



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Cal/OSHA campaign kick-off by Labor Coalition

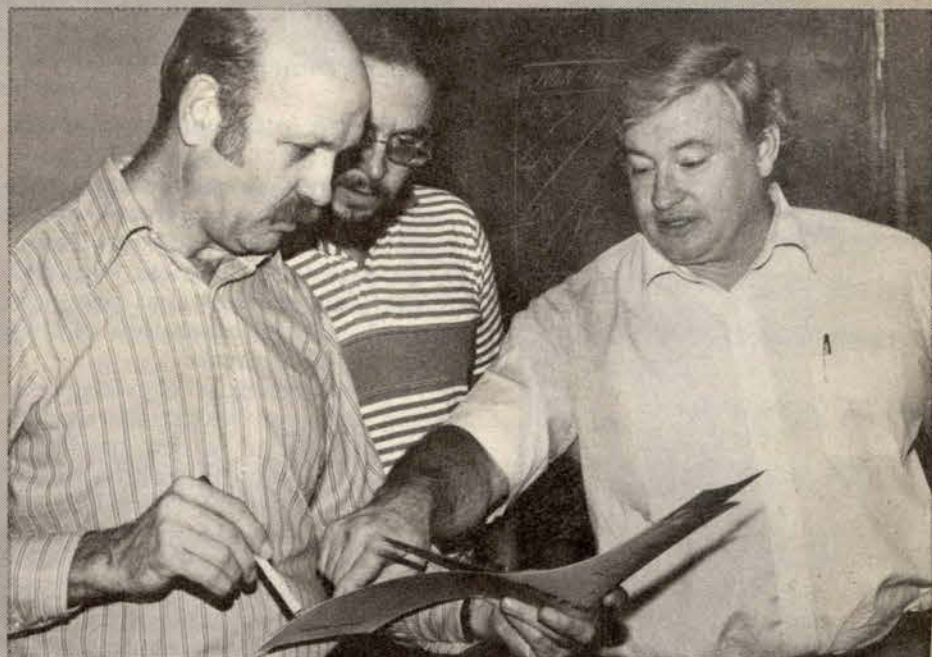
SIGN FOR SAFETY

In the next several weeks IBEW Local 1245 Business Representatives, Safety Committee members and Shop Stewards will be circulating the official green petitions for your signature in support of Cal/OSHA. Please do everything you can to assist in the success of this effort. You can help by:

1. Signing the petition;
2. Help distribute petitions for signatures from fellow workers;
3. Join with your shop steward, business representative and/or safety committee member to circulate the petitions outside the workplace. Get your family members and neighbors to sign. Organize a signature gathering day at a local shopping center, community meeting, movie house or church.

Special rules apply to the signing of the petition. Union representatives are familiar with these rules, but keep in mind the following important requirements:

1. Only registered voters may sign and distribute the petition.
2. Only voters in the same county may sign the on the same petition sheet.
3. Petition signers must sign their name and address as they are registered.
4. Use black or blue ball point pen only. Do not use any other color and never use felt tipped pen or pencil, otherwise the signature will be invalid.
5. Only use the official green petitions supplied by the Union.



IBEW Local 1245 Safety committee members Bob Martin and Bob Bustamante discuss procedures for gathering signatures for the Cal/OSHA ballot initiative with Assistant Business Manager Ron Fitzsimmons.

Life and Death Issue

By Steve Diamond

IBEW Local 1245 joined with the rest of the California labor movement this month in the kick-off of the campaign to save this state's highly respected Occupational Safety and Health Administration. The labor-led Coalition to Restore Safety at Work will move in the next two months to place an initiative on the November ballot which would

restore funding of Cal/OSHA.

The Cal/OSHA program was axed in a surprise announcement by Governor Deukmejian in February of 1987. The Governor's move was challenged successfully in lower courts, but the Governor has now appealed this decision to the California Supreme Court. "A successful ballot initiative would

See PAGE SIX

LOCAL MEETS WITH PG&E

No clerical agreement reached



IBEW Local 1245's Clerical Negotiating Committee met on January 6 with PG&E negotiators at Walnut Creek Headquarters. The Company held to their original position on a 2.75 percent lump-sum bonus, while excluding 401K and retirement considerations for members. No agreement was reached and no further meetings have been scheduled at this time, Assistant Business Manager Manny Mederos, the Local's Committee spokesman said. For membership updates call the toll free number: 800-227-5607. Members in the negotiations included, L-R, Becky Rosencrans, Art Torres, Local 1245 President Howard Stiefer, Business Manager Jack McNally, Assis-



tant Business Manager Manny Mederos, Bob Martin, Shirley Roberts and Marie Kizzee, pictured above.

Troubleman in fatal accident

James A. Ferguson, PG&E Transmission Troubleman, was killed from injuries suffered in a head-on collision while driving a company vehicle. It was reported that a tractor-trailer rig jackknifed into his lane and that several cars were involved in the accident. Ferguson had been a member of IBEW Local 1245 for 21 years. He had been headquartered at Table Mountain Substation. The accident occurred on Highway 99 outside the town of Gridley on December 16. Deepest sympathy is extended to his family.

In Memoriam
James A. Ferguson
April 4, 1942
—
December 16, 1987

Cal/OSHA YES





Union reports progress on agency employee dispute

By Steve Diamond

Utility Reporter

JANUARY 1988

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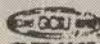
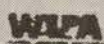
Ron Field

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With the settlement recently of several grievances which arose when Pacific Gas and Electric Company hired employees from outside employment agencies, Local Union 1245 Assistant Business Manager Roger Stalcup says that progress towards a final resolution of this issue has been made.

The most recent set of grievances, which were resolved at the Review Committee level of the grievance process, follow the guidelines established by Arbitrator Barbara Chvany in her precedent-setting arbitration decision on May 27, 1986. In that decision, Chvany held that the Company's practice of hiring agency employees to perform work that could have been performed by members of IBEW's Clerical Bargaining Unit was a violation of both the recognition clause of the contract and Section 24.5 of the contract which states that the Company cannot "make a contract with any company or individual for the purpose of dispensing with the services of employees who are covered by the Clerical Bargaining Unit."

In her written opinion Chvany listed several factors which should be used to determine when the use of outside contractors violates the

union contract. "Important factual considerations in weighing the right of Management to subcontract in a given case include whether the nature of the contracted work is continuous or intermittent, permanent or temporary, of an emergency or routine nature; the effect, if any, upon employees in terms of layoff, termination, demotion, etc.; whether the work is such that is normally performed by Union Employees and whether unit Employees are qualified to do the work in question; whether the work is performed on the Employer's premises; whether the Employer has acted in good faith; and whether there has been a harmful effect on the bargaining unit of the Union," Chvany wrote.

The Chvany decision covered the work performed by the Clerical Bargaining Unit only, but was soon followed by a second arbitration decision which held that similar rights existed for General Construction employees of the Physical Bargaining Unit at PG&E. The most recent Review Commission decision applies similar standards to Region employees in the Physical Bargaining Unit.

These Review Commission deci-

sions examine situations where the Company uses the employees of an outside employment agency but has retained so much control over those employees that they are, in effect, employed by PG&E or jointly employed by PG&E and the outside agency. Among the factors which determine the employee's actual status, the Review Commission considered hiring and firing power, promotion and demotion power, the determination of wages and benefits, scheduling of work days and/or work hours, disciplinary procedure, and actual day-to-day supervision and direction of employees on the job.

This Review Commission decision resolves most of the joint employer-type grievances, but not all, Stalcup said. Stalcup said that attorneys for both the Union and Company are discussing the selection of an arbitrator to resolve the grievances which remain of this type and others which arose from the agency employee issue. "There still remains the outside possibility that this issue can be resolved without the time and expense of a formal arbitration hearing," Stalcup said.

Unit Meeting changes

Here are recent changes in Unit Meeting Schedules:

Unit		Correct Time
2412	San Francisco	7:30 p.m.
3716	Napa/Vallejo	Correct Address Pietros, 99 Trancas Street Napa, CA

CHANGE OF ADDRESS

If you have just moved, or are about to move, please complete this form to insure your continued receipt of all Union mail. Send completed form and your mailing label from the front page to:

UTILITY REPORTER
P.O. Box 4790
WALNUT CREEK, CA 94596

Old label: _____

Name _____

New Address _____

(Street and Number)

(City and Zip Code)

**Advisory
Council
meets**

**Saturday,
January 30**

and

**Sunday,
January 31**

**Sheraton Inn
Concord**

By Jack McNally



IBEW 1245 Business Manager

APPOINTMENTS

CONFERENCES AND CONVENTIONS

Productivity Gain Sharing Conference

Manny Mederos
Corb Wheeler
Larry Pierce

California Labor Federation Trade Union School

Bob Choate
Bill Twohey
Sam Tamimi
Scott Thomas
Ron Blakemore
Barbara Symons
Dorothy Fortier
Corb Wheeler
Jack McNally
Ron Fitzsimmons

IBEW Workshop for Nuclear Operators

Chester Bartlett
Michael Craig
Mike Haentjens
Gary Mai
Max Tugel

CENTRAL LABOR COUNCILS

Marin Central Labor Council

Sam Tamimi

Northern Nevada Central Labor Council

(Alternates)
Stephanie Baber
Daniel M. Keefe
Ronda Drew
Mary Anna Trenary

LOCAL UNION COMMITTEES

Local Union Health and Safety Committee

James (Bud) Gray

Review Committee

Dean Gurke

Cal/OSHA on the line

In this issue of the Utility Reporter there is quite a bit of coverage on the issue of restoring the Cal/OSHA program by way of the initiative petition process.

The "Coalition to Restore Safety at Work" is the organization that is coordinating and administering the efforts to gather signatures and raise money to support the campaign. The restoration of Cal/OSHA is a labor issue. Safety on the job not only affects the worker, but has a direct bearing on the worker's family. Incomes suffer when a worker cannot work as a result of a job injury.

The success of this initiative campaign will depend heavily upon the efforts of workers and their unions. Business and management, while in some respects would want Cal/OSHA restored, will not publicly or actively oppose the Deukmejian action to eliminate the safety program. Therefore, it is up to us, and we cannot afford to fail.

Approximately 50 percent of U.S. citizens are registered to vote. Approximately one-half of those registered take the opportunity to vote. That means that only one-quarter of the citizenry participates in the election process. Many of the races, both national and state, are decided by 50 to 53 percent of the vote. That means that only a little over one-eighth of the American citizens actually elect candidates, and this can have a very large impact on all citizens.

There is no law that says you have to register or to vote. That's our democracy.

I have heard people say they are not registered because they think that by not being registered they would not be eligible for jury duty. In California, selection for jury duty is based on your California driver's license, not voter registration. If you move your residence, you have to re-register in order to vote. I believe people who move often forget they have to re-register, and usually when they realize they are no longer registered, it is too late to register for the next election.

I have heard some people say, "Oh, my one vote wouldn't make any difference anyway."

The following was contained in an Election Judge's Manual:
How Important Is One Vote?

In 1645, one vote gave Oliver Cromwell control of England.

In 1649, one vote caused Charles I of England to be executed.

In 1776, one vote gave America the English language instead of German.

In 1845, one vote brought Texas into the Union.

In 1868, one vote saved President Andrew Johnson from impeachment.

In 1875, one vote gave Rutherford B. Hayes the Presidency of the U.S.

In 1923, one vote gave Adolf Hitler leadership of the Nazi Party.

In 1923, one vote saved selective Service—just weeks before Pearl Harbor was attacked.

In order for your signature to be valid on the Cal/OSHA petition you must be a registered voter. To register all you have to do is fill out a voter registration card and mail it in.

Shop Stewards will be sent Cal/OSHA petitions for signatures along with voter registration cards. If your Steward does not have these, then he or she should contact the Business Representative in the area to obtain the forms.

1988 is an election year. Let's all participate.

In Unity,

Jack McNally

Win \$1,000 — \$2,000; apply now! Deadlines March and April

Al Sandoval Memorial Competitive Scholarship

The purpose of this contest is to provide a grant in aid for scholarships to colleges and junior colleges, thereby making financial assistance toward the attainment of a higher education.

1. The grant will be as follows:
\$500 per year, up to four (4) years, as long as a "C" (2.0) average is maintained, and a parent maintains membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1988. A copy of your diploma or a letter from your high school stating that you will graduate in 1988 must be attached to your scholarship application.
3. The scholarship grant will be made only to that candidate who intends to enroll full time in any college certified by their State Department of Education and accredited by the local accrediting association.
4. Applications may be secured by addressing the Recording Secretary of Local Union 1245, or by calling the Union office, or by using the form printed below.
5. Checks will be paid directly to the college upon presentation of tuition bills to the Local Union.
6. All applications shall be accompanied by a written essay, not to exceed five hundred (500) words, on the subject designated by the Executive Board.
7. Essays should be submitted on 8½" by 11" paper, on one side, preferably typed and double spaced, with applicant's written signature at the conclusion of the essay.
8. Applications and essays must be mailed to IBEW Local Union 1245, P.O. Box 4790, Walnut Creek, CA 94596, by registered or certified mail only, and be postmarked no later than **March 7, 1988**.
9. Each year the scholarship shall be presented at the Advisory Council meeting in May; the judge and a guest and the recipient and parents shall be invited, at Local Union expense, to present and receive the scholarship award.
10. A suitable trophy or plaque shall be purchased by the Local Union, at a cost not to exceed \$75, to be presented to the scholarship recipient.

NOTE: THE TOPIC FOR THE 1988 AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP ESSAY IS "HOW TO IMPROVE LABOR'S IMAGE IN THE EDUCATION SYSTEM AND PROMOTE A POSITIVE OUTLOOK CONCERNING LABOR."

The following two questions are to be answered in the essay:

1. What have you seen and learned about labor during your school years?
2. What do you think should have been taught?

APPLICATION FOR THE AL SANDOVAL MEMORIAL COMPETITIVE SCHOLARSHIP Sponsored by

**LOCAL UNION 1245
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO**
P.O. Box 4790 Telephone
Walnut Creek, CA 94596 (415) 933-6060

DATE _____

I hereby make application to enter the Competitive Scholarship Contest sponsored by Local Union 1245, IBEW, AFL-CIO:

NAME _____ DATE OF BIRTH _____
(Last) (First) (Initial)

ADDRESS _____
(Street) (City)
(State) (Zip) PHONE () _____

NAME OF PARENT _____

COMPANY _____

WORK LOCATION _____

I GRADUATED OR WILL GRADUATE FROM _____

HIGH SCHOOL IN _____

WHICH IS LOCATED AT _____

I EXPECT TO ATTEND _____ COLLEGE OR SCHOOL

LOCATION _____

(Candidate's Signature)

This is to certify that the above named candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1988.

(Official's Signature and Position)

This is to certify that I am a member in good standing of Local Union 1245, IBEW, and the candidate, whose name is signed to this application is my _____, and graduated during the term ending _____, 1988.

(Parent's Signature and Card Number)

Trade and Vocational School Grant

The purpose of these grants is to provide aid to the children of members to attain a trade or technical education.

1. The grants will be as follows:
\$500 per year, for up to **two years** for two candidates, as long as a passing grade is maintained, and a parent maintains membership in good standing in Local Union 1245.
2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted, or a legal ward of a member of Local Union 1245. You must also be a high school student who has graduated or is graduating in 1988. A copy of your diploma or a letter from your high school stating that you will graduate in 1988 must be attached to your application. Additionally, a letter of recommendation from your vocational teacher, department head, or school principal must accompany the application.
3. Applications may be secured by addressing the Recording Secretary of Local Union 1245, by calling the Union office, or by using the form printed below.
4. The grant will be made only to a candidate who intends to enroll full time in any industrial, technical or trade school, (other than correspondence schools) which are accredited by the National Association of Trade and Technical Schools or the Association of Independent Colleges and Schools.
5. Applications must be mailed to IBEW, Local Union 1245, P.O. Box 4790, Walnut Creek, CA 94596, by registered mail or certified mail only, and be postmarked no later than **April 4, 1988**.
6. Two names will be drawn by the Judge of the Competitive Scholarship Contest from those submitting applications. These two will be recipients of the grants.
7. Checks will be paid directly to the school upon presentation of tuition bills to the Local Union.
8. Presentation of awards will be made to recipients at the unit meeting nearest his/her residence following the drawing.

APPLICATION FOR THE LOCAL 1245 TRADE & VOCATIONAL SCHOOL GRANT FOR MEMBERS' CHILDREN ENROLLING IN TECHNICAL, INDUSTRIAL, OR TRADE SCHOOLS

**Sponsored by Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO**

**P.O. Box 4790
Walnut Creek, CA 94596
(415) 933-6060**

CANDIDATE INFORMATION

CANDIDATE'S NAME _____ BIRTH DATE _____

ADDRESS _____ CITY _____

STATE _____ ZIP _____ PHONE () _____

HIGH SCHOOL _____ GRADUATION DATE _____

ADDRESS OF HIGH SCHOOL _____

WHAT SCHOOL DO YOU EXPECT TO ATTEND? _____

WHERE IS IT LOCATED? _____

WHAT TRADE OR CRAFT WILL YOU BE STUDYING? _____

WHY THIS PARTICULAR SKILL? _____

CANDIDATE'S SIGNATURE _____ DATE _____

STATEMENT OF MEMBER/PARENT

NAME OF MEMBER/PARENT _____

EMPLOYER _____ LOCATION _____

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, _____ is my

_____, and that the Candidate will graduate from high school during the term ending _____, 1988.

Signature of Member/Parent _____ Union Card No. _____

This is to certify that the above named Candidate is currently enrolled as a student at _____ and has or will be graduating in _____, 1988.

Official's Signature and Position

Senior members honored

Members in the Fresno and Shasta areas were recently honored for their many years of loyalty to IBEW Local 1245. Coordinating the

Pin Dinners were Business Representative Frank Hutchings in Fresno and Rich Hafner, Gene Wallace and Tom Heyl in Shasta.

Fresno area



20 years

Joseph Ambers, E.L. Armstrong, Edward Basgall, T.L. Boggs, R.H. Bugg, R.H. Carlson, Jim Contrestano, J.E. Crowder, Carl D. Darcy, M.W. Dean, S.M. Delatorre, James R. Drennen, Richard D. Eaton, A.F. Fraijo, Thomas Garcia, Alfred Garnica, J.R. Gollihar, W.M. Heitkotter, Edward R. Hughes, G.R. James, E.D. Jones, Ray Magana, A. Martinez, S.P. Mendez, Bobby R. Midkiff, Donald Miller, F. Monis, H.L. Morton, G.W. Munson, M.E. Ormond, Bernabe C. Rivas, T.C. Roberts, R.L. Shields, Louis R. Sisk, Edward A. Smith, E.E. Snyder, R.M. Sullivan, H.S. Turner, W.B. Vandergrift, Arthur A. Verret, Jack Wright, D.M. Yocum, E.M. Young

25 years

John E. Bisko, Jr., C.R. Bowlby, Sterling Coldren, Henry T. Corrales, Jr., B.L. Cullers, L.S. Haggmark, R.C. Lund, Lovell L. McIntyre, Larry Parker, W.P. Peyton, Calvin J. Rogers, T.R. South, Roland Zwing, Robert Koch

30 years

J.H. Arnold, W.G. Davies, Frank J. Deck, E.K. Ernest, Donald Gilstrap, R.C. Kinnish, J.D. Lombardi, G.O. Nielsen, J.D. Petropulos, B.V. Rose, Simon Sanchez, R.B. Snow, Jr., Milbourne Truesdale, R.G. Young

35 years

Billy R. Elrod, C. E. Garoutte, Paul L. Keller, J. P. Kroeker, B. Neumann, D.C. Phipps, F.E. Pickering, D.N. Schwamb, W.G. Vercoe, W.R. Welliver, Jr., N.Z. Zwetzig

40 years

K. Brown, J.A. Morrill, Chester D. Sorensen, Jr., S. A. Woods

Shasta area



20 Years

N.L. Baker, A.T. Colman, C.H. Cotten, C.D. Crosswhite, Arthur D. Cruickshank, Parker Davidson, R. J. Dekruse, Harvey L. Iness, R. D. Meyer, Richard Roberts, Gary J. Rohrbaugh, Tom Copeland, Forrest A. Rose, Steven C. Swanson, Robert A. Sweet, Neal M. Thomsen, Rowdy E. Yates

25 Years

David Allen, E.J. Cicka, A.R. Cunningham, D. Davidson, P.M. Henderson, Herbert R. Hoge, Terry Husa, John H. Lineback, J.V. Maxey, K.L. Rice, Jerry L. Roberts, Ed Schoonover, Marvin W. Stevens, Leonard Waers, A.T. Walker, A.P. Wyant

30 Years

N.H. Courtney, Virgil G. Durrett, L.D. Freemyers, Richard R. Fremming, H.M. Haas, J.C. Hess, R.R. Hollister, Donald Jewell, R.W. Lindemann, David Putman, S.B. Sacson, Iver Thon, Herbert Webb, C.D. Whitten

35 Years

R.O. Allen, John A. Eide, Robert V. Emmons

40 Years

Cecil J. Busby, M.E. Wright



Cal/OSHA campaign

By Steve Diamond

From PAGE ONE

help us secure an effective workplace health and safety program in our state," Local 1245 Business Manager Jack McNally said.

The next several weeks are vital to the campaign. To qualify for the November ballot the Coalition must gather a minimum of 820,000 signatures by early April. Each of these signatures has to be on the official green petition now being distributed by Local Union staff and Shop Stewards. Everyone who signs the petition must also be registered to vote.

Cal/OSHA v. Federal OSHA

When Cal/OSHA was eliminated, control over private sector health and safety in this state was handed over to the Federal Government in Washington, D.C. This move was "a giant step backwards in public health" Dr. John Peters, a professor of occupational health at the University of Southern California and a former member of the Cal/OSHA Standards Board, told the *Los Angeles Times*.

Federal standards are lower and enforcement procedures are more difficult to negotiate. Under the switch to Washington, California workers immediately lost key rights. Cal/OSHA inspectors, for example, had the power to shut down a workplace where a serious imminent hazard was present. Federal OSHA inspectors, however, must first convince a federal judge that a stop-work order is needed. Death, serious injury or illness are possible because of this delay.

Restoring Cal/OSHA "is the only way we can help stop the killing and maiming" of the California workforce, Jack Henning, head of the California Labor Federation, said. The initiative campaign "is a matter of life and death," McNally said.

IBEW Members Suffer Directly

IBEW Local 1245 members suffer directly under the shift to Federal OSHA. The dangerous work practices of "barehanding" on high voltage power lines, and "rubber gloving" voltages higher than 5,000 volts, are permitted by Washington, whereas they were forbidden by Cal/OSHA.

Several incidents since the Federal takeover indicate the seriousness of the change for Local 1245 members, Assistant Business Manager Ron Fitzsimmons said. At PG&E's Geysers Geothermal Generating Facility, the Company recently began using the Federal OSHA standard for emission of poisonous mercury vapors. The Federal OSHA standard is double that was permitted by Cal/OSHA.

Federal OSHA refused to conduct an investigation of a fatal helicopter accident which occurred near Vallejo last September. "Cal/OSHA would

have been on the scene conducting an investigation right along with us," Fitzsimmons said. "But Federal OSHA says it has no jurisdiction because a helicopter was involved. They told us to go to the Federal Aviation Administration."

Fitzsimmons said Cal/OSHA personnel told him their agency certainly would have taken jurisdiction if the fatal crash had occurred prior to the Federal takeover on July 1. The Cal/OSHA representatives would have attempted to pinpoint the cause of the crash, would have ascertained whether anyone should have been prosecuted, and would have mapped procedures for making certain such a crash did not happen again, Fitzsimmons said.

A similar response by Federal OSHA followed the death of IBEW member Randy Beal at the Bellota Substation near Stockton. Federal officials refused to conduct a timely investigation. In other incidents, Federal officials refused to respond to phone calls from Union representatives, saying that a written complaint was required. "If we have to wait for all this paperwork to be processed, we could jeopardize the lives of our members and the citizens of surrounding communities," Fitzsimmons said.

Community Impact of Cal/OSHA Campaign

Although it is the trade union movement which is behind the initiative campaign, more than safety and health at the workplace is at stake. "Our families and the community as a whole are affected by this issue," Jack McNally said.

The initiative campaign will give the labor movement an opportunity to voice its concerns in the political arena where it can work for the betterment of the community outside the limits of the bargaining table. "This campaign gives labor a rare opportunity to champion a cause vital to all Californians and deliver a clear answer to those who question labor's political clout," Jack Henning said.

A Health and Safety Bill

The preamble to the California Initiative to Restore Safety and the following ten principles which are the basis of an effective California workers:

- I. Californians have the right to be effectively protected death in the workplace, and from the hazards of exposure to the job and in the community.
- II. The restoration of adequate state standards and enforcement of exposure to cancer-causing substances, chemicals and other toxic materials is in the interest of all Californians.
- III. Catastrophic releases of such contaminants into our communities be prevented through the restoration of effective state standards at the workplace, including proper equipment and maintenance, training, and safe handling of toxic materials.
- IV. We disapprove of the elimination in 1987 of Cal/OSHA, the California Occupational Safety and Health Administration, and the transfer of safety and health to the federal government.
- V. Cal/OSHA has a superior record to Federal OSHA in reducing injuries and occupations such as construction, manufacturing, electronics, chemical, mining, utilities, service, health care, and others.
- VI. Over the years Cal/OSHA has served as a safety and health model for other states.
- VII. A weaker safety and health system means increased deaths, injuries, pain and suffering for the working people of California.
- VIII. It is more cost effective for California employers to restore workplace health and safety matters.
- IX. The cost of restoring Cal/OSHA is minor (a fraction of the state's budget) especially when compared to the amount of money spent on activities of a less essential nature. Moreover, almost all of the cost would be paid for by federal grants.
- X. It is the purpose of this Act to restore California control over safety and health, which the state has provided for since 1973 through Cal/OSHA. Pursuant to Article XX of the California Constitution, state jurisdiction over workers' compensation shall not be limited, eliminated or otherwise restricted, unless the Federal Constitution.



A Health and Safety Bill of Rights

The preamble to the California Initiative to Restore Safety and Health at Work contains the following ten principles which are the basis of an effective health and safety law for California workers:

- I. Californians have the right to be effectively protected from injury, illness and death in the workplace, and from the hazards of exposure to toxic substances on the job and in the community.
- II. The restoration of adequate state standards and enforcement policies to reduce exposure to cancer-causing substances, chemicals that cause birth defects, and other toxic materials is in the interest of all Californians.
- III. Catastrophic releases of such contaminants into our communities can best be prevented through the restoration of effective state safety and health practices in the workplace, including proper equipment and maintenance policies, employee training, and safe handling of toxic materials.
- IV. We disapprove of the elimination in 1987 of Cal/OSHA, the California Occupational Safety and Health Administration, and the transfer of control over worker safety and health to the federal government.
- V. Cal/OSHA has a superior record to Federal OSHA in regulating hazardous industries and occupations such as construction, manufacturing, transportation, electronics, chemical, mining, utilities, service, health care, retail and entertainment.
- VI. Over the years Cal/OSHA has served as a safety and health model for other states.
- II. A weaker safety and health system means increased death, illness, disabling injuries, pain and suffering for the working people of California.
- VIII. It is more cost effective for California employers to retain state control over workplace health and safety matters.
- IX. The cost of restoring Cal/OSHA is minor (a fraction of one percent of the state's budget) especially when compared to the amounts spent on bureaucratic activities of a less essential nature. Moreover, almost half of Cal/OSHA's budget would be paid for by federal grants.
- X. It is the purpose of this Act to restore California control over private sector safety and health, which the state has provided for since 1913, and has administered since 1973 through Cal/OSHA. Pursuant to Article XIV, Section 4, of the California Constitution, state jurisdiction over worker safety and health should not be limited, eliminated or otherwise restricted, unless absolutely required by the Federal Constitution.

Fed/OSHA Drop De

On September 9 of 1987, a helicopter turned over to the Federal Aviation Administration member and PG&E T. James Smith was killed when the helicopter struck a power line in Vallejo. Smith was a passenger, PG&E supervisor, and was killed. Federal OSHA is conducting an investigation of the crash scene conducting an investigation. Ron Fitzsimmons, as a safety officer for PG&E, has no jurisdiction because he is not a Federal Aviation Administration member. He said that Cal/OSHA would have taken jurisdiction prior to the Federal takeover. Representatives would have been at the crash, would have been prosecuted, making certain such a crash would not happen, Fitzsimmons said.



of Rights

Health at Work contains health and safety law for

om injury, illness and e to toxic substances on

ent policies to reduce use birth defects, and

munities can best be y and health practices in nce policies, employee

the California Occupa- r of control over worker

ulating hazardous indus- transportation, elec- tail and entertainment.

health model for other

a, illness, disabling in- fornia.

in state control over

f one percent of the s spent on bureaucratic f of Cal/OSHA's budget

l over private sector 913, and has administered V, Section 4, of the afety and health should absolutely required by

Fed/OSHA Tells IBEW Drop Dead!

On September 9 of last year, two months after Cal/OSHA was turned over to the Federal Government, IBEW Local 1245 member and PG&E Transmission Troubleman Larry Carr was killed when the helicopter he was riding in struck a 230 KV power line in Vallejo. The pilot of the helicopter and a third passenger, PG&E supervisor James Guaragila, were also killed. Federal OSHA officials refused to conduct an investigation of the crash. "Cal/OSHA would have been on the scene conducting an investigation right along with us," said Ron Fitzsimmons, assistant business manager and health and safety officer for Local 1245. "But federal OSHA says it has no jurisdiction because a helicopter was involved. They told us to go to the Federal Aviation Administration." Fitzsimmons said that Cal/OSHA personnel told him their agency certainly would have taken jurisdiction if the fatal crash had occurred prior to the Federal takeover on July 1, 1987. The Cal/OSHA representatives would have attempted to pinpoint the cause of the crash, would have ascertained whether anyone should have been prosecuted, and would have mapped procedures for making certain such a crash did not happen again, Fitzsimmons said.



"WE DON'T PATRONIZE..

The following firms are currently on the "We Don't Patronize" list of the California Labor Federation, AFL-CIO. Firms are placed on the list in response to written requests from affiliates and only after approval by the Executive Council. All trade unionists and friends of organized labor are urged not to patronize firms listed here.

Unfair firms are:

HOTELS AND RESTAURANTS

All Marriott Hotels in California with the specific exception of the **Marriott Hotel in San Francisco**, which is a union house.

All **Sixpence Inn Motels** in California.

Anaheim

Sixpence Inn, 2020 Via Burton.

Bakersfield

Sixpence Inn Motel, 8223 East Brundage Lane.

Baldwin Park

Sixpence Inn, 14510 Garvey Ave.

Carlsbad

Sixpence Inn, 1006 East Elm Ave.

Chino

Sixpence Inn, 12266 Central Ave.

Chula Vista

Sixpence Inn, 745 E St.

El Cajon

Sixpence Inn, 550 Montrose Ct.

Fairfield

Sixpence Inn, 1473 Holiday Ln.

Fresno

Sixpence Inn, 445 No. Parkway.

Harbor City

Sixpence Inn, 820 West Sepulveda Blvd.

Los Angeles Area

Airport Park Hotel, LAX.
The Pacifica Hotel, 6161 West Centinela Street in Culver City.

The Sheraton Plaza La Reina Hotel, 6101 West Century Blvd., near the Los Angeles Airport.

University Hilton Hotel, 3540 South Figueroa St.

Merced

Sixpence Inn, 1410 V St.

Monterey Area

Casa Munras, Fremont and Munras, Monterey.

Doubletree Inn, 2 Portola Plaza, Monterey.

Days Inn, 1400 Del Monte Blvd., Seaside.

Sixpence Inn, 100 Reservation Rd.

Sheraton Hotel, 350 Calle Principal, Monterey.

Oakland

Sixpence Inn, 8480 Edes Ave.

Ontario

Sixpence Inn, 1560 East 4th St.

Orange

Sixpence Inn, 2920 West Chapman Ave.

Riverside

Sixpence Inn, 3663 La Sierra Ave.

Rohnert Park

Sixpence Inn, 6145 Commerce Boulevard.

Rowland Heights

Sixpence Inn, 18790 E. Labin Ct.

Sacramento Area

Auburn Joe's, 13480 Lincoln Way, Auburn.

Beverly Garland Motor Lodge, 1780 Tribute Road, Sacramento.

The Club, 808 "O" St., Sacramento.

Continental Inn, 3343 Bradshaw, Rancho Cordova.

Courtyard, 10683 White Rock Rd., Rancho Cordova.

All Eppie's Restaurants.

Frank Fat's, 806 L St.

Frasinetti Winery & Restaurant, 7395 Frasinetti Rd., Florin.

Holiday Inn, Madison Avenue at Interstate-880.

Howard Johnson, 2300 Auburn Boulevard.

Pennisi's Restaurant, 1030 J. St.

Nicole's Omelete House, 2815 J. St., Sacramento.

Ramada Inn, Canterbury Road.

El Rancho Hotel, 1029 W. Capitol Ave., West Sacramento.

Red Lion Inn, 2001 West Point Way, Sacramento.

Residence Inn, 1530 Howe Ave., Sacramento.

Sacramento Inn, Arden Way at Interstate 80, Sacramento.

Shanley's Bar & Grill, 5100 Folsom Blvd., Sacramento.

Sheraton Sunrise Hotel, Sunrise Blvd. at Highway 50.

Shot of Class, 1020 11th Ave.

Sierra Inn, 2600 Auburn Blvd.

Sixpence Inn, 4600 Watts Ave.

Sixpence Inn, 7780 Stockton Boulevard.

Sixpence Inn, 7850 College Town Drive.

The Nut Tree and Coffee Tree, Vacaville between Sacramento and San Francisco on Interstate 80.

Vagabond Inn, 909 3rd St.

San Diego

Sixpence Inn, 5592 Claremont Mesa Blvd.

San Dimas

Sixpence Inn, 502 West Arrow Highway

San Francisco Bay Area

Perry's and Victoria Station on Union Street.



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INT'L. LADIES GARMNT WORKERS UNION, AFL-CIO

The Mandarin, in Ghirardelli Sq. Other eating places in San Francisco:

McDonald's Hamburgers (all);
Colonel Sanders Kentucky Fried Chicken (all);

H. Salt Esquire Fish & Chips (all);

Jack in The Box (all);

Benihana of Tokyo;

Carol Doda's;

Mabuhay Restaurant;

The Casbah;

Ernie's;

North Beach Restaurant;

Pompei's Grotto;

Tia Margarita;

Vanessi's.

San Jose Area

Sainte Claire Hotel at South Market and San Carlos.

Sixpence Inn, 2081 No. First St.

Vagabond Motor Hotel, 1445 Foxworthy, San Jose.

Giorgio's Pizza House, 1445 Foxworthy, San Jose.

Holiday Inn - Palo Alto, 625 El Camino Real, Palo Alto.

Cindy's Restaurant, 17025 Condit Road, Morgan Hill.

Sirloin & Brew Unlimited, Restaurant, 12333 Saratoga-Sunnyvale Road, Saratoga.

Hungry Tiger Restaurant, 1010 Sunnyvale-Saratoga Road, Sunnyvale.

Magic Pan Restaurant, 335 S. Winchester Blvd., San Jose

House of Genji/Cathay Restaurant, 1335 N. First St., San Jose.

Travelodge, 940 Weddel Drive, Sunnyvale.

Red Baron Restaurant, 2500 Cunningham Ave., San Jose.

Red Lion Inn at 2050 Gateway Pl.

Santa Barbara Area

El Encanto Hotel and Garden Villas.

Stockton Area

Carmen's Mexican Restaurant, Lincoln Center.

Hilton Hotel, 2323 Grand Canal Blvd.

Ramada Inn, March Lane.

Sixpence Inn, 2717 W. March Ln.

Stockton Inn Motel and Restaurants, 4219 Waterloo Road at Highway 99

Vagabond Motor Hotel, 33 N. Center.

Tustin

Sixpence Inn, 1611 El Camino Real.

Vallejo
Sixpence Inn, I-80 at Redwood St.

Ventura
Sixpence Inn, 101 at Johnson Dr.

Westminster
Sixpence Inn, 13100 Goldenwest

Las Vegas, Nevada
Landmark Hotel and Casino.

Sparks, Nevada
John Ascuaga's Nugget.

MANUFACTURING

Gaffers & Sattler products
Goehring Meat Co., Lodi.
Ito-Cariana Sausage Co., San Francisco: Cariani and Pocino brands.

Masonite Corp. plant, Cloverdale, Sonoma County.

Sonoma Vineyards products, including Windsor Winery, Tiburon Vintners and Piper-Sonoma Sparkling Wine.

PRINTING

McClatchy Newspapers: Sacramento Bee, Fresno Bee, Modesto Bee.

San Francisco Bay Guardian
Vallejo Times-Herald
New York Times, (Northwestern Edition).

THEATERS

Santa Cruz Area Twin I & II Theaters, Aptos.

San Francisco
Alexandria, Balboa, Coronet, Coliseum, Metro, Stonestown Twin and Vogue (all United Artists) and **Cinema 21** and **Empire** (Syufu).

Sacramento Area
Capitol Theater; Century 21, 22, 23, 24 and 25. Theaters (Syufu); **State Theater; Sacramento 6 Drive-In.**

Orange County
All United Artists Theaters in Orange County.
All Freedman Forum Theaters in Anaheim; **Cineland Theater, Anaheim; Brookhurst-Loge Theater**, Anaheim.
Valley View Twin Cinemas, Cypress; **Family Four Cinemas**, Fountain Valley; **Fox Fullerton**, Fullerton.
Syufy Cinedome, Stadium Drive-in and City Cinemas, all in Orange; **Villa Theater**, Orange; **Miramar Theater**, Santa Ana; **Stanton Theater**, Stanton.

OTHERS

Automotive, Sacramento area:
Walt Davis Chevrolet, Elk Grove.

Mel Rapton Honda.
All Paul Snider Dealerships.
Swift Auto World.

Automotive, San Francisco Area:

European Motors, 950 Van Ness Ave.

San Francisco Auto Center, 2300 16th St.

Van Ness Auto Plaza, 1000 Van Ness Ave.

Bank of America branches:

178 North 1st St., Dixon.
2400 North Texas St., Fairfield.
1120 Texas St., Fairfield.
South Vacaville Office, Vacaville.
367 Merchant St., Vacaville.
Larwin Plaza, Vallejo.
831 Tennessee St., Vallejo.
200 Georgia St., Vallejo.
2141 Springs Rd., Vallejo.
1429 Lincoln Ave., Calistoga.
1700 First St., Napa.
903 Main St., Napa.
70 Solano Square, Benicia.
1001 Adams St., St. Helena.

Barbers, Fairfield:

Top Hat Barber Shop, 914 Texas Street
Mad Hacker, 1143 Missouri St.

Barbers, Vallejo:

Sir Cedric's Barber & Beauty Salon, 1115 Maple Ave.
Mr. Al's, 500 Sacramento St.
Mare Island Barber Shops, Mare Island Navy Exchange

Christian's Farmers Market, 5104 Arden Way, Carmichael.

City of Hope Medical Center at 208 West Eighth St., Los Angeles

City of Hope National Medical Center at 1500 East Duarte Rd., Duarte

Dick's Rancho, Rancho Cordova.
Elk Grove General Store, Elk Grove.

Glass, Sacramento area:

Arrow Glass, Country Club Glass, Del Paso Glass, Fine Glass, Gaffney Glass, Golden West Glass, all locations; **Kinzel's Glass**, Carmichael; **Sam's Auto Glass, River City Glass, Victor Glass.**

Hertzka and Knowles, San Francisco, architects.

Louisiana-Pacific Corporation products.

Montgomery Ward in Redding.

Mervyn's Store in Ventura.

Napa Valley Co-op, producers of Bergfeld 1885 wine.

Nestle's construction operation and its subsidiary, the **Carnation Company**, both in Kern County.

Norbert Cronin & Co., insurance agents, San Francisco.

Non-Union Iceberg Lettuce.

Pak 'n Save Markets at 6525 Florin Road, Sacramento; 3400 Arden Way, Sacramento; 7301 Greenback Lane, Citrus Heights.

Quantas Airways.

Raley's Food Market, Oakhurst, Madera County.

Saticoy Lemon Assn. products bearing Sunkist label, Oxnard.

Shoreline South Convalexcent Hospital, Alameda.

Signs, Sacramento Area:

Dion Signs, Sacramento.
Ellis Signage-Graphics, Sac-

ramento.

Fleming Silk Screen, Sacramento.

House of Signs, Sacramento.
River City Signs, Sacramento.
Young Electric Sign Co., West Sacramento.

State Farm Insurance Complex, Santa Rosa.

Times Supermarket, 5425 Sunrise Blvd., Citrus Heights.

Buy American—made products

The Union Label Shopper is back with new management and an expanded catalog offering union-made merchandise at discount prices.

The service, which was launched last year, has been taken over by TOPCO, well-known to the labor movement as distributor of union caps, jackets and T-shirts, according to the AFL-CIO Union Label and Service Trades Department. The new catalog includes men's and women's dress, casual and work clothing, shoes, boots, watches,

housewares, appliances, linens, auto seat covers and other items.

Jim Lappen, owner of TOPCO, said his firm's experience in promptly and reliably filling mail orders would enable him to realize the potential of the Union Label Shopper.

The address is The Union Label Shopper, P.O. Box 2484, 125 Armstrong Road, Des Plaines, IL 60018-2384. The toll-free phone number is 1(800)621-1203.



The UNION LABEL SHOPPER A NEW ALL UNION CATALOG

If you really want to buy union made products, and really want to save money, you should mail in the coupon below this article and receive a **FREE Union Label Shopper Catalog**.

The Union Label Shopper is a discount mail order catalog containing only union made goods. Almost all products in the catalog are available at a discount. So you can save money as you save jobs.

As a union member, you have been looking for the union label when you shop. Now you can find **ONLY** union made products in the catalog and save money when you buy.

Catalogs are being distributed to union members now. If you want one, to save union jobs, and save yourself money, fill in the coupon below and mail it in today.

Please send me a **FREE UNION LABEL SHOPPER DISCOUNT CATALOG**:

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Address: _____

City/State: _____ Zip: _____

Union: _____ Local No.: _____

Please circle the items you will like to buy from the Catalog:

- Work Clothes • Women's Clothes • Men's Casual Clothes • Shoes
- Children's Clothes • Kitchen Appliances • Radio • Luggage • TV
- Sports Equipment • Furniture • Auto Supplies • Tools

Other: _____

Mail this coupon to: **UNION LABEL SHOPPER**
P.O. Box 2484, 125 Armstrong Road, Des Plaines, IL 60018-2384.

Monterey members raise funds for chronically ill children



Monterey Line Department members who help coordinate the annual dinner-dance fundraiser include: Linemen Steve McCurry, Frank Linnenbrink, Apprentice Kathy Bradshaw, Ted Leikam, Apprentice Lauri Jones, Linemen Richie Cureton and Frank Hutchings.

Ted Leikam, a T&D Driver at PG&E's Monterey Headquarters is a person who knows how to turn ideas into action and get results.

Leikam and his wife Hellen, over the past two years initiated and helped coordinate volunteer efforts to raise almost \$15,000 to fund a summer camp for chronically ill children who suffer from life-threatening illnesses.

It all started in 1985 when the Leikams' hearts were touched by a youngster on a TV news program

about children at a special summer camp.

On the show, a young boy indicated to a reporter that he had to hurry off to swim, and didn't have time for an interview because he probably, "wouldn't be around next year."

Leikam remembers telling his wife right then and there that they had a new hobby: raising money for the kids at the camp.

The Leikams agreed to somehow begin on a project to help fund the



Ted Leikam and his wife Hellen got the idea to help support a summer camp for chronically ill children while watching a TV show two years ago.

camp.

The next day at work, Leikam put the word out about his interest in Camp Sunburst, and asked anyone who might want to help to show up at his home that night.

Ten people showed up, and from there, an enormously popular annual dinner dance benefitting the children's camp developed.

Members of the Electric Department including Apprentices Lauri Jones, Kathy Bradshaw, Lineman Richie Cureton, Steve McCurry,

Frank Linnenbrink, Steve Hutchings and Bob Seidel, and a group of women from Safeway, where Hellen works, got the project underway.

At that point Leikam contacted Camp Sunburst Director, Dr. Ceri Brooks, R.N.

Dr. Brooks indicated that Camp Sunburst is something of a "portable" camp and is set up at different locations to accommodate children with very special needs. Leikam learned that providing the necessary specialized facilities runs into thousands of dollars a week for a small group of children.

All the leadership at Camp Sunburst is entirely voluntary, and the ratio of staffers which includes physicians, clinical psychologists, marriage and family counselors and registered nurses, runs about two to three for each camper around the clock.

All the dance proceeds in 1986 went to Camp Sunburst, and in 1987, beside a \$6000 donation to the camp, \$2000 was donated to a local Monterey Hospice Home group which assists families with terminally ill members.

Following the 1987 fund raiser, Dr. Brooks later met with the group of volunteers at the Leikam home to thank them for the \$6000 donation without which, she assured them the camp would not have been able to operate that year.

This year's dinner dance is tentatively set for Saturday, June 4 at the

See PAGE ELEVEN

PGT rejects new offer

IBEW Local 1245 members in Pacific Gas Transmission's Physical Unit voted down a new contract offer by 3 to 1.

Immediately after the ballots were counted, which showed a 72% turnout, Business Representative Art Murray called PGT Shop Stewards in Oregon, Washington and Idaho to inform them of the results of the December 30 tallying at Union headquarters in Walnut Creek.

Bargaining on the tentative offer was conducted over a two-month period with the Local's Committee meeting 4 times with

the Company in San Francisco.

The offer had included a 2.75% general wage increase, and a 2.75% lump-sum bonus for Physical Clerks and Clerk Assistants in the Unit.

Bargaining Committee members Frank Locati, Mark Latta, Paul Hathaway and Les Banta were expected to meet again back at Union headquarters.

Prior to balloting, Business Representative Murray and Senior Assistant Business Manager Darrel Mitchell had met with groups of members at all PGT work locations to detail contract provisions.

Pacific Tree settles

Negotiations in the Tree Industry continue to be tough as non-union companies undercut prevailing wages and take over major contracts.

Local 1245 is in negotiations with Pacific Tree after extending a contract term through January 8.

On January 1 at a joint bargaining table meeting, proposals and counter proposals were exchanged.

Assistant Business Manager Orv Owen reports that some

progress was made on contract and wage considerations, and that the Local and Company appear to be closer on issues relating to Pacific Tree's concern of being able to remain competitive with non-union contractors next year when the Stockton PG&E contract will be open for bid.

Working at the bargaining table along with Assistant Business Manager Orv Owen are members Doug Bonham, Bill Colbert, Jack Parkerson, Scott Riddle and Jim Travis.

TCI Tahoe to vote on offer

A tentative agreement is being considered by Local 1245 members at TCI, Tahoe, with balloting expected to be conducted in mid-January.

The Company's offer, which is similar to the TCI, Reno offer, contains holiday and sick leave takeaways, Business Representative John Stralla indicated.

Scott Brent rounded out the negotiating team with Stralla.

CP National voting set at Lassen

A ratification meeting is being scheduled for members at CP National, Lassen, where a vote on a new 2 percent wage offer will be held, Assistant Business Manager Orv Owen said.

The contract was only open for wages during this year, and the Company characterized their offer as, "final and best."

Sierra Pacific proposals reviewed

Proposals were submitted by members for Negotiating Committee review in December and January, Business Representative John Stralla reported.

Bargaining table talks are expected to start in mid-February, with the current contract expiring April 30, 1988.

Tahoe contract open at CP National

Meetings with CP National, Tahoe are in the process of being scheduled, Business Representative John Stralla said.

The entire contract is open at this time, and one meeting has already been held with the Company.

Negotiating Committee members also include Bob Hansen and Robert Robinette.

Temporary assignments made to Local staff

From PAGE TEN

tively set for Saturday, June 4 at the Portuguese Hall in Monterey. Tickets are \$10, and numerous raffles will be held throughout the evening. Baked salmon, and Bar-B-Q beef top the menu. Music will be presented by a volunteer disc jockey from Fresno, and will feature a wide variety of tunes ranging from 50s music to Country and Western.

Any members wishing to donate to Camp Sunburst can do so by making a check payable to the camp, and sending it in care of Ted Leikam, 1181 Birch Avenue, Seaside, CA 93955.

Dinner dance tickets will go on sale beginning in March and flyers will be posted in Monterey and surrounding areas with final details.



Bill Branson.

Three active members have been appointed to temporary staff assignments by Business Manager Jack McNally.

Bill Branson, Outside Line Unit Chairman in Northern California, Advisory Council member, and former Outside Line Negotiating Committee member, will be serving



Jim Travis.

as a Business Representative in the Southern California Outside Line area along with Business Representative Curt Peterson.

Another Advisory Council member, Jim Travis, a Pacific Tree Negotiating Committee member, and Shop Steward, will be serving as an organizer in the Tree Indus-



Mike Davis.

try through early July.

Executive Board member Mike Davis has come on staff to work with members in the San Jose area while Business Representative Bill Twohey recovers from major heart surgery. Davis is a Shop Steward and has been on a wide range of Union committees.

New pact at USBR



Member Richard Pender and IBEW Local 1245 Confidential Secretary Karen Miller tallied ballots with Assistant Business Manager Orv Owen and Business Representative Pete Dutton looking on.

Business Representative Pete Dutton reports that despite what he terms, "a seasonally low voting turnout at the USBR," members ratified a new one-year agreement.

Major provisions include:

- A wage increase equal to the overall percentage of the adjustment in the rates of pay under the General Schedule consistent with Public Law Section 15201 (b)(C).

This increase will take place after Congress passes a final budget and indicates dates of application.

- A study to be conducted by June 30, 1988 to determine if there are any classifications within the bargaining unit that are qualified for exceptional wage increases as provided in PL 99-272.

- Establishment of a committee to review safety issues as they relate to single-person shift operations.

Participating on the Negotiating Committee along with Dutton were: Jim Muilenburg, Bill Chambers, Richard Pender, Robert Gonzales, Al Wright, and Barry Vandermolen.

City of Berkeley

Members at the City of Berkeley ratified a two-year Agreement on December 9.

The new package calls for a 3 percent cost-of-living adjustment retroactive to July 1, 1987, and a 4 percent COLA effective June 28, 1988.

A 4 1/2% equity increase was effective December 27, 1987, and a 3% equity increase for all classifications will be effective June 28, 1988.

Negotiations on this offer spanned a nine-month period

starting back in March of 1987 with Business Representative Frank Saxsenmeier and members Jim Milstead and Howard Sepparen meeting to bargain with the City.

Some other key features of the new Agreement include the establishment of a list of 14 cities for equity studies, and improvements in vacations, PERS, life insurance, and the family sick leave and funeral section, as well as the light duty section of the MOU, Saxsenmeier reported.

Modesto Irrigation members approve MOU

After a long and difficult series of negotiations, members at Modesto Irrigation District overwhelmingly ratified a new 3-year MOU on December 1, 1987, Business Representative Pete Dutton reported.

Major items include a 3.75 percent wage increase effective 12-1-87, with second and third year wage hikes based on COLA, specifying a 3 percent minimum, and a 6 percent maximum.

An improvement in the pension adds a service bonus after 20 years. Dutton said that the start-up costs to the District on this provision amount to \$1.3 million, and in subsequent years, maintenance of this benefit will cost the District in the range of \$110,000 annually.

Members at Modesto Irrigation District will celebrate Martin Luther King Day as an official District holiday beginning in 1989.

Another feature of the new package is an increased maximum in accumulated compensatory time from 50 to 75 hrs.

A 25 percent pay out on sick leave was added to retirement and death benefits.

Dutton indicated another major item was the settlement of a law-suit that had been brought by the Local against MID as the result of a unilateral wage survey conducted in 1984. As a result of this, many members will receive additional wage adjustments separate from the general wage increase.

The new pact also includes a wide range of language modifications.

Participating in the negotiations with Business Representative Dutton were Susan David, Don Ludlow, Ken Raven, Ron Simpson, Harvey Frantz and Ray Johnson.

More talks at Roseville

Business Representative Gary Mai and Negotiating Committee members from City of Roseville went back to the bargaining table on January 12.

Members turned down a new MOU on January 4. "We had a

good turnout for the balloting, and the offer was not accepted by the membership," Mai said.

Randy Wilkens, Dave Shell and Sherman Bailey are Negotiating Committee members.

SMUD talks continue

Business Representative Gary Mai reports that frequent meetings continue with SMUD, but that the momentum is slow.

IBEW Local 1245 has extended the term of the old MOU as long as the meet and confer process is ongoing, Mai said.

The MOU had been slated to

expire on December 31, 1987.

Meeting along with Mai and Senior Assistant Business Manager Darrel Mitchell are Negotiating Committee members, Sam Hill, Gary Hanson, Dennis Seyfer, Ike Williams, Bill Uphoff, John Platz, and Marilyn Hogaboom.

Life Without Cal/OSHA



Sign
for
Safety

Photo: © Ken Light Design: © Michela Terrazino