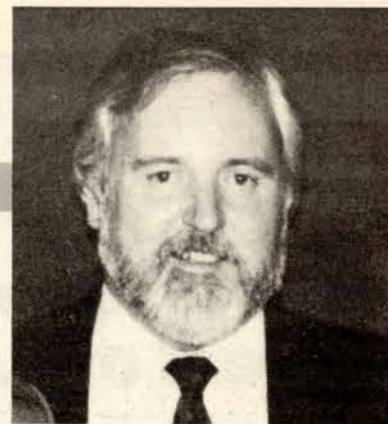
Unit Meeting Changes

Unit 4416— Davey Tree Selma
Change Meeting Day to *Tuesday* from *Wednesday*:
October 8 changed to October 14
November 12 changed to November 11
December 10 changed to December 9

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



A better way of life through the IBEW

Last month our International Union, the IBEW, held its thirty-third convention in Toronto, Canada. Three thousand delegates from all parts of the United States and Canada gathered together to set the course for the next four years.

John J. Barry was elected President of the International Union, taking over the reins from the retiring president, Charles Pillard. Jack Barry, I believe, will be a new and responsive leader for the future.

In addition, Jack Moore was elected International Secretary at the convention after being appointed to replace Ralph Leigon, who retired almost one year ago. Also, International Treasurer Thomas Van Arsdale was reelected.

The other top officer position, Chairman of the International Executive Council, was a contested race involving the incumbent, Wesley Taylor, and two challengers — Tim Bresnahan (Business Manager of Local 134, Chicago, Illinois) and Clyde Bowden (Business Manager of Local 387, Phoenix, Arizona). Clyde Bowden, in a runoff with Wesley Taylor, was elected as the new chairman of the I.E.C. The roll-call election process at the convention took in excess of ten hours to determine the winner.

The election of the Chairman of the International Executive Council at this convention was a true demonstration of democracy and a historic event — the last roll-call vote for an at-large office took place in the 1940s.

At a level closer to home, Jack McCann was reelected Vice President of the Ninth District in the IBEW. Our representative on the International Executive Council, Seventh District I.E.C. member Glen McCall, retired and did not seek reelection. This left the race wide open with five candidates running. Tom Sweeney (Business Manager of Local 595, Oakland, California) with some help was the eventual winner.

New people now fill the positions of President, Secretary, Chairman of the International Executive Council, and the Sixth and Seventh District I.E.C. members of the IBEW.

The business of the convention included a resolution to amend the International Constitution to provide a \$1.00 increase in the per capita tax per month. This resolution was overwhelmingly adopted. The last increase was four years ago and this would be the only increase for the next four years. Other constitutional resolutions and over sixty resolutions concerning policy of the IBEW were considered, with many adopted to support and continue the progress of the IBEW.

With the emergence of new leaders in the top positions of the IBEW, I am optimistic that new approaches, ideas, and responses will be forthcoming, and that the IBEW can truly progress in some very difficult and different times in the future so that the theme of the convention, "A Better Way of Life Through the IBEW," can be achieved.

In Unity,

Gloves are off with PG&E appeal of CAL/OSHA order

By Ann Miley

Pacific Gas and Electric appealed Cal/OSHA's Special Order requiring the Company to pay for all work gloves. The appeal will be heard by the State's Occupational Safety and Health Appeals Board on December 3, 4 and 5. IBEW Local 1245 will request "third party" status at the hearing which will allow the Union to present arguments in support of the Special Order.

The order itself, which was issued on August 22, 1986, was the result of several months of investigation by Cal/OSHA and years of effort on the part of IBEW Local 1245.

The Union initiated action to force PG&E to pay for safety equipment in 1980 by filing a petition with San Francisco Superior Court. Following instructions from the Court to exhaust possible administrative remedies prior to Court action, Local 1245 filed a complaint with Cal/OSHA.

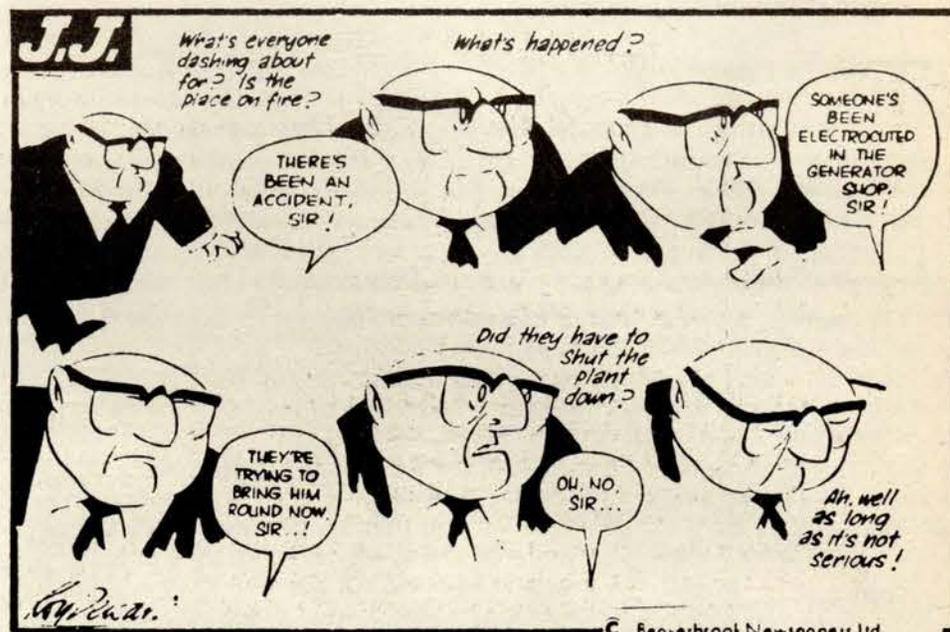
The Union based its action on the landmark decision of the California Supreme Court in the *Bendix Forest Products* case, which held that the employer's duty to "furnish . . . safety equipment," found in Labor Code Section 6401,

meant the company was obligated to pay for the safety equipment.

Local 1245 representatives assisted Cal/OSHA for six months in determining what equipment was required for various positions. The Union's request listed several items required by the employer: gloves, body belts, safety straps, lanyards, climbing spurs and boots, long sleeve shirts, welding jackets and prescription safety glasses.

After much research and interviewing, Cal/OSHA decided to delay issuance of a Special Order pending the outcome of a similar case involving a request for payment for gloves by Southern California Edison begun by IBEW Local 47. Once the issue had been resolved in the courts, Cal/OSHA argued, a Special Order issued to PG&E would bring quick compliance. The final decision upholding the Special Order issued to Southern California Edison was made on August 26, 1985.

Local 1245 again approached Cal/OSHA requesting action on the request. A new investigation was initiated at the Santa Rosa district office.



Cal/OSHA board to review high voltage orders



A review of High Voltage Electrical Safety Orders will be conducted by the Advisory Committee to the Cal/OSHA Standards Board in a meeting this month. IBEW Local 1245 is represented on the joint labor-management committee by Assistant Business Manager Ron Fitzsimmons.

At the head of the committee's agenda are "Use of Elevating Work Platform to gain access to electrical transmission towers," "The use of safety straps in place of lanyards when tying off on structures," and "Review of Petition Decision 202 regarding the use of rubber gloves and equipment on lines and equipment energized in excess of 7,500 volts." This last item will also include discussion of "barehanding" energized lines and equipment.

Look for further reports in the *Utility Reporter* on these hearings.

Indoor air pollution bill stalled

An apparent victory for every employee's right to a safe and healthy work place is under threat from an obscure state agency called the Office of Administrative Law (OAL). Alleging that the new Minimum Building Ventilation Standard, passed by the Cal-OSHA Standards Board on June 26, 1986, contains unclear language, the OAL has rejected the standard.

The Standard has now been returned to the Division of Safety and Health for appropriate language revision. All changes must be made within the next 120 days or the entire Standard is vacated. The deadline is December 16, 1986.

The Standard itself was

devised in response to an IBEW Local 1245 petition made to the Cal/OSHA Standards Board in 1982 on behalf of a coalition of unions. The new provision would require proper maintenance and operation of building ventilation systems in order to prevent illnesses caused by indoor air pollution.

Union members are being asked for their help in pressuring the State to act quickly so that the new Standard can meet the OAL's approval and become law. Letters of support should be sent to MARY LOU SMITH, CHAIRWOMAN, CAL/OSHA STANDARDS BOARD, 1006 4th STREET, SACRAMENTO, CALIFORNIA 95814.

New limit on asbestos exposure

A ninety percent reduction in worker exposure to cancer-causing asbestos fibers will result from the implementation by Federal OSHA of a new, long awaited asbestos standard issued this past June. And, if a new regulation proposed by the Environmental Protection Agency is adopted, all asbestos use in the United States would end within ten years.

In announcing the new OSHA standard, Secretary of Labor William Brock said it will "substantially increase protection for over 1.3 million workers and reduce their risk of cancer and other serious disease."

The new standard sets a permissible exposure limit (PEL) of 0.2 fibers per cubic centimeter, a dramatic reduction from the 2 fibers per cubic centimeter permitted by OSHA's former standard,

according to the *Monitor*, a labor-oriented health and safety journal published by U.C. Berkeley.

The AFL-CIO had originally pushed for a 0.1 PEL. "OSHA estimates that exposure to asbestos at the new limit still may result in seven cancer deaths for every 1,000 workers exposed over a lifetime," the AFL-CIO *News* reports. The Federation will attempt to improve the standard through court action.

The potential problem with the new OSHA standard led the labor movement to back the complete ban on asbestos now proposed by the EPA. We "must protect our members from the substantial residual risk left, even assuming complete compliance with the OSHA regulations," Carpenters' Union Director of Safety Joseph L. Durst said.

Football players and owners divided as season opens

By Steve Diamond

The competition on the field may become less important than the growing controversy off the field as the National Football League finds itself at the heart of the so-called "Drug War" now spreading across the country. The most recent battle began in the wake of the deaths of star athletes Len Bias and Don Rogers.

Bias was an All-American basketball player at the University of Maryland. He had just signed a contract to play with the Boston Celtics when his death due to cocaine poisoning was announced on June 18.

Bias' death was followed the next month by the death of Rogers, a two-year veteran safety with the Cleveland Browns. Rogers had been a first-round draft pick from UCLA where he had played in two Rose Bowls. Both Rogers and Bias had attended parties where the drugs that killed them were available. Bias was 22 years old; Rogers was 23.

Union contract ignored

The deaths came as the Reagan Administration began a nationwide campaign against drug use. Earlier government attempts to stem the flow of illegal drugs into this country have largely failed. A new policy aimed at users of drugs is now underway.

Largely ignored in the growing hysteria, however, are the wide range of programs already

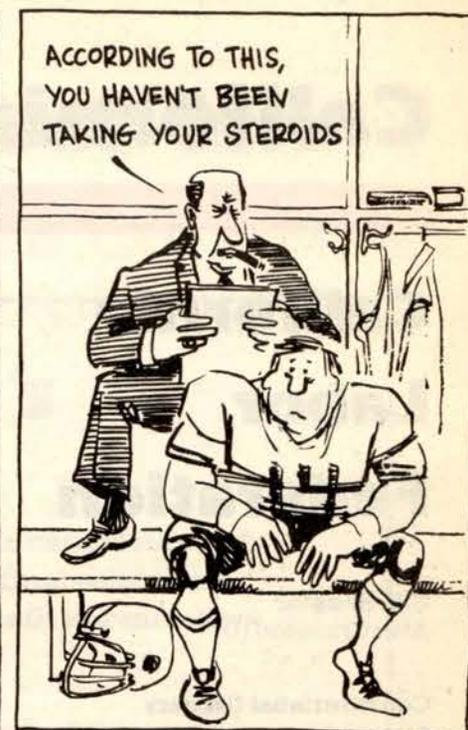
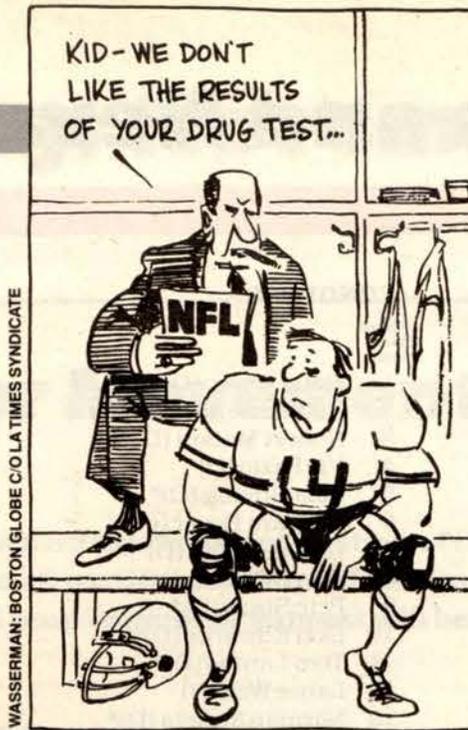
established by employers and unions aimed to assist workers with drug or alcohol related problems. Education, counselling, medical attention and testing are key components of these programs. The National Football League and its union, the National Football League Players' Association (AFL-CIO), have had such a program in place since 1982.

The NFL program went into effect with the negotiation of the 1982 collective bargaining agreement between the owners and the Players' Association. Despite this mutual agreement, NFL Commissioner Pete Rozelle announced in July his intention to unilaterally impose a new drug policy.

Under the Rozelle plan players would be subject to two unannounced mandatory urine tests during the regular season. The union contract provides for one pre-season urine test and allows a test during the regular season only if a team doctor has "reasonable cause" to suspect a drug problem. Under the Rozelle plan, a player would receive a 30-day counselling period if he tests positive on the first test. A second positive would result in a 30-day suspension at half pay. A third positive test result would lead to banishment from the game for life.

Players' Union sues

The Player's Association



WASSERMAN: BOSTON GLOBE C/O LA TIMES SYNDICATE

responded quickly. They filed suit against the League in Federal Court stating that they would not allow the Rozelle plan to be "shoved down our throats." They argued that Rozelle bypassed his obligation to negotiate with the union in good faith over changes in the contract. Gene Upshaw, Executive Director of the union, labelled Rozelle's move a "grandstand play."

"As members of the NFLPA," Upshaw explained, "we recognize the problems of chemical use in our society. We recognized that fact in 1982 when we negotiated with the NFL Management Council and adopted the toughest drug program in professional sports. The program includes testing and counselling."

The League avoided a court battle by agreeing to submit the issue to arbitration.

Though a decision is not expected until November, the Players' Association is expected to prevail. The Rozelle move was "a clear violation of the collective bargaining agreement," Dr. Paul Staudohar, a professor of Business and Economics at California State University at Hayward and author of *The Sports Industry and Collective Bargaining* told the *Utility Reporter*.

Now that the regular season is underway, the issue has left the front pages, but there may be more to this than meets the eye. Dave Meggysey, Western Director of the Players' Association and a seven year veteran of the St. Louis Cardinals' spoke at length with the *Utility Reporter* about the drug testing issue. Look for this interview in our November issue.

PG&E's Paul Ford returns to work in arbitration victory

Pacific Gas and Electric Electrician Paul Ford, an employee of the company for more than eleven years, will return to work because of a recent Board of Arbitration decision. The opinion issued by Board chairperson Kathy Kelly, provides strong language supporting appropriate disciplinary procedures under collective bargaining.

Ford was dismissed in March of this year after receiving a disciplinary letter and suspension for alleged abuse of sick leave and harassment of a supervisor during a discussion about Ford's absence from work. The Arbitration Board threw out the letter and withdrew the suspension, though Ford will receive a disciplinary suspension without pay for part of the time he was off work awaiting the arbitration decision.

The first disciplinary letter came after a discussion between Ford and the Substation Superintendent about his absence from work for one day in early Summer, 1984. The discussion became quite heated. The Superintendent claimed Ford charged him with "harassment and discrimination, was loud and shook his finger in [the Superintendent's] face."

But arbitrator Kelley held that "it is an accepted principle of collective bargaining, supported by federal law, that all participants in any meeting affecting employment rights must be entitled to express their views vigorously. This does not mean that insubordination must be tolerated. No policy protects an individual who makes threats against a Supervisor's well-being or directs profanity against a Supervisor. However, on June 12, 1984, Ford did not cross the line between vigorous debate and insubordination . . . All Employees . . . are entitled to claim disparate treatment and to properly pursue their complaints. It does not constitute insubordination for such a claim to be made loudly, nor does it constitute insubordination for such a claim to be accompanied by gestures. No gestures were made by Ford which might reasonably be construed as a threat against [the Superintendent's] well-being."

Kelly concluded that Ford had "some cause" to claim discrimination. His absence for illness could have been verified by management and eventually was. She concluded that "just cause" for the warning letter did not exist.

Ford was suspended for his alleged behavior in a second meeting held to discuss another absence two months later. Again, the Substation Superintendent contended that Ford was "abusive," but again arbitrator Kelly found Ford's behavior appropriate. His frustration over the Company's confusing policy regarding proof of illness justified his challenge. Ford provided authentic absentee slips from Kaiser and, again, Kelly found no just cause for management's disciplinary action.

Finally, the following Spring, on March 20, 1985, the Company fired Ford for a week-long unexcused absence. In this instance, Kelly found both parties at fault. This led to her reinstatement of Ford, but with a suspension without pay on his record for a portion of the time following discharge. Ford explained part of his absence on the basis of illness, but he admitted he could not provide proof from a doctor. But he contended that the second part of his absence was for personal reasons which he hoped to discuss with management prior to any action on their part. The Company refused to discuss this incident with Ford and fired him.

Kelly upheld her suspension of

Ford because he had no proof of illness. She returned him to work, however, because the Company refused to discuss the absence with Ford. In her opinion Kelly wrote:

. . . [T]he Company was responsible for mishandling the second portion of the March 1985 absence directly precipitating the termination . . . Upon his return to work, Ford requested an opportunity to discuss those personal reasons with supervision at the conclusion of the day. The Company fired him before asking him what it was he wanted to talk about, and indeed, never asked him what it was he wanted to talk about.

Kelly also discussed the longstanding principle of "good collective bargaining practice" which stands behind her reasoning:

It is universally accepted that one of the things a Company must do in order to support disciplinary action is conduct a reasonable investigation, inquiring into all sides of the story before discipline is issued.

A reasonable investigation, discussion with all sides, before taking action — the heart of a decent grievance procedure.

California and Nevada Labor Movements

California Labor Federation

U.S. Senator

Alan Cranston (D)*

Constitutional Officers

Governor

Tom Bradley (D)

Lieutenant Governor

Leo T. McCarthy (D)*

Secretary of State

March Fong Eu (D)*

Controller

Gray Davis (D)

Treasurer

Jesse M. Unruh (D)*

Attorney General

John Van de Kamp (D)*

Board of Equalization

District 1

William M. Bennett (D)*

District 2

Conway H. Collis (D)*

District 3

Open

District 4

Paul Carpenter (D)

*designates incumbent.

CONGRESS

Congressional District

- 1 Doug Bosco (D)*
- 2 Steve Swendiman (D)
- 3 Robert Matsui (D)*
- 4 Vic Fazio (D)*
- 5 Sala Burton (D)*
- 6 Barbara Boxer (D)*
- 7 George Miller (D)*
- 8 Ron Dellums (D)*
- 9 Pete Stark (D)*
- 10 Don Edwards (D)*
- 11 Tom Lantos (D)*
- 12 Lance Weil (D)
- 13 Norman Mineta (D)*
- 14 No Endorsement
- 15 Tony Coelho (D)*
- 16 Leon Panetta (D)*
- 17 John Hartnett (D)*
- 18 Richard Lehman (D)*
- 19 No Endorsement
- 20 Jules H. Moquin (D)
- 21 Gilbert Saldana (D)
- 22 John Simmons (D)
- 23 Anthony Beilenson (D)*
- 24 Henry Waxman (D)*
- 25 Edward Roybal (D)*
- 26 Howard Berman (D)*
- 27 Mel Levine (D)*
- 28 Julian Dixon (D)*
- 29 Augustus F. Hawkins (D)*
- 30 Matthew Martinez (D)*
- 31 Mervyn Dymally (D)*
- 32 Glenn Anderson (D)*
- 33 Monty Hempel (D)*
- 34 Esteban Torres (D)*
- 35 Open
- 36 George Brown Jr. (D)*

- 37 David Skinner (D)
- 38 Richard Robinson (D)
- 39 David Vest (D)
- 40 Bruce Sumner (D)
- 41 Dan Kripke (D)
- 42 Michael Blackburn (D)
- 43 Joseph Chirra (D)
- 44 Jim Bates (D)*
- 45 Hewitt Fitts Ryan (D)

*denotes incumbent.

STATE SENATE

Senatorial District

- 2 Barry Keene (D)*
- 4 Franklin Cibula (D)
- 6 Leroy F. Greene (D)*
- 8 Louis J. Papan (D)
- 10 Bill Lockyer (D)*
- 12 Dan McCorquodale (D)*
- 14 Open
- 16 Jim Young (D)
- 18 Gary Hart (D)*
- 20 Alan Robbins (D)*
- 22 Herschel Rosenthal (D)*
- 24 Art Torres (D)*
- 26 Joseph Montoya (D)*
- 28 Diane Watson (D)*
- 30 Ralph Hills (D)*
- 32 Frank Hoffman (D)
- 34 Ruben S. Ayala (D)*
- 36 Robert Presley (D)*
- 38 William Craven (R)*
- 40 Wadie Deddeh (D)*

*denotes incumbent.

- 39 Richard Katz (D)*
- 40 Tom Bane (D)*
- 41 Open
- 42 No Endorsement
- 43 Terry Friedman (D)
- 44 Tom Hayden (D)*
- 45 Burt Margolin (D)*
- 46 Michael Roos (D)*
- 47 Teresa Hughes (D)*
- 48 Maxine Waters (D)*
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- 53 Dick Floyd (D)*
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- 57 Dave Elder (D)*
- 58 Peggy Staggs (D)
- 59 Charles Calderon (D)*
- 60 Sally Tanner (D)*
- 61 Richard A. Valdez (D)
- 62 Wayne N. Wendt (D)
- 63 Robert E. "Bob" White (D)
- 64 Jo Marie Lisa (D)
- 65 Hal Jackson (D)
- 66 Jerry Eaves (D)*
- 67 Ray Anderson (D)
- 68 Steve Clute (D)*
- 69 Jack Baldwin (D)

PROPOSITIONS

53: *Greene-Hughes School Building Lease-Purchase Bond Law of 1986:* \$800 million in bonds for building and renewing public schools **YES**

54: *Prison Construction Bond Act of 1986:* \$100 million in bonds for state adult and youth correctional facilities **YES**

55: *Safe Drinking Water Bond Law of 1986:* \$100 million in bonds to improve domestic water systems **YES**

56: *Higher Education Facilities Bond Act of 1986:* \$400 million in bonds to build or improve facilities on campuses of U.C., and state universities and maritime academy **YES**

57: would preclude increases in pension for non-judicial and non-legislative constitutional officers on basis of future raises granted to their successors **YES**

58: exempts property transferred between spouses, and the first \$1 million worth of a principal residence transferred to children, from tax assessment reevaluation specified in Prop. 13 of 1978 **YES**

59: requires election of district attorneys, eliminating voters' option of making it an appointive office **YES**

60: would alter Prop. 13 of 1978 to allow persons 55 or older who sell their residences to transfer assessed values to new residences **YES**

61: *the so called Gann Initiative,* would restrict compensation paid to public officials and employees **NO**

62: *the so called Jarvis Initiative,* would impose new restrictions on authority of local governments and districts to tax themselves . . . **NO**

63: would designate English the official language of California and prohibit the Legislature from passing any law that diminishes or ignores the role of English . . . **NO**

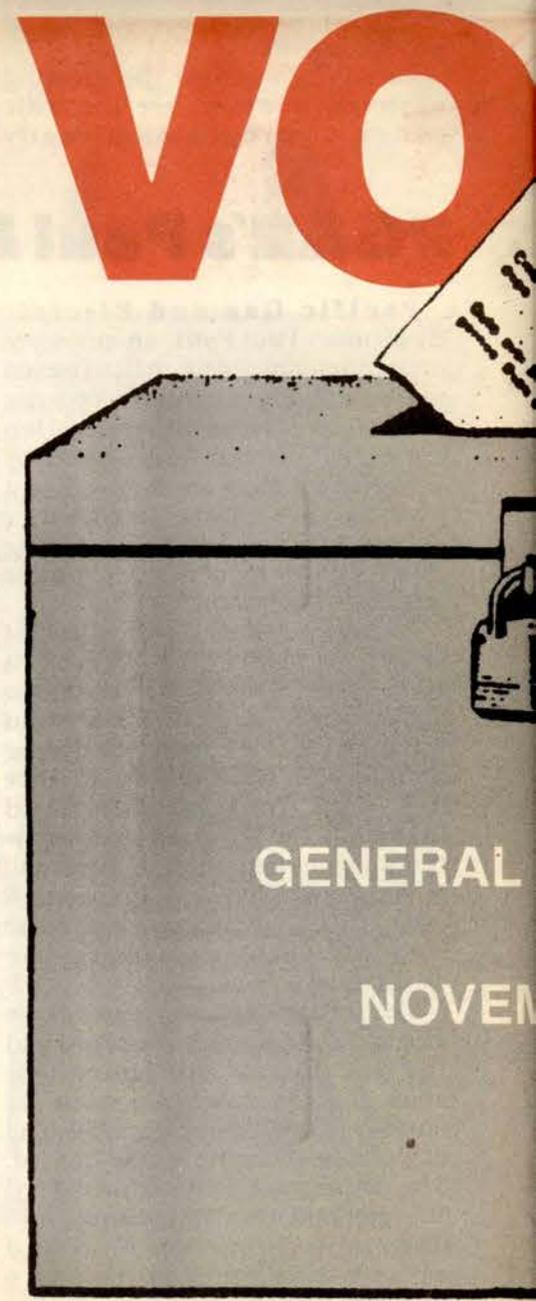
64: *the so-called LaRouche Initiative,* would make victims of Acquired Immune Deficiency Syndrome subject to quarantine and isolation **NO**

65: *toxic pollution of drinking water,* would provide that business persons shall neither expose individuals to chemicals known to cause cancer or reproductive toxicity without first giving clear and reasonable warning, nor discharge such chemicals into drinking water **YES**

ASSEMBLY

Assembly District

- 1 Arlie E. Candle (D)*
- 2 Dan Hauser (D)*
- 3 Floyd Marsh (D)
- 4 Tom Hannigan (D)*
- 5 Jack Dugan (D)
- 6 Lloyd Connelly (D)*
- 7 Norm Waters (D)*
- 8 Mary Jadiker (D)
- 9 Johanna Willmann (D)
- 10 Phillip Isenberg (D)*
- 11 Robert Campbell (D)*
- 12 Tom Bates (D)*
- 13 Elihu Harris (D)*
- 14 Johan Klehs (D)*
- 15 Wayne Bennett (D)*
- 16 Art Agnos (D)*
- 17 Willie L. Brown (D)*
- 18 Delain Eastin (D)*
- 19 Jackie Speier (D)
- 20 Ed Bacciooco (D)
- 21 Byron Sher (D)*
- 22 Brent N. Ventura (D)
- 23 John Vasconcellos (D)*
- 24 Dominic Cortese (D)*
- 25 Rusty Areias (D)*
- 26 Patrick Johnston (D)*
- 27 Gary Condit (D)*
- 28 Sam Farr (D)*
- 29 Robert Weber (D)
- 30 Jim Costa (D)*
- 31 Bruce Bronzan (D)*
- 32 No Endorsement
- 33 Tom Fallgatter (D)
- 34 Richard Dearborn (D)
- 35 Jack O'Connell (D)*
- 36 Frank Nekimken (D)
- 37 Open
- 38 Mark Lit (D)



Labor Movements urge you to vote on Tuesday, N

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- 39 Richard Katz (D)*
- 40 Tom Bane (D)*
- 41 Open
- 42 No Endorsement
- 43 Terry Friedman (D)
- 44 Tom Hayden (D)*
- 45 Burt Margolin (D)*
- 46 Michael Roos (D)*
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- 48 Maxine Waters (D)*
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- 69 Jack Baldwin (D)

- 70 Geoffrey Gray (D)
- 71 Mark Rosen (D)
- 72 Dan Griset (D)
- 73 Byron L. Powell (D)
- 74 No Endorsement
- 75 Open
- 76 Bob White (D)
- 77 Bill Smelko (D)
- 78 Lucy Killea (D)*
- 79 Peter R. Chacon (D)*
- 80 Steve Peace (D)*

*designates incumbent.

SUPREME COURT

Rose M. Bird	Yes
Joseph Grodin	Yes
Malcolm Lucas	Yes
Stanley Mosk	Yes
Edward Panelli	Yes
Cruz Reynoso	Yes

About the Labor Movement endorsements

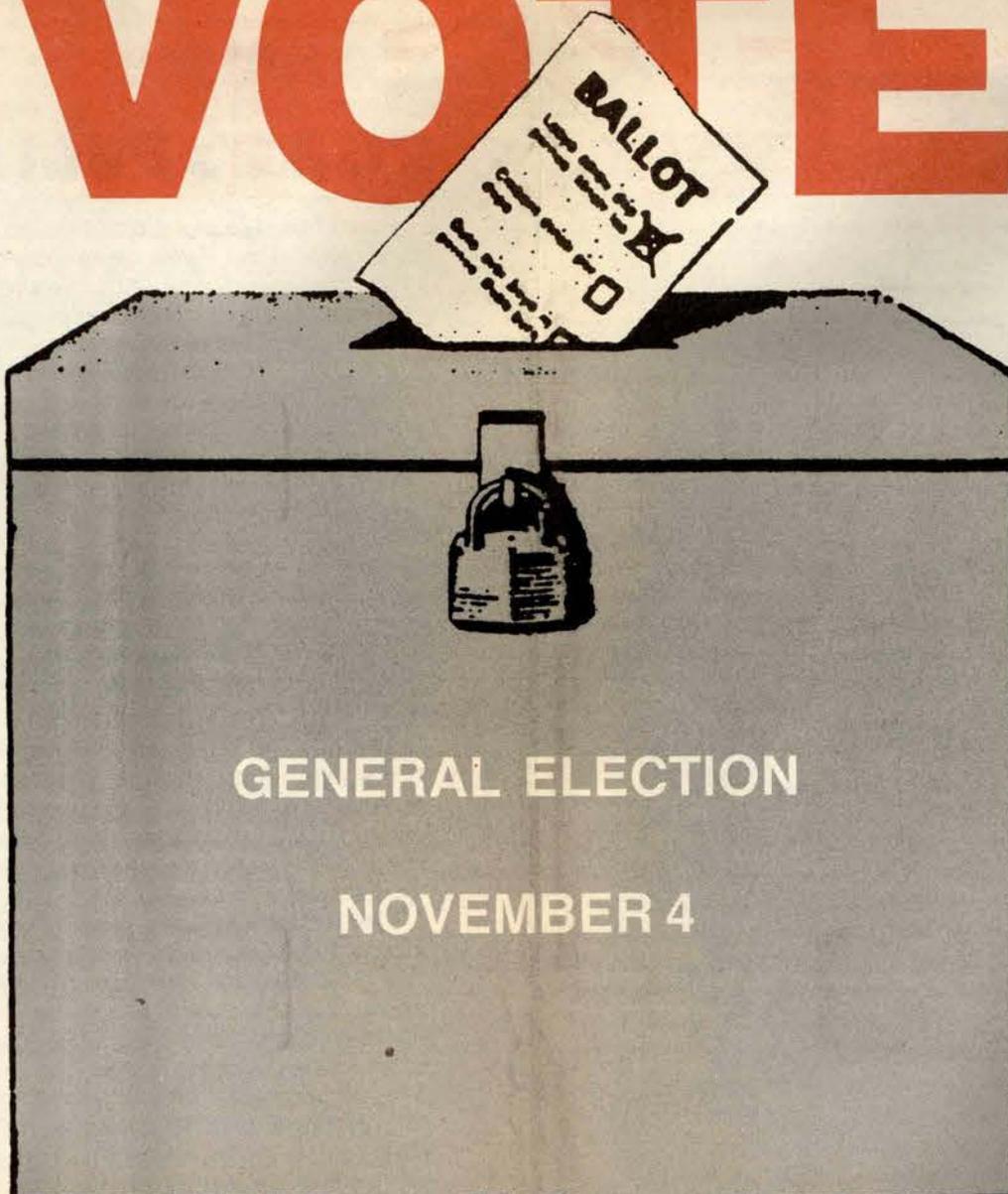
The endorsements on this page are based on careful study of the issues before the voters. Candidates from all parties are included to reflect our belief that the candidates and propositions should be heard and the general population.

However you decide to vote, we encourage you to be heard in the political arena.

Polls open from 7:00



VOTE



Nevada Organized Labor

United States Senator

Harry Reid (D)

United States Congress District 1

Jim Bilbray (D)

United States Congress District 2

Pete Sferrazza (D)

Governor

Richard Bryan (D)

Lieutenant Governor

Bob Miller (D)

Attorney General

Brian McKay (R)

Secretary of State

Frankie Sue Del Papa (D)

State Treasurer

No Recommendation

State Controller

Jim Mace (D)

Supreme Court Justices

Seat A, John Mowbray

Seat E, Charles Springer

State Senate

Capitol Senatorial District

Penny June Pierce (D)

Western Senatorial District

Lawrence Jacobsen (R)

Clark County District 1

No Endorsement

Clark County District 2

Tom Hickey (D)

Clark County District 3

Bob Coffin (D)

Clark County District 5

Dennis Sabbath (D)

Clark County District 6

Joe Benneman (D)

Clark County District 7

Nick Horn (D)

Nevada State As

DISTRICT

- 1 Matthew
- 2 No Endor
- 3 Jane Wis
- 4 Bill Kissa
- 5 Vince Tri
- 6 Wendell W
- 7 Morse Arl
- 8 Gene Port
- 9 Eileen Br
- 10 Myrna Wi
- 11 Jim Bann
- 12 James Sc
- 13 Barbara M
- 14 Val Garne
- 15 Marvin Se
- 16 Bob Gasto
- 17 Bob Price
- 18 Bob Fay (D
- 19 Paul May
- 20 Bob Crade
- 21 Danny Th
- 22 Jack Jeffr
- 23 Janis Hig
- 24 Vivian Fre
- 25 No Endor
- 26 Charles W
- 27 Ken Halle
- 28 Courtena
- 29 Margaret
- 30 Jan Evan
- 31 Len Nevir
- 32 Bob Sade
- 33 Harold Ba
- 34 LaNada J
- 35 No Endor
- 36 Gail Arms
- 37 Bob Thor
- 38 Joe Dini
- 39 No Endor
- 40 Ernie Adl
- 41 James Sp
- 42 Renee Di

ge you to vote on Tuesday, November 4th

Geoffrey Gray (D)
 Mark Rosen (D)
 Dan Griset (D)
 Byron L. Powell (D)
 No Endorsement
 Open
 Bob White (D)
 Bill Smelko (D)
 Lucy Killea (D)*
 Peter R. Chacon (D)*
 Steve Peace (D)*
 *designates incumbent.

REME COURT

Bird	Yes
Grodin	Yes
n Lucas	Yes
Mosk	Yes
l Panelli	Yes
eynoso	Yes

About the Labor Movement's endorsements

The endorsements on this page are based on careful consideration of the candidates and issues before the voters. Candidates from all parties are reviewed and the final selections reflect our belief that the candidates and propositions we support will benefit our members and the general population.

However you decide to vote, we encourage you to exercise your democratic rights and be heard in the political arena.

Polls open from 7:00 AM to 7:00 PM



Nevada Organized Labor

United States Senator

Harry Reid (D)

United States Congress District 1

Jim Bilbray (D)

United States Congress District 2

Pete Sferrazza (D)

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Penny June Pierce (D)

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Lawrence Jacobsen (R)

Clark County District 1

No Endorsement

Clark County District 2

Tom Hickey (D)

Clark County District 3

Bob Coffin (D)

Clark County District 5

Dennis Sabbath (D)

Clark County District 6

Joe Benneman (D)

Clark County District 7

Nick Horn (D)

Nevada State Assembly

DISTRICT

1 Matthew Callister (D)

2 No Endorsement

3 Jane Wisdom (D)

4 Bill Kissam (D)

5 Vince Triggs (D)

6 Wendell Williams (D)

7 Morse Arberry (D)

8 Gene Porter (D)

9 Eileen Brookman (D)

10 Myrna Williams (D)

11 Jim Banner (D)

12 James Schofield (D)

13 Barbara Maher (D)

14 Val Garner (D)

15 Marvin Sedway (D)

16 Bob Gaston (D)

17 Bob Price (D)

18 Bob Fay (D)

19 Paul May (D)

20 Bob Craddock (D)

21 Danny Thompson (D)

22 Jack Jeffrey (D)

23 Janis Higginbotham (D)

24 Vivian Freeman (D)

25 No Endorsement

26 Charles Weller (D)

27 Ken Haller (D)

28 Courtenay Swain (D)

29 Margaret Lake (D)

30 Jan Evans (D)

31 Len Nevin (D)

32 Bob Sader (D)

33 Harold Baugh (D)

34 LaNada James (D)

35 No Endorsement

36 Gail Armstrong (D)

37 Bob Thomas (R)

38 Joe Dini (D)

39 No Endorsement

40 Ernie Adler (D)

41 James Spinello

42 Renee Diamond

Clark County District Attorney

Rex Bell (D)

Clark County Commissioner

Las Vegas, District E

Thalia Dondero (D)

Las Vegas, District F

Manny Cortez (D)

Las Vegas, District G

Karen Hayes (D)

State University Regent

District C

Chris Karamanos (D)

Justice of the Peace

Las Vegas, Department 1

Joseph Bonaventure

Las Vegas, Department 2

Steven Harney

Nevada State Senate

Washoe County

DISTRICT

1 Bob Fulkerson (D)

2 Don Mello (D)

3 Paul Pregelman (D)

Washoe County Commissioner

DISTRICT

2 Dianne Cornwall (R)

3 Gene McDowell (D)

5 Larry Beck (R)

Washoe County Assessor

Bob McGowan (D)

AFL-CIO State summer school meets

For the first time in twenty years, the California Labor Federation held a week long summer school for trade union leaders from around the state. Assembling at the Woodlake Inn in Sacramento, the hundred labor activists came from a wide range of organizations and occupations to hear speakers including John Henning, Executive Secretary Treasurer of the State Federation; William Winpisinger, President of the International Association of Machinists; and Dorothy Shields, head of the AFL-CIO's Department of Education in Washington, D.C. Several workshops on key problems facing the California labor movement were conducted with the assistance of labor educators from the University of California at Berkeley and Los Angeles.



Kathleen Kinnick Director of Women's Activities, California Labor Federation, welcomes IBEW Local 1245 delegation to California Labor Federation Summer School. From left to right are: Barbara Cook, East Bay Central Division, Meter Reader; Joe Valentino, Business Representative; Gwen Wynn, General Office, PG&E; Gary Mai, Business Representative; Darrel Mitchell, Senior Assistant Business Manager; Kathleen Kinnick; Danny Jackson, Sacramento Division; Darryl Norris, Sacramento Division; Shirley Roberts, General Office, PG&E.

OUTSIDE LINE



The *Utility Reporter* spent some time with a crew from Outside Line recently. Pictured here from left to right are the General Foreman Bill Dawson, IBEW Local 1245 Business Representative Tom Heyl, new temporary Business Representative Rich Dunkin, and IBEW members — Marcus Midyett; Jack Sharp (out of IBEW Local 852 in Corinth, Mississippi); Bob McWhorter (IBEW Local 786, Montana); and Foreman Henry Tice (IBEW Local 702, West Frankfort, Illinois).

Tom Heyl reports that work for PG&E is slowing down and is expected to remain that way. But those working now are expected to continue. Future work load is uncertain.

From Southern California, Tom Conrad reports that the work picture looks "real good with two steel jobs going — one 87 miles and another to start soon that's 10 miles." The distribution of work looks just as good with several substations to be bid in the near future.



Jack Henning, Executive Secretary-Treasurer, California Labor Federation, AFL-CIO.

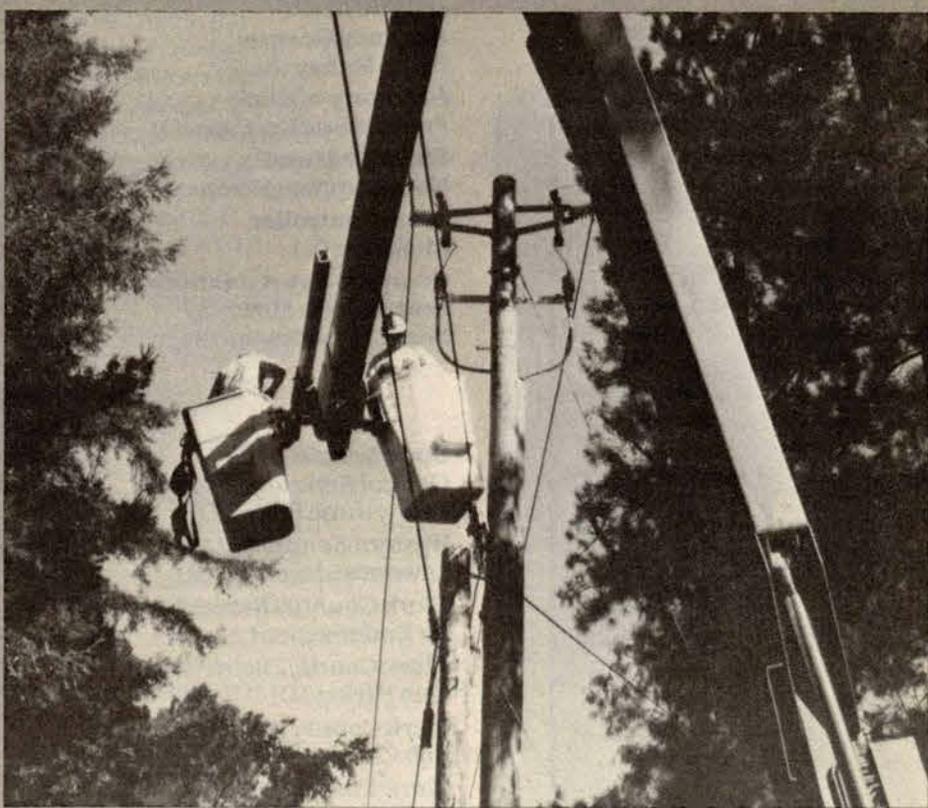
Howard Fitzgerald Retirement dinner

On June 27, 1986 a retirement dinner was held for Howard Fitzgerald, a Senior Service Representative in Hayward. The dinner was attended by 150 friends and fellow workers.

Howard is retiring with 33 years of service with IBEW 1245 as an "A" member. The "A" member status entitles Howard to the normal pension plan provided by the Union, and an additional death benefit.

Jack McNally presented Howard with a plaque in honor of Howard's years of loyal service, his retirement pin, an IBEW 1245 jacket, a sincere thanks for his contribution and the support of the Local, and best

wishes for a long and healthy retirement. Howard will surely be missed by this local and the members he worked with and all wish him the best.



Sharp and Midyett working on a Pole Change-out.

Women's caucus forms at International convention

By Barbara Symons

The women delegates to the 33rd International (I.O.) Convention were determined that this time a Women's Caucus would be formed. In the past, attempts to do this have not been successful. Many of the delegates come from locals which are predominately male. While most of the women reported that their IBEW brothers with whom they work are supportive, it was the experience of the delegates that I.O. leadership in the past had not been interested in helping women to find roles as union leaders.

One of the items of greatest concern to the women delegates was, and is, the importance of organizing at businesses which are predominantly women, and which are among the lowest paid jobs. We want to help change the pattern of work being undervalued, underpaid and overassigned by the corporate mentality because it is "women's" work. Also, we do not accept the premise that the "market place" should determine the value of work or the pay scale for that work.

As union members, delegates reported that their sisters report that not only have they received better pay and benefits, but that one of the most important aspects of a union job is the right to have some say and input about your working conditions and your workload.

Because some of the delegates felt that it was necessary to have women leadership visible in the top ranks of IBEW in order to attract women to our union, a resolution was introduced to amend Article II, Section I of the IBEW Constitution to add a seat on the International Executive Council and designate that it be filled by a female to be elected at-large.

While most of the women delegates supported the concept of a woman on the I.E.C., the majority of the women opposed the

resolution because they felt this would be a token position. They wanted to run for existing offices based on their abilities as a union member rather than having one specific seat designated for a female. This resolution did not pass.

In spite of their opposition to the resolution, however, the women delegates are united in their determination to work toward the establishment of a Women's Department in the I.O. President Barry and Secretary Moore met with the Women's Caucus members and pledged their support for our group.

Some of the goals of the Caucus are:

1. The establishment of a Women's Department in the I.O. Most large International Unions have such a department, which assist in areas of particular concern to women, such as, but not exclusive of:
 - a) Health and Safety issues of special concern for women
 - b) Sexual harassment
 - c) Leadership Training
 - d) Breaking into jobs which are predominantly male
 - e) Problems facing single parents
2. To set up a network between women of different locals throughout the United States and Canada.
3. To get more women to become active in their own locals — to attend meetings on a regular basis, become shop stewards, serve on committees, etc.

The members of the Women's Caucus feel strongly that in these times of declining union membership and attempts to destroy unions, it is more important than ever that women become highly visible in leadership roles, and that women who work outside the home become attracted to union leadership. We women who are in leadership roles today know that women are encouraged by our successes. We can make a difference. We intend to do so.

Calendar

OCTOBER

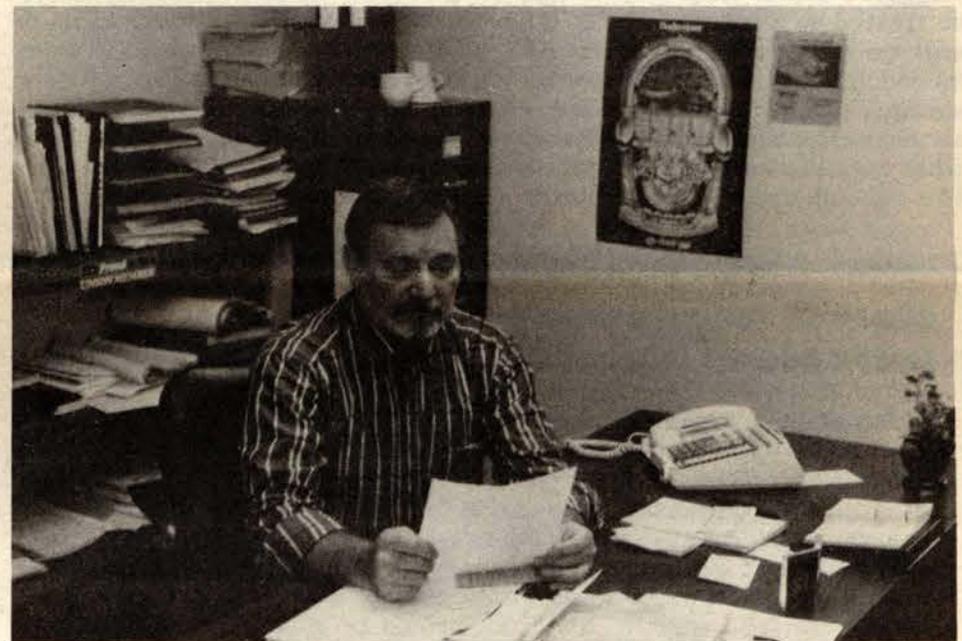
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|----|---|----|--|
| 1 | Sacramento Retirement Planning Seminar | 23 | Pleasanton Retirement Planning Seminar |
| 2 | Stockton Retirement Planning Seminar | 24 | Executive Board meeting |
| 4 | Unit Officer's Conference | 25 | Marysville Retirement Planning Seminar |
| 5 | | 25 | Best Ball Scramble Tournament |
| 4 | Fresno Retirement Planning Seminar | 31 | State TV Cable Agreement expires |
| 5 | Bakersfield Retirement Planning Seminar | | |
| 9 | Monterey Retirement Planning Seminar | | |
| 11 | San Luis Obispo Retirement Planning Seminar | | |
| 11 | Deadline, Best Ball Scramble Tournament | | |
| 18 | Eureka Retirement Planning Seminar | | |
| 21 | Walnut Creek Retirement Planning Seminar | | |
| 22 | Oakland-Hayward Retirement Planning Seminar | | |
| 23 | Title 8 meeting | | |

NOVEMBER

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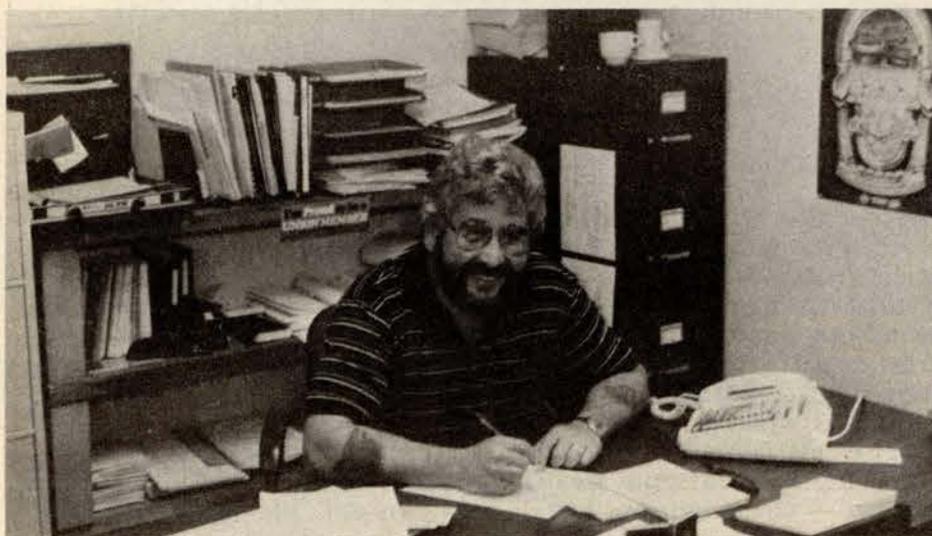
DECEMBER

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Pete Dutton will be serving Merced Irrigation District and the Fresno Field Division of USBR.

Staff changes



Bob Gibbs' new assignment includes Stockton Division, Pacific Tree (Stockton Division), Davey Tree (Stockton Division), and Pipeline Operations (Stockton Division).



Bob Choate welcomes Willie Arjona to Local Headquarters in Walnut Creek. Willie is temporarily replacing Dorothy Fortier in General Office, PG&E. Bob will be moving north to serve Humboldt Division, North Bay Division (Ukiah District), Citizens Utilities (Ferndale), Group W Cable (Ukiah, Willits, and Fort Bragg) and Davey Tree (Humboldt Division and North Bay/Ukiah District).

New work week at City of Berkeley

By Bob Choate

The third and final year of IBEW Local 1245's three year contract with the City of Berkeley began on July 1, 1986, with an innovative new work week in place. In lieu of a wage increase, the agreement provides that the work week will be reduced to 37.5 hours, with employees receiving wages for the old 40-hour week.

Because of organizational requirements and the difficulty of assigning work with the new hours, representatives from both the Union and the City met regularly for several months to develop the new language. Local 1245 was represented by Shop Stewards Bob Wilkins and Harold Seppanen and Business Representative Bob Choate. The new language reads as follows:

That one-fourth of the Electrical Division employees will be off every fourth Monday on a staggered basis. This time would be treated as a scheduled day off and could not be adjusted or moved. A yearly schedule would be set up at the beginning of the year so that each employee would know what days he would have off. Since the agreed upon reduced work

schedule does not calculate evenly into one day off every four weeks, it is proposed that an additional day off (Friday) be given once every 16 weeks. This agreement very closely approximates the reduced work schedule. Any discrepancies would be credited to the employees vacation at the end of the contract year.

Sick leave, vacation, holidays and other compensable leaves of absence shall be based on the 40 hour work week.

When a scheduled day off falls on a holiday, the next regularly scheduled work day shall be observed as the scheduled day off.

IBEW Local 1245 commends the Union Committee and the City of Berkeley, especially Maintenance Superintendent Elray Holtmann, for their many hours of work on devising a workable schedule. It was not an easy task but both parties benefitted by this arrangement. The arrangement is unique in its application and is an excellent example of the cooperation that has existed between the members of IBEW Local 1245 and the City of Berkeley.

WAPA talks wait for congressional action and survey results

A wage increase for employees of the Western Area Power Administration depends both on Congressional action and the results of a survey being conducted jointly by IBEW Local 1245 and WAPA.

The Union proposed that a joint survey of ten other utility employers be conducted in order to determine whether or not WAPA wages were comparable.

The Union feels that an 8% increase is "consistent with the prevailing rate within the geographical area covered by Western," according to IBEW Local 1245 Business Representative Rich Hafner.

After initial hesitation over the exact nature of the survey, WAPA officials agreed to participate and the results are expected shortly.

But both parties may be affected by the results of federal action on wage increases. President Reagan has proposed a 2% cap on all wage increases in 1986. Congress, however, is considering a proposal for a 3% increase.

Brother Hafner points out

that WAPA may grant higher wage increases under the provisions of Public Law 99-272, passed on April 7, 1986. If a higher wage increase "is necessary for the recruitment and retention of well-qualified personnel," then a higher rate can be implemented, Hafner notes.

In other news affecting WAPA employees, the Department of Justice has filed a petition for review in the 10th Circuit U.S. Court of Appeals in Denver, Colorado, of the Federal Labor Relations Authority decision on the Foreman III issue. "This pits the Department of Energy against the FLRA," Hafner said. "But I expect that we won't hear from the Court for some time."

This appeal means that WAPA will not be posting notices of compliance with the decision as ordered by the FLRA. The appeal will not cost the IBEW Government Coordinating Council any further expense because the FLRA will have to mount a defense of its decision in the case.

Market wage survey leads to wage increase at Alameda Bureau of Electricity

By Frank Saxsenmeier

New wage rates are now in place at Alameda's Bureau of Electricity after the completion of a market survey of wage rates. The Survey was carried out in accordance with a 1986 agreement between the Bureau and IBEW Local 1245. The agreement called for the Bureau to allocate up to 2% of the Unit Payroll as of June 30, 1986, for a Market Wage Adjustment. The adjustment, if any, would be effective as of July 1, 1986.

The results of the survey were discussed by the Union and the Bureau on September 8, 1986. The following adjustments will go into effect as a result of the surveys and the discussion between the parties, retroactive to July 1, 1986, and pending Board approval:

- 1) All apprentice classifications at each step will receive a 5% increase.
- 2) The Electrical Helper classification will have an additional step (5th step) added to the progression. This step will be 5% above step 4.

The Bureau also agreed to seek authorization for one additional job, that of Storekeeper.

Shasta dam negotiations on hold

Eleven meetings between the Shasta Dam Area Public Utility District and IBEW Local 1245 Representatives Rich Hafner and Dennis Daily have yet to produce a tentative agreement. The parties have also held two meetings with a mediator assigned to the talks by the Federal Mediation and Conciliation Service. But management remains opposed to Union proposals over final and binding arbitration, demotion language, bucket language, and the retroactivity of a wage increase.

Despite Union arguments over the importance of final and binding arbitration to an effective grievance procedure, the District feels they do not get a fair shake from this neutral process. In order to get negotiations moving again, the Union proposed alternative language which would allow the appeal of an arbitrator's decision to a retired California Superior Court Judge. No response from the District has yet been made.

The Utility District Board is expected to meet soon and consider the alternative language proposed by the Union. If the language is rejected, the parties will once again return to the bargaining table and try to hammer out an agreement.

IBEW RETIREES AT SENIOR MEETING

"Get out the vote" efforts urged

By E. F. Hastings

The National Council of Senior Citizens, founded in 1961 in the fight for Medicare, is an organization of more than four and one-half million senior activists in over 4800 affiliated local clubs, area councils and state councils. Council members work for state and federal legislation to benefit the elderly and advocate senior citizen interests in communities across the United States.

I was a delegate from the Retirees Club of Local 1245 to the Council's Constitutional Convention and its 25th anniversary Celebration at the Fountainbleau Hilton Hotel in Miami Beach, Florida, from July 7th through the 12th. A wide variety of activities took place at the Convention, including speeches by several prominent individuals. Among them was Representative Claude Pepper (D-Fla.), Senator Lawton Chiles (D-Fla.), Florida Governor Bob Graham and Mary Futrell, President of the National Education Association.

One of the highlights of this six-day meeting was a forum on Health Care conducted by several international health experts from countries whose citizens are protected by a universal comprehensive national health program — Great Britain, Israel, and Canada. Other events included an evening devoted to a special Senior Arts Festival attended by two

thousand delegates, alternates and observers. Another three thousand people visited a three-day national trade show, the "Senior Citizens' Expo," geared to interest older Americans in such areas as health, education, leisure and travel. One of the workshops I participated in was on Political Education, conducted by Helmuth Kern, Director of the Council's Political Education Department.

The Congress of California Seniors is to the state political scene what the National Council is to the federal arena. The California Congress' president is George Sandy. To help mobilize seniors for the upcoming election, the California Congress, in conjunction with the National Council, has divided California into four regions. I have accepted the assignment of the Coordinator of our "Registration and Get-Out-the-Vote Program" in Region III. This area includes the East Bay and the Delta as far east as Stockton. At present my responsibilities include: Establishing lines of communication between existing senior groups and all candidates for election. I want to develop an absentee ballot program and set up phone operations. I will accept all the help I can get. Please contact Gene Hastings at either (415) 689-9923 or, evenings, at (415) 827-4377.

37-year Lineman rescues his last cat

This article is reprinted from *The Alameda Times-Star*

"Thirty seven years, six months and 15 days of faithful public service to the City of Alameda, Bureau of Electricity," is the way Delbert J. Lloyd's retirement certificate reads.

The veteran worker, since officially retiring Feb. 28, has been hosted by co-workers and friends at a surprise luncheon in Fernando's restaurant and a gala retirement party at Bay Fairway Hall last night.

Lloyd was 25 when he was hired as a Lineman by the Bureau of Electricity in 1949.

Born in Delta, Utah, and raised on a farm, Lloyd says, "I guess I've been a workman most of my life."

After graduation from Lincoln High School in Oren, Utah, he joined the Civilian Conservation Corps for three years. He also worked for the Army Engineers, then joined the Army and served as a military police escort guard in Indiana and Kentucky.

Lloyd later was transferred to the motor division and sent to Europe, where he fought in the Battle of the Bulge.

After the war, he worked for the Forest Service and as a Lineman for an electric company in Salt Lake City.

When friends in California told

him Lineman jobs were available in Oakland, he headed west in 1948.

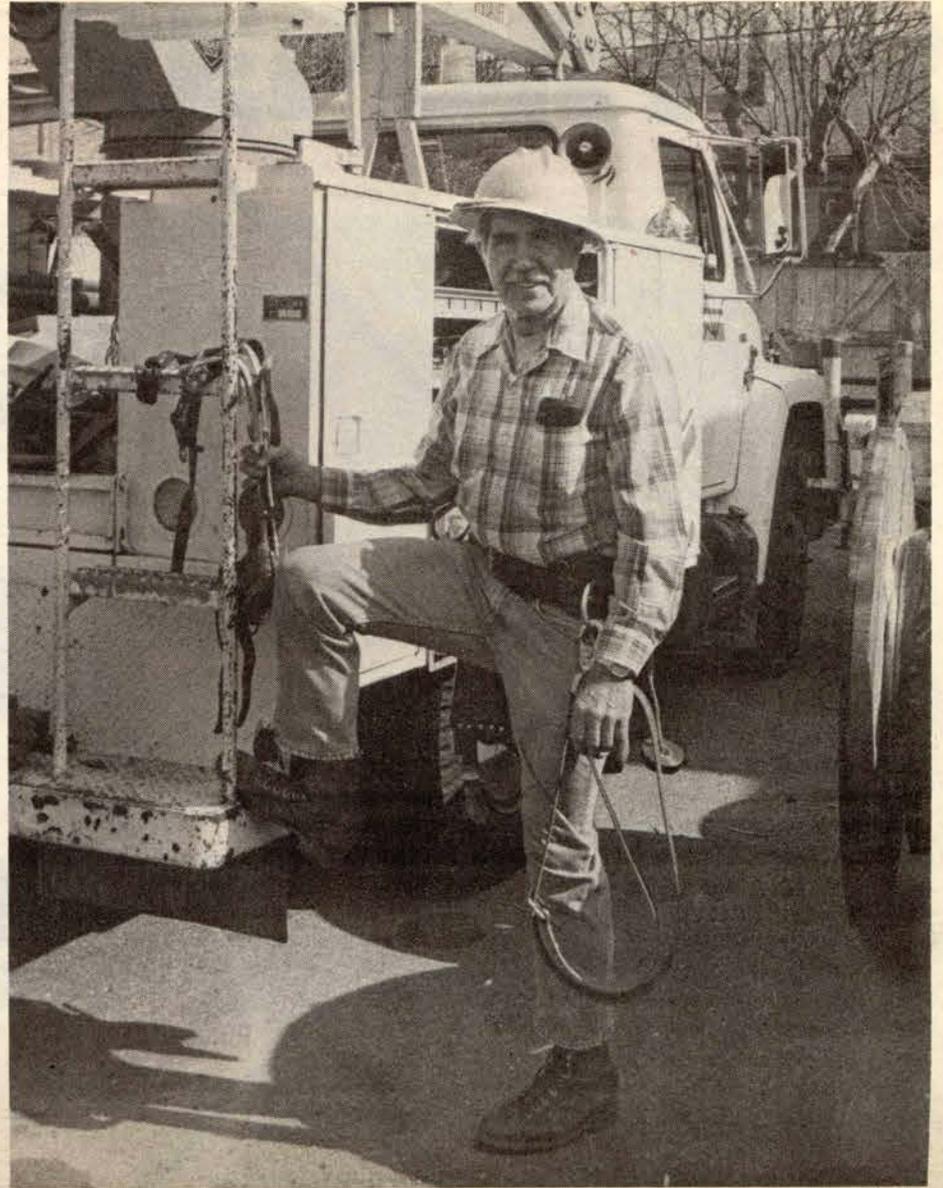
Lloyd terms his long service in Alameda as "good years."

He especially remembers working alone on the night service truck when he replaced street lights. One night in 1974, while he was restoring a light on San Jose Avenue, he fell and injured himself. Luckily, a resident saw him on the ground, and summoned an ambulance.

And, of course, over the years he has "rescued" countless flags, kites, cats and model planes off electric lines and poles throughout the city.

His retirement plans include fishing, hunting and a favorite hobby — gold mining. His wife, Patricia, shares his enthusiasm for camping and gold panning.

The Lloyds, who live on Walnut Street, have two sons, Jack Swalwell, Florida Power and Light Co. employee, and Eric Swalwell, Alameda High School graduate who lives in Oregon and is a former police chief of Algona, Iowa; two daughters who also are AHS graduates, Barbara Horman Paquette, Alameda Bureau of Electricity receptionist, and Carol Roth, Alameda Public Library staff member; and six grandchildren.

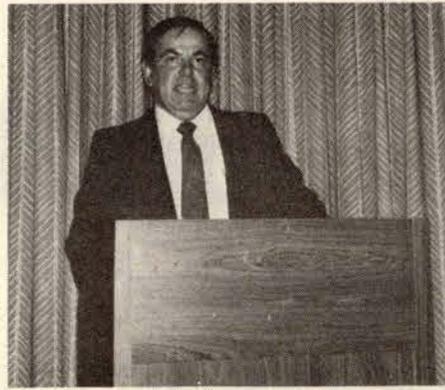


Retirement planning seminars

The ongoing series of Retirement Planning Seminars is a great success by all accounts. The well-attended sessions have been "very informative," one brother reports. Many noted that both IBEW members and their spouses gained new information about planning for retirement from the presentations. "Your seminar was excellent!" Brother James Precour of Vallejo told the Local. "I hope you'll do it again next year. We would definitely attend."



Jerry Cepernich, co-author of Local 1245 Retirement Planning Guide.



Manny Mederos, Assistant Business Manager; Spokesperson, General and Benefit Negotiating Committees.



Bob Gallo of Merrill Lynch.



Sonora plans Christmas benefit

Maxine Shiels, of Standard, California, writes to let IBEW Local 1245 members know that the Sonora Community-Sierra Hospital Auxiliary and the Lifeline Program are sponsoring a Bazaar on November 8 and 9 called *Trees and Treasures*. It will be held at the Grange Hall, Hwy. 108, in East Sonora. Booths are \$15.00. For more information call 209-532-2484 after 6 PM. A spaghetti supper will be served at 6 PM on the 8th and a pancake breakfast from 8 am to 1 pm on the 9th. Maxine is wife of retired IBEW Local 1245 member Warren Shiels. Their son Ron is presently an Electrical Technician, Mission Trails Region, San Jose Division. Their daughter Cherie, now with the Federal Government, worked on Market Street as a Key Punch Operator. All proceeds to help the Auxiliary and the Lifeline Program.





Drug and alcohol use at work can put you and your co-workers in danger

The current "war on drugs" may cause more problems than it solves, but IBEW Local 1245 recognizes the serious consequences of the presence of alcohol and drugs on the job. We remain committed to establishing a safe and productive workplace.

We believe a joint labor-management effort through the collective bargaining process is the most effective means to reach that goal. We remind our employers that JUST CAUSE and FITNESS FOR DUTY are the cornerstones of a positive approach to any substance abuse program. We will continue, as always, to defend the rights of our members on the job.

But we must also alert our members: in today's political climate it will be more difficult to respond to alcohol or drug-related disciplinary action. Help Yourself, Help Your co-workers, Help Your Union: Keep Drugs and Alcohol Off the Job.

IBEW Local 1245

Please Post in Your Workplace