

# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO



## U.S.B.R.: Union files charges

Local 1245 has filed an Unfair Practice Charge with the Federal Labor Relations Authority against the United States Bureau of Reclamation (U.S.B.R.) for refusal to bargain over the implications of a major legislative change affecting Union members.

At issue is a bill signed by the President barely a week after a collective bargaining agreement was reached with the Bureau giving U.S.B.R. members the same three percent increase allotted to other Federal Civil Service Employees under the ongoing "wage freeze." The bill in question contained an appropriations rider exempting "Section 9B" employees — including U.S.B.R. members — from the freeze.

For years, the Union had led efforts to get these employees legislatively exempted from general Civil Service wage freezes on the grounds that their small numbers and distinctive work set them apart from most job classifications in the Federal Government. The Union is taking the position that the unfortunate timing of the Reagan administration shift on the exemption does not affect the Bureau's obligation to reopen bargaining based on the change.

The Union has also filed a grievance against the Bureau based on a provision in the collective bargaining agreement regarding prevailing wage rates for Local 1245 members. In the past, the Bureau has held that the wage freezes superceded the provision. According to the Union, this is no longer true now that Local 1245 members are legally exempt.

The Unfair Practice Charge and grievance demonstrate the extent of the Union's resistance to the Bureau's interpretation of the Federal Labor Relations Act and their contractual agreement with the Union, according to Local 1245 Business Representative Pete Dutton. "We reached agreement on the three percent on December 15, 1987. The President signed the bill containing the exemption on December 22. We are taking on the Feds to protect our members' paychecks from a bureaucratic, narrow interpretation of the freeze exemption issue," Dutton said.

## Diablo Canyon: Proposed rate settlement could bring stability

The Diablo Canyon nuclear power plant rate case neared finalization with the June 27 announcement of a proposed settlement which would base revenues from the plant on its actual electrical output. The agreement is subject to approval by the California Public Utilities Commission (CPUC) after the conclusion of public hearings on the proposal.

Union representatives greeted the announcement as a potential for greater stability in Company planning. "PG&E, and by extension our members, have had this case hanging over their heads for years," said Jack McNally, Local 1245 Business Manager. "I'm happy to see this decision because, if approved by the PUC, it will greatly reduce future uncertainty."

The agreement between California Attorney General John Van de Kamp, PG&E, and the CPUC's Division of Ratepayer Advocates, ties the Company's revenues to how well the plant performs. "Performance-based pricing," as the system is being called, pre-establishes the price PG&E will earn for each kilowatt-hour of electricity generated by Diablo Canyon.

The proposed settlement forestalls what would probable have been a lengthy, expensive, and ac-

rimonious phase of public testimony covering the entire history of challenges to Diablo Canyon since its inception. If approved by the PUC, the settlement will take effect retroactive to July 1, 1988.

Union members have, for the most part, responded cautiously but positively to the announced settlement. One Local 1245 member who works at Diablo Canyon reflected the attitude of many

co-workers: "We have a top-notch, extremely capable work force at the plant. If management fulfills their responsibilities, there's every reason to believe the plant's performance will make the agreement turn out as favorably as possible for the Company."

The dates for the public hearings on the settlement have not yet been announced. The approval process is expected to take several months.

## Ron Fitzsimmons recuperating from surgery

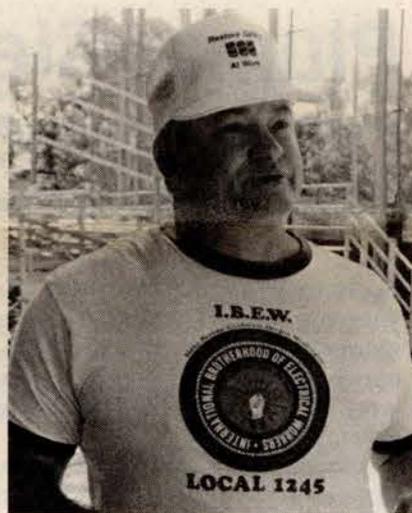


Photo: Jenny Lipow

Assistant Business Manager Ron Fitzsimmons underwent coronary bypass surgery on June 15 at Mount Diablo Hospital in Walnut Creek. Local Union headquarters in Walnut Creek has been forwarding get-well cards to Fitzsimmons, who is now recuperating at home. Staff and members join in wishing Ron a speedy recovery!

## S.M.U.D: Bargaining begins



Photo: Jenny Lipow

Negotiations between IBEW Local 1245 and the Sacramento Municipal Utilities District (S.M.U.D.) for a new Memorandum of Understanding began July 11. Pictured above is the Union Negotiating Committee.

(L-R): Ike Williams, Gary Hanson, Don Potter, Art Torres, Ron Manica, Dennis Seyfer, Steve Ahearn, Local 1245 Business Representative Gary Mai, John Platz. Not pictured: Assistant Business Manager Darrel Mitchell.

## Inside:

### Public Sector Update

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### Stewards' Workshops

Leaders attend training seminars in Petaluma, Walnut Creek. Page 8.



## **PUBLIC SECTOR UPDATE**

# **South San Joaquin Irrigation District: members approve settlement**

After nearly 18 months of negotiations, Local 1245 members in two bargaining units of the South San Joaquin Irrigation District have ratified a three-year Memorandum of Understanding, reports Business Representative Mickey Harrington.

In addition to a 1987 increase of 1.3% and a 5% increase effective January 1, 1988, workers will receive across-the-board raises on January 1 of 1989 and 1990. The latter two increases will be based on the Consumer Price Index (C.P.I.) for the "November to November" period of the preceding year. However, workers are guaranteed minimum increases of 5% in each of those years in the event the C.P.I. should be less, and the full amount of the actual C.P.I. should it be

higher than 5%. "Not only does the salary provision guarantee fair increases," said Harrington, "but it protects the members against the possibility of high inflation rates."

The M.O.U. also calls for a realignment of journeymen classes, with Foreman and Leadman classes getting a 3% additional increase.

Despite a cap on employer-paid medical insurance premiums which goes into effect in 1989, workers will only have to pay 25% of any plan increases over the cap, to a maximum of fifty dollars per month. The inclusion of two H.M.O.'s as plan options are expected to help keep medical plan increases down. Other insurance (vision, dental, life, long term disability) will be subject to a separate, combined cap which currently provides a ten dollar

cushion against increases.

Vacation for Division Managers ("Ditch Tenders") will be calculated by a new formula whereby leave in wintertime will reflect their yearly wage rate. This change is expected to amount to about a one percent increase for affected employees. The Union also won a "contract bar" giving the Local exclusive bargaining rights for bargaining unit members.

Harrington praised the dedication of the Negotiating Committee, which consisted of four Shop Stewards, who persevered to obtain the settlement. Engineer Sam Bologna represented the Residual Unit; representing members in the General Unit were Division Managers Bob Geer, John Thien, and Joe Vienna.

## **Utility Reporter**

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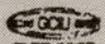
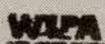
**Ron Field**

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# **Plumas-Sierra R.E.C.: new agreement ratified**

Employees of the Plumas-Sierra Rural Electric Cooperative represented by Local 1245 have voted overwhelmingly to ratify a three-year agreement which includes a salary package paralleling the recently negotiated wage increases won by IBEW at the Sierra Pacific Power Company.

According to Local 1245 Business Representative Scott Thomas, who along with shop steward Michael Mitchell negotiated with the Cooperative on behalf of the Union, bargaining unit members will receive hourly wage rate increases totalling 10.5% over the life of the agreement. As of July 1, 1988 members will receive a 3% salary increase; on July 1, 1989, employee wages will go up an additional

3.5%. After two years, effective July 1, 1990, workers will get an across-the-board hourly increase of 4%.

Other highlights of the settlement, which at press time was awaiting final ratification by the Cooperative's Board of Directors, include an increase of .18% in the employer 401(k) savings plan contribution and higher payment for on-call personnel (\$250 per week). A "second tier" for retiree health benefits was established, with employees hired after July 1 slated to make a fifty percent contribution to their medical plan upon retirement.

The agreement also calls for the establishment of a joint Union-Cooperative Employee Assistance Program (EAP) to deal with drug and alcohol abuse. The Plumas-

Sierra program will be based on programs currently underway at Sierra Pacific and PG&E. Additionally, the parties will establish the Cooperatives Apprenticeship Program with protections for apprentices allowing for scheduled re-examinations to obtain journey level status.

Other amendments to the contractual agreement were made in the areas of mileage and meal allowance, as well as language providing for mutually acceptable flexibility in summer work schedules.

Thomas characterized the settlement as "fair and equitable," adding that the parties were able to reach agreement with a minimum of delay, to the benefit of all concerned.

## **Retirees' Corner**

*By Gene Hastings*

The National Council of Senior Citizens (NCSC) convened its 19th Constitutional Convention at Caesars Palace in Las Vegas from June 6 through June 10. Members from every state in the Union were there to express their concerns about the problems facing older Americans, and to seek solutions to those problems.

In this very important election year, all NCSC members are taking a good hard look at the records of those representing them in Washington, D.C. — examining what they have been doing about the high cost of health care, the need for decent affordable housing, the raiding of pension funds and the threat to Social Security benefits.

The two thousand delegates in-

cluded many Californians. IBEW Local 11 (Los Angeles) chartered a bus to transport their forty official delegates to the convention! Obviously, California delegates were especially interested in the performance of their State's two U.S. Senators, Alan Cranston and Pete Wilson, on issues important to Senior Citizens.

Senator Cranston is widely known among Seniors as a man who consistently supports programs and policies to aid the Nation's elderly. Senator Wilson, unfortunately, generally votes against the interests of older Americans; in a sense, Wilson cancels out the good work done by Senator Cranston. Democratic Lieutenant Governor Leo McCarthy will be opposing Wilson's bid for re-election

this November.

As a guest speaker at the NCSC Convention, Lieutenant Governor McCarthy received a standing ovation for his speech, which he concluded by expressing his commitment to joining the NCSC to turn around the direction of legislation affecting Seniors in Washington, D.C.

McCarthy has long been held in high regard by the National Council of Senior Citizens. While serving in the California Assembly, McCarthy's outstanding work on nursing home reform earned him an NCSC "Award of Merit."

Additional highlights of the Convention will appear in forthcoming editions of the Utility Reporter.

*Gene Hastings is the Legislative Chairman of the Retirees Club of Local 1245 (Unit 2316).*

# APPOINTMENTS

## CONFERENCES AND CONVENTIONS

### Joint Executive Conference of Southern California Electrical Workers

Curt Peterson  
Richard Dunkin

### Rocky Mountain Labor School

Scott Knight  
Patrick J. Lantis  
Mary Janet Petersen  
Pat Collins

### California Labor Federation Trade Union Summer School

Dean Gurke  
Gary Hughes  
Bernard Smallwood  
David V. Pittman  
Jim A. Gibson  
William E. Chambers

### 7th Annual Western Regional Summer Institute for Union Women

Wilma Arjona  
Grace Coyle  
Tanya Ferreira  
Barbara Hartke  
Sarah Lake  
Olivia Mercado  
Linda Norris  
Mildred E. Phillips  
Magdalena Munoz  
Cheryl Swett  
Valencia Wilson-Rogers

### Consumer Federation of California Convention

Enid Bidou  
Michael J. Davis

## CENTRAL LABOR COUNCILS

### Central Labor Councils of Contra Costa County and Alameda County

James E. McCauley

## Unit Meeting Change

#4418 DAVEY TREE-SANTA ROSA  
Angelo's Pizza  
7th and Pine Sts  
Eureka, CA  
Chairman: Monday 6:00 p.m.  
Denis Dunlap  
July 11  
Aug 8  
Sept 12  
Oct 10  
Nov 14  
Dec 12

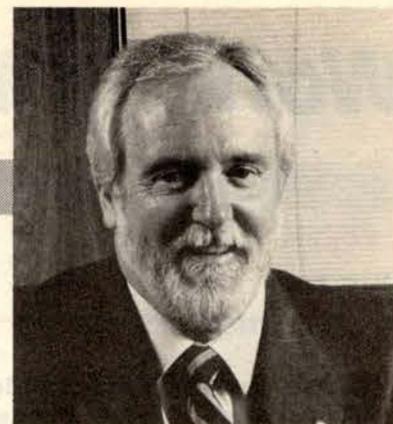
## Unit Meeting Correction

SAN FRANCISCO CLERICAL is Unit #2401, not 2412, as incorrectly reported in June Utility Reporter.

# POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



## Restoring Cal/OSHA

This month marks one year since Cal/OSHA was defunded by Governor Deukmejian.

Last month, three members of Congress held a hearing in San Francisco to examine how well federal OSHA performs in place of Cal/OSHA.

A subcommittee of the House of Representatives' Committee on Government Operations, consisting of Representative Nancy Pelosi (D-San Francisco), Representative Joseph J. DioGuardi (R-New York), and Representative Tom Lantos (D-San Mateo) who chaired the hearing, heard testimony from a variety of witnesses which included labor, business, insurance, and the legal profession.

Basically, all the witnesses except for one testified that the discontinuance of Cal/OSHA was a bad idea. Some state workers lost their jobs, the conversion to the federal program was slow and cumbersome, and the proposed transfer of state OSHA workers to the federal system was never accomplished despite the spending of \$480,000 for training state workers on the federal OSHA system. Federal OSHA had to temporarily assign federal personnel from other parts of the country to perform the work. In addition to the administrative debacle, many of the Cal/OSHA standards simply are not covered by federal OSHA.

I believe Representative Lantos succinctly assessed the situation when he said, "When the books are closed, this will prove to be an exercise in futility that has cost the taxpayers, both state and federal, a great deal of money and has cost some workers their lives."

Also in June, the initiative to restore Cal/OSHA was qualified for the November election ballot by this state. This comes after the filing of 703,316 signatures on petitions supporting the issue. Organized labor in California spearheaded this campaign with the collection of signatures and monetary donations. Our Local Union was a top contributor to the campaign in both money and manpower.

The Sierra Club, the American Lung Association, the American Cancer Society, the League of Women Voters, the California Medical Association, California Trial Lawyers Association and several other organizations have joined with labor to form the Coalition to Restore Safety at Work. There are state legislators, members of Congress, as well as local city and county government officials who have officially endorsed the measure.

The developing broad base of support will go along a way to help insure victory in November.

Many of our Local 1245 members worked hard collecting signatures during the drive, and I would like to take this opportunity to thank them for their efforts.

Next is the campaign leading up to election day in November. We need all members and their families to be registered to vote and then to exercise their right to vote.

In Unity,

# Working around the clock: shiftwork and health

## Part 1

By Nancy Mogck

It was my own personal experience with shiftwork that sparked an interest in the subject for me. I began as most workers new to shiftwork do, with total ignorance of its implications and effects. The oil refinery where I worked steadfastly ignored all problems related to shiftworking. The company provided no educational programs to help employees try to cope with shiftwork, nor any options for those, like myself, who had adverse reactions to unusual work schedules.

Refineries are only one kind of industry where shiftwork is common. Approximately one of every four workers in the U.S. has a job which involves some form of shiftwork. That number is on the increase as computerization makes it possible to run more and more operations and facilities on a 24-hour basis. Lumber mills, steel mills, glass factories, and other production facilities that employ equipment and machinery that can be operated 24 hours a day usually must have people to work around the clock. And most emergency services are 24-hour operations. Police, firefighters, hospital staff, and many others may often be shift workers. Much of the transportation industry requires shiftwork too: pilots, flight attendants, bus drivers, taxi drivers, truck drivers, and train crews may all be at work in the middle of the night.

More stores and restaurants have begun to operate on a 24-hour basis as well. (Most Safeway Stores in California, for example, are now open 24 hours a day.) The military and power plant operators also work shifts.

Is there anything wrong with shiftwork, other than the fact that it's inconvenient that it involves working odd hours and usually having days off other than Saturday and Sunday? The effects of shiftwork on the individual and the repercussions on society are relatively new fields of study. Consequently, issues involving shiftwork have not been adequately addressed in many industrialized countries — and even less so here in the U.S., where production and profits usually take precedence over the health and well-being of individuals and society.

### What is shiftwork?

In order to get a clear grasp of the issues involved, one must begin with an understanding of what shiftwork is. Most people know it means working odd hours, but many have no idea of the variety of shiftwork schedules that exist. Many also don't realize that some schedules are much more harmful to health than others.

Some of the more common types of schedules that are labeled as shiftwork include:



### Rotating shifts.

Shifts that rotate between day, swing, and graveyard; or just between day and swing. An individual might rotate weekly, monthly, every six months, etc. Such a shift could also involve stints shorter or longer than the normal eight hours. (For example, parts of the U.S. military do six-hour stints with twelve-hour rest periods in between, making the "day" 18 hours instead of 24.)

### Straight shifts.

Any regular shift other than the normal day shift; in other words, some evening hours are included in the workday. These shifts do not rotate but might be straight swing (like noon to 8 p.m. or 4 p.m. to midnight) or straight graveyard (like 10 p.m. to 6 a.m. or midnight to 8 a.m.)

### 12-hour shifts.

There are many variations on the 12-hour day. Some rotate; some don't. The advantage purportedly is that by lengthening the workday hours, workers can get three- and four-day weekends.

Of the above possibilities, weekly rotation that involves all three shifts (day, swing, and graveyard) is the worst. The rotation is especially hard on the body if it does not "follow the sun." (A move from day to swing to graveyard would be following the sun.) I worked such a schedule for seven years. The schedule I worked also included some mandatory 16-hour shifts.

### Biological Rhythms.

The effect of shiftwork on health can best be understood by examining the human connection to natural rhythms.

All plants and animals, including even single-cell algae, operate on biological clocks. In humans, body rhythms or body clocks are synchronized with the light/dark cycle in such a way that we are active

primarily during the day. We are not nocturnal animals. These rhythms are called circadian rhythms.

Scientists define cues that help regulate bodily rhythms as either exogenous or endogenous. Exogenous factors are those outside of the organism such as light/dark cues. Nocturnal species become most active during the night, darkness being one of the exogenous cues that begins their activity. (At the Primate Center in the San Francisco Zoo, for example, a simulated nighttime atmosphere, including night noises, keeps the nocturnal primates somewhat active during the day when zoo visitors can observe them.)

For humans, the social environment and awareness of clock time are also important exogenous cues. What we do and when we do it has a lot to do with what the rest of society is doing, what time it is, and whether it is day or night.

Endogenous cues are internal. Researchers have found that many internal body rhythms are paced from a specific area of the brain. Hormonal activity, heart rate, body temperature, nerve impulses, eating, sleeping, and numerous other internal body functions are rhythmically orchestrated by the brain, each body function having its own separate high and low activity periods throughout the 24-hour day. For example, muscle contractions in the stomach occur approximately every 90 minutes because circadian rhythms affect the stomach muscles.

Another example is body temperature; our body temperatures rise and fall throughout the 24-hour period. Though this is a small variation of only about 1° F, it affects our performance levels. The body temperature drops to its lowest point around 4 a.m., and starts slowly to rise again around 6 a.m. Anyone who has worked graveyard shifts knows from experience that from about 4 a.m. to 6 a.m., activity and alertness levels hit an all-time low; this is the most difficult

time during the 24-hour period to stay awake and alert.

The internal and external cues are synchronized to achieve a balance within the body. A well-balanced, synchronized human organism will not only sleep at night and be active during the day; internal rhythms will also be in balance so that, for example, body temperature and hormonal levels rise and fall at appropriate times throughout the 24-hour cycle, in sync with the external cues. When out of balance, the organism is in a state of dischronia. Dischronia occurs when there is confusion of signals to the part of the brain that triggers circadian responses.

Those who have traveled are familiar with jet-lag, which is a perfect example of desynchronization. Usually a few days of rest and recuperation will help a traveler's body rhythms adjust to a new time zone. Until one has adjusted, though, fatigue, disorientation, clumsiness, and crankiness will prevail.

Compare this to the shift worker who cannot rest and recuperate after every change in "time zone" (i.e. shift change.) Thus one begins to glimpse the problems shiftworkers face when they rotate weekly. They remain in a constant state of jet-lag. Furthermore, such frequent upsets of the circadian rhythms make it impossible for the rhythms to get resynchronized. There is not time, except for a two or three-week vacation, for the numerous body functions involved in this intricate system of rhythms to resynchronize because some of these functions, once thrown out of whack, take as long as 25 days to normalize.

According to a 1978 article in the *Journal of Occupational Medicine* by Winget, Hughes, and LaDou: "When resynchronizing to a 12-hour shift, the EEG rhythm resynchronizes within five days and the respiratory rate rhythm within 11 days, whereas the potassium excretion rate rhythm requires more than 25 days to return to normal."

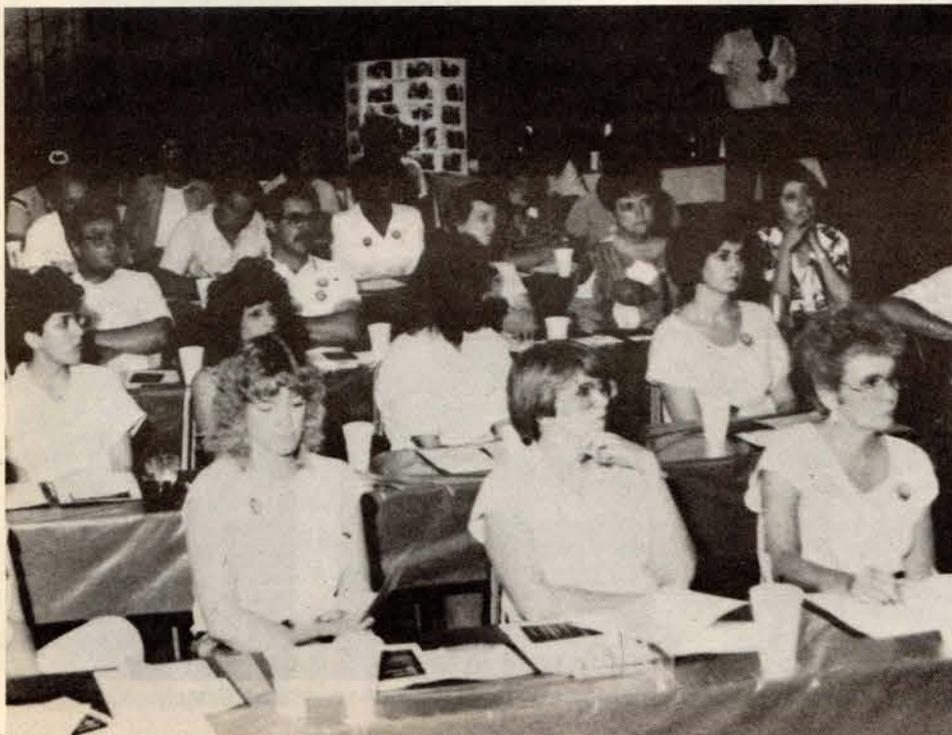
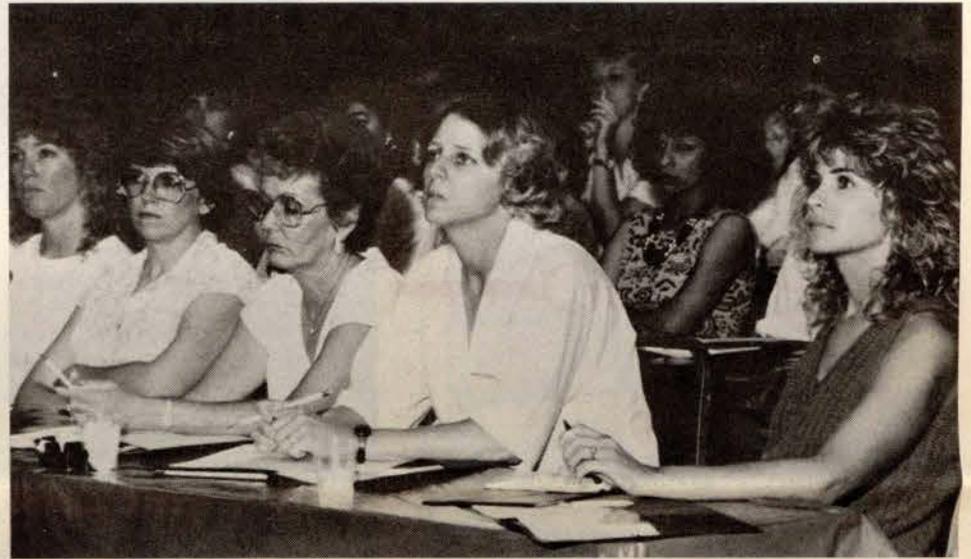
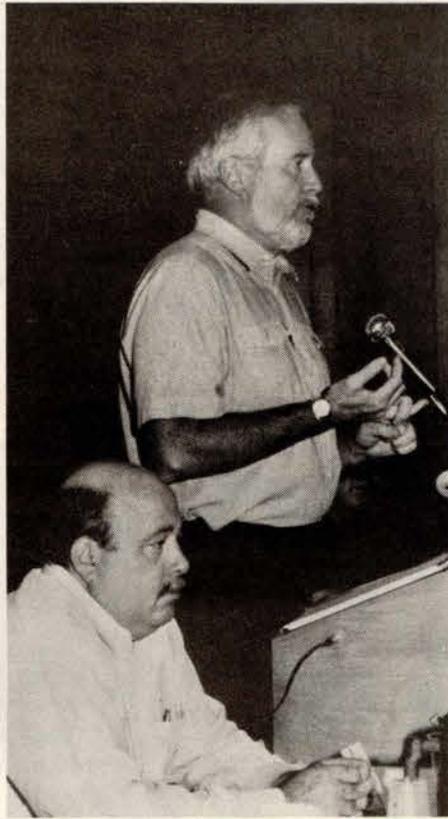


Nancy Mogck is an intern with the Labor Occupational Health Program of the Institute of Industrial Relations at U.C. Berkeley. This article originally appeared in the *L.O.H.P Monitor*, October-December 1987. Reprinted by permission.

Labor Today/cpf

# PG&E Clerical conference series ends in Fresno

Over 90 Local Union leaders attended the final PG&E Clerical Stewards Conference which was held June 18 in Fresno. Participants were updated on bargaining and support activities by Union staff and stewards, and concluded the meeting by exchanging ideas and questions geared toward reaching a settlement. At press time, the Union Negotiating Committee was scheduled to meet with the Company on July 8 to communicate the results of the Fresno conference and the earlier meetings in Sacramento and San Jose.



Photos: Kua Patton

# PG&E Clericals: Informational pickets spread



(L-R): JoAnn Barnes, Enid Bidou, Julie Coffland, Dan McDeavitt, Jeanette Hering and Vic Rodrigo.



(L-R): Sandra Weeks and Kenny Stanke.



Meter Readers, Sue Murray and Jill Brophy.

Continuing their quest for "Equal treatment" for all members and their support of informational picketing activity through the company. As reported in last month's Utility Reporter, the Company's opposition to the Union members' opposition to the bargaining table. At press time, a bargaining session with the Company representatives was scheduled for July 11.



Pong Mamugac, Mike Davis, Dianna Norrenberg, and Penny Cabari.



(L-R): Dan Malanephy, Robin Morrison and Bob Gonzales.



Greg Mangin.



Pam Stevens.

## CUPERTINO



(L-R): Nancy Taylor, Kathi Byrd and Karen Russell.



Marlayne Young and Vera Arroyo.



Rhoda Johnson and Ron Jobe.

Photos: Enid Bidou and Mike Davis



Shop Steward Chris Habecker.



(L-R): Shary Juanita Raga



(L-R): Maureen Nevosh, Ed Babgall and Shop Steward Tom Garcia.

## FRESNO



(L-R): Mike Souza and Shop Steward Sam Grigsby.



(L-R): Linda Jurado, Julie Duenes and Joe Contreras.



(L-R): Tony Martinez, Katy Allrogen, Susan Anton and Dave Paul.



Glen Gray.

Photos: Frank Hutchins

# Informational pickets spread

BE



Meter Readers, Sue Murray and Jill Brophy.

Continuing their quest for "Equal Treatment NOW!", PG&E Clerical members and their supporters have been expanding informational picketing activity throughout the system. As reported in last month's Utility Reporter, the purpose of the picketing is to let the Company and its customers know the extent of Union members' opposition to PG&E's divisive offer at the bargaining table. At press time, a bargaining session between Union and Company representatives was scheduled for July 8.



Charlie Bailon.



(L-R): Pat Collins, Thom Thoms



Morrison and Bob Gonzales.



Greg Mangin.



Pam Stevens.



Paul and Cara Morrow.



(L-R): Sue Poare, Ed Lopez, Anthony Suarez, Lupe Martinez.



Linda Johnson and Ron Jobe.

Photos: Ernie Bibbou and Mike Davis



Shop Steward Chris Habecker.



(L-R): Sharyn Alvarez, David Alvarez, Barbara Hartke and Juanita Ragone.



Dorothy Cain.

## FRESNO



(L-R): Mike Souza and Shop Steward Sam Grigsby.



(L-R): Amelia Sulit, Marlene Vellaescusa and Vivian Salas.

## SAN JOSE



Ed Martinez, Katy Allrogen, Susan Anton and Dave Paul.



Glen Gray.

Photos: Frank Hutchins



(L-R) Bea Christopher and Helen Munos.

ual Treatment NOW!", PG&E Cleri-  
s have been expanding informa-  
out the system.  
ity Reporter, the purpose of the  
and its customers know the extent of  
G&E's divisive offer at the bargain-  
sion between Union and Company  
or July 8.



Charlie Bailon.



(L-R): Pat Mayers, Business Representative  
Pat Collins, Monica Fujikawa, and Sharon  
Thomson.



Josephine Wu, Clerk-Typist, and Angela  
Stevens, Utility Clerk, talk to customer.

Photos: Jenny Lipow



Paul and Cara Morrow.



(L-R): Sue Poare, Ed Lopez, Anthony Suniga, Diane Margetich, Millie Anila and  
Lupe Martinez.



Debbie Lopez.



Alvarez, David Alvarez, Barbara Hartke and  
one.



Dorothy Cain.



(L-R) Sheryl Mason and Patty Lunn.



(L-R): Amelia Sulit, Marlene Vellaescusa and Vivian Salas.

SAN  
JOSE



(L-R) Bea Christopher and Helen Munos.



(L-R): Bob Sarentrud, Rich Barba and Bill Hardin.

Photos: Ernie Blou

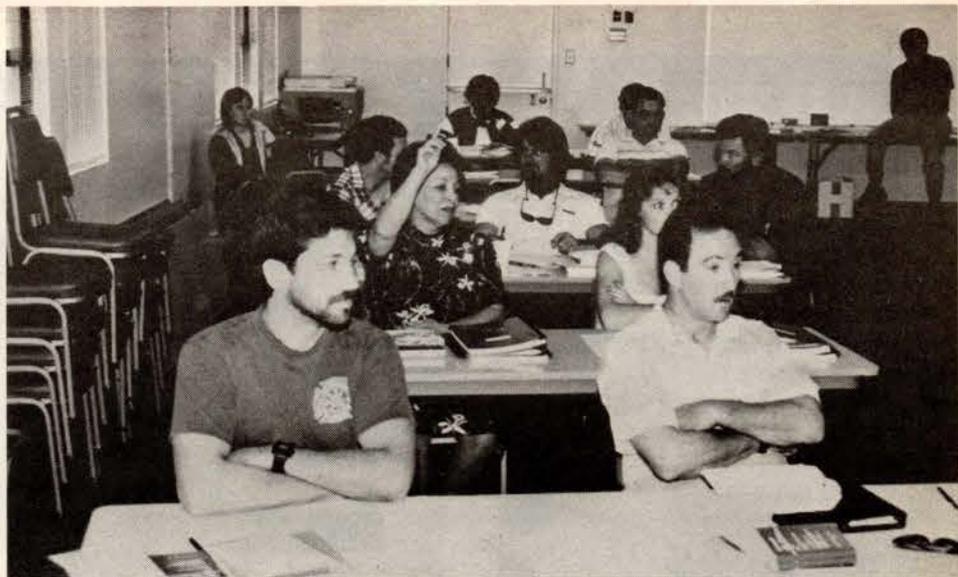
# Walnut Creek stewards workshop

Nearly two dozen Shop Stewards from the East Bay attended a June 25 Training Seminar at Union Headquarters in Walnut Creek. Business Representatives Corb Wheeler, Ed Caruso, Joe Valentino, and Frank Saxsenmeier conducted the all-day workshop.

The conference focused on discussion of the role of the Shop Steward before proceeding to specific training on grievance

handling and investigation.

Activists who attended the Stewards' workshop included Rick Jones, Theodore Rios, Kenneth C. Walsh, Della Underwood, Bob Martin, Rich Cowart, John Wimmer, Peggy Kelleher, Doris Preston, Steve Gutzwiller, Bert L. Jeffrey III, Stanley Clark, Gene LeMaster, George Adas, Gary Surfus, Diane Steer, Bryant Bolen, Donna Jean Dito, Mary Contaxis, and Randy Greer.



Photos: Ed Caruso

# Petaluma Stewards workshop

On June 25, Local 1245 Business Representatives Sam Tamimi and Bob Choate conducted a Shop Stewards Training Conference for PG&E North Bay Division and Geysers Power Plant leadership. The all-day session was held at Sonoma Joe's in Petaluma.

Pete Guidry of the Center for Labor Research and Education (U.C. Berkeley Institute of Industrial Relations) ran the seminar, which combined theoretical dis

cussion with "hands-on" role playing exercises in grievance handling and collective bargaining.

Local 1245 leaders participating in the workshop were Ken Cuneo, Jim Parrish, Al Harper, Bill Hunt, Rick Brown, Linda Norris, Barbara Symons, Roger Taylor, Terry MacLeod, Larry Bunte, David Fritz, Dave Castelli, Bob Saunders, Cliff Spaletta, Ralph Freeland, Ocean, George Allan, Ray Gallagher, and Bob Olsen.



Photos: Jenny Lipow



Bob Olsen, Bob Saunders, Barbara Symons and Ken Cuneo.



(L-R): David Fritz, Rich Brown, Bill Hunt, Terry MacLeod, Mrs. Pete Guidry, Jim Parrish, and Cliff Spaletta.



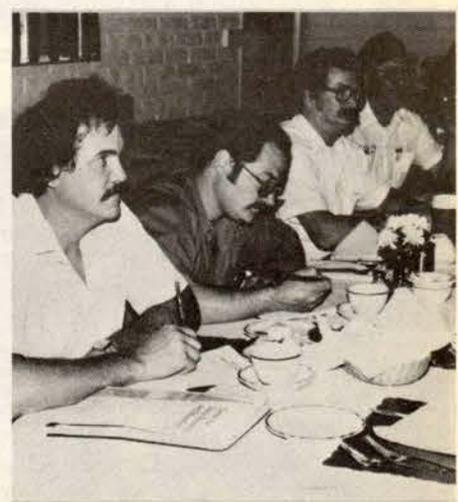
Ocean.



(L-R): Larry Bunte and Alan Harper.



George Allen.



(L-R): Roger Taylor, Dave Castelli, Ray Gallagher and Ralph Freeland.

# Outside Line apprenticeship opportunities

CALIFORNIA-NEVADA TRAINING TRUST  
16392 Gothard Street, Suite F  
Huntington Beach, CA 92647  
(714) 842-0551  
Russell K. Cridland, Director

California-Nevada Training Trust offers a complete apprenticeship program comprised of classroom and on-the-job training. During your apprenticeship, you will study all aspects of the Electrical Power Lineman craft, making you eligible for the Journeyman Lineman test.

Ours is a unique occupation with factors that are uncommon to most other industries. Since our jurisdiction covers the states of California and Nevada, you are required to be a resident of one of the two states. Many of our jobs are in rural areas which will require extended stays away from your principal residence. Not only does the title "Power Lineman" connote a special meaning, but with that title is a great deal of physical and sometimes hazardous work. Therefore all selected applicants will be subject to a physical examination and must be proven to be physically fit to perform the work.

Applications are accepted on a continual basis from January to December of each year. The application period will close promptly at 5 p.m. on December 31 of each calendar year. In order to be considered, you must submit a written request to the above address or applications may be picked up in person at the Training Trust office between the hours of 9 a.m. and 12 noon, Monday through Friday.

You will be considered only if you meet the following minimum requirements and have included with your application the below-listed documents. ALL DOCUMENTATION MUST BE RETURNED WITH YOUR APPLICATION—THERE ARE NO EXCEPTIONS. If proper documentation is not included, your application will be returned to you.

1. Birth certificate — 18 years of age (do not send original — legible copies only).
2. High School transcript. If your transcript does not indicate graduation, provide a copy of your High School Diploma or your G.E.D. certificate. (If you obtained a G.E.D., we require your High School transcript for the semesters attended).
3. One year (two semesters) algebra with a passing grade. Your algebra must be completed at the time your application is submitted. There will be no exceptions.
4. Copies of College or Trade School transcripts, if applicable.
5. Copy of DD-214 if you served in the military.

All applicants are required to pass the approved aptitude test. You will be advised of the date and time of the test. You must, therefore, keep your current address and phone number on file with us at all times. Please notify this office if you relocate after submitting your application.

The recruitment, selection, employment and training of apprentices is without discrimination because of race, color, religion, national origin, or sex. We welcome your interest in our program.

**THE TRUST IS ACTIVELY  
RECRUITING WOMEN AND MINORITY  
APPLICANTS. All interested parties  
are encouraged to apply.**

## Labor urges sanctions against South Africa

*Excerpted from the Testimony of Byron Charlton of the African-American Labor Center on behalf of the AFL-CIO before the Senate Foreign Relations Committee on U.S. Policy Options Toward South Africa June 23, 1988*

The African-American Labor Center is one of four international affairs institutes of the AFL-CIO. Since its creation in 1964, the AALC has provided a wide-ranging program of assistance to trade unions in 45 African countries.

For the past 30 years, the AFL-CIO has expressed its steadfast opposition to the South African government's apartheid system and its denial of full trade union rights to black workers. Through the years, the AFL-CIO has urged the U.S. government to use its influence in international bodies and to develop strategies to help bring an end to apartheid in South Africa. Through the years, however, despite these efforts, the heinous system of apartheid remains entrenched.

The AFL-CIO saw finally that there was one channel of constructive action that had not yet been pursued: sanctions. That is why since 1985 the AFL-CIO has called for sanctions against the Pretoria regime.

This call for sanctions and total

disinvestment, however, was made with the careful consideration of the fate of black workers in South Africa as well as the general interests of the United States. We took our guidance on this issue not from our own wisdom or appraisal of how much hardship people ought to pay for freedom; rather, we listened to the workers on the firing line who told us what they were willing to pay. The loud and clear message we received was: "Freedom is worth any price."

We in the trade union movement have a long history of making sacrifices in the short term to achieve objectives in the long term.

Every time we find it necessary to withdraw our labor and call for a strike in our efforts to improve conditions for working people, hardship is imposed.

Every time we boycott a product to seek to impair that product's position in the marketplace and curtail sales, hardships are imposed on the workers that manufacture that product.

But these are decisions made by any free trade union movement in full recognition that it must be prepared to make short-term sacrifices for long-term progress.

That's particularly true in a regime like that of South Africa, which is driven to maintain a vic-

ious system of racism and the exploitation of human labor. To get rid of such a system and replace it with a system based on social justice, democracy and freedom, as the black South African workers consistently have told us, the price is not too high.

There are arguments that sanctions will not bring about an end to apartheid and that the black workers will be worse off in the long run. This concern fades in the face of the realities that exist in South Africa. Black workers are suffering immense hardships now. If one visits any of the townships in the country, one sees the degrading living conditions forced on black workers: sheds with no plumbing, no electricity, steel cots with an open frame and no mattresses on which to sleep, poor sanitation. The workers are away from their families, they receive very low wages. Critics argue that by enforcing sanctions such people will suffer hardships. If these are not hardships already, we ask, what is?

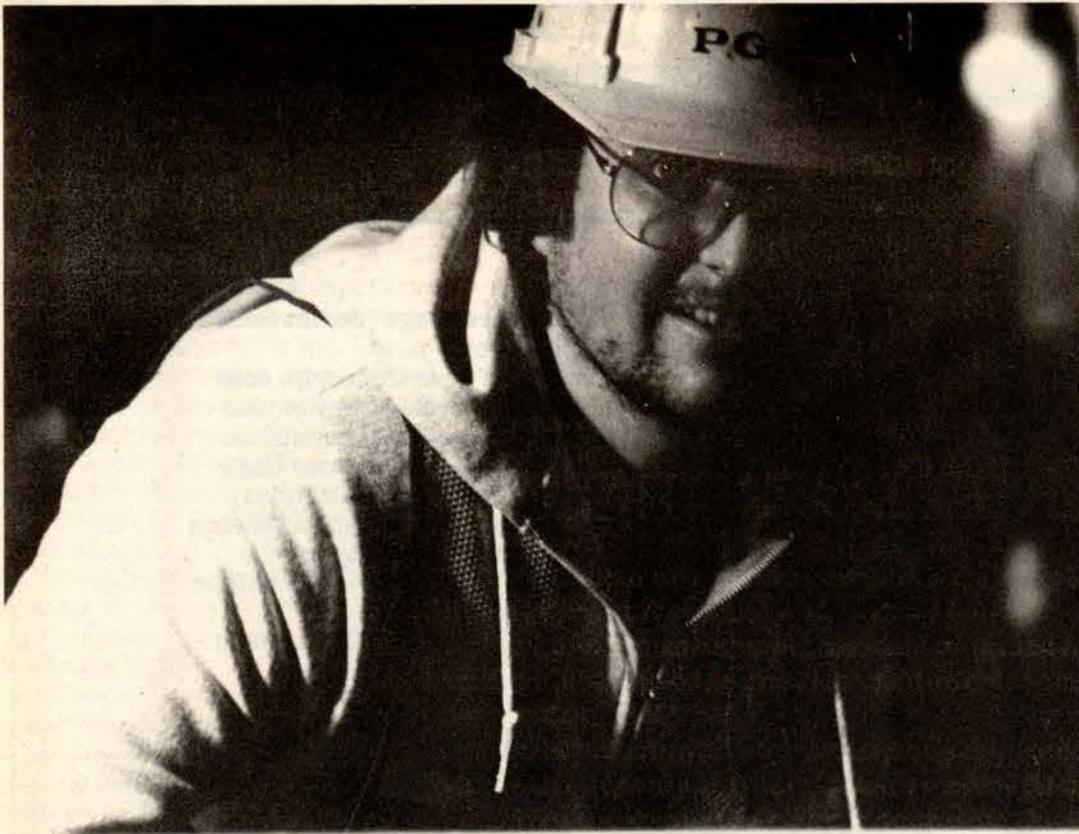
South African workers themselves argue that, if the U.S. and other countries applied effective sanctions, their suffering would be made briefer as would the time of their wait for freedom and independence. Yes, apartheid still exists and continues its oppressive and inhuman activities. One needs only be reminded of the recent renewal

of the state of emergency for the third year, the introduction of a labor legislation amendment that will severely limit trade union rights of workers, the arrest of trade unionists for exercising the few union rights they have, the closing of more newspapers and the continuing of press censorship, the detention of children, and the failure to enact a just, democratic political system.

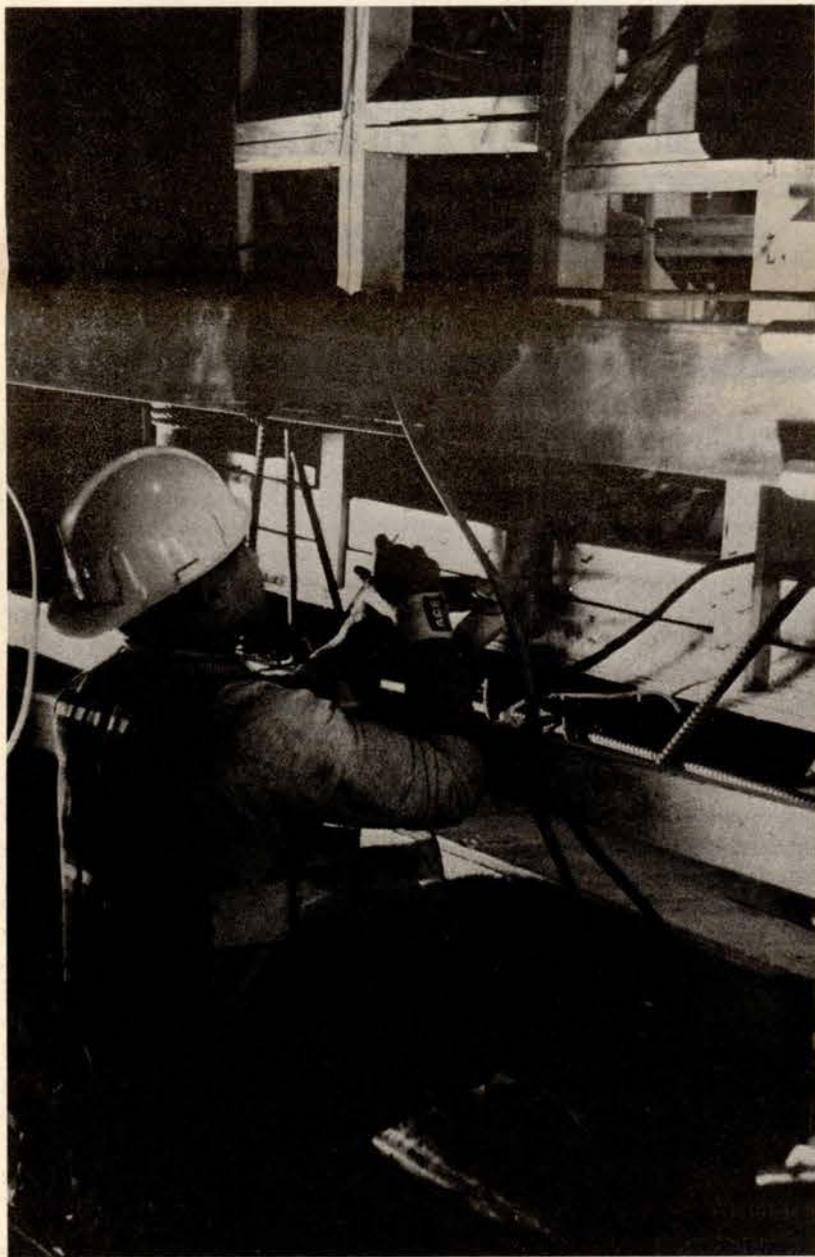
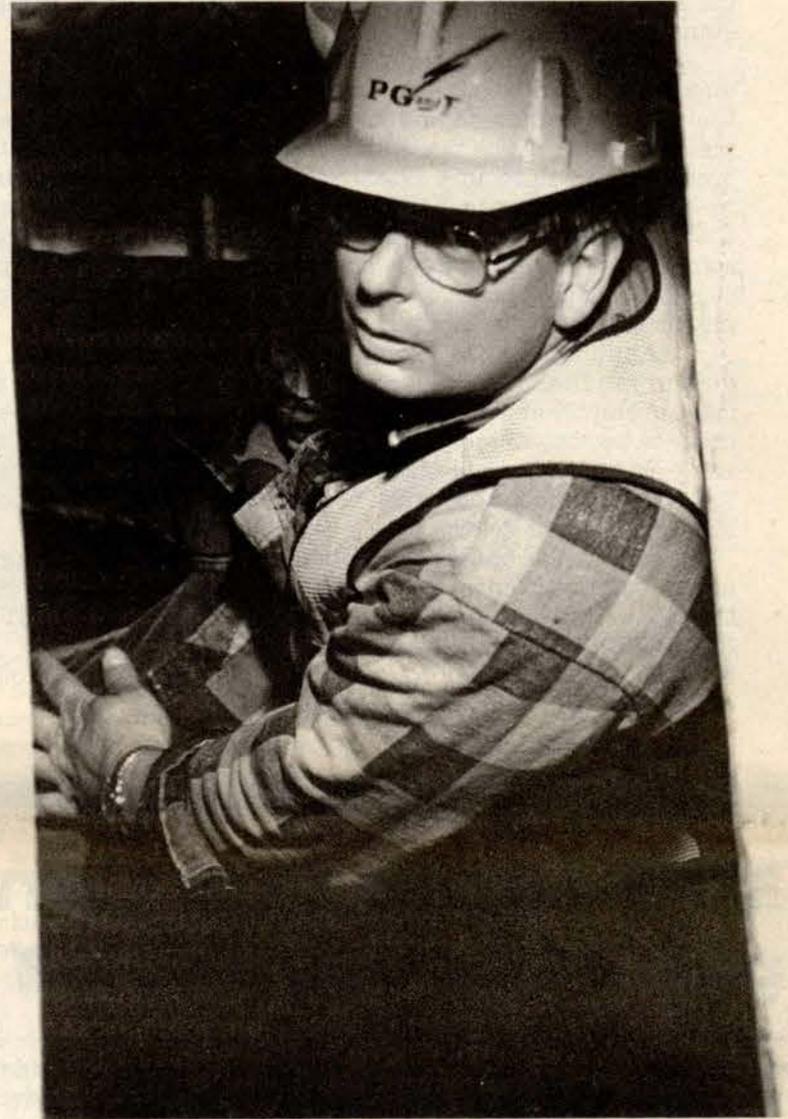
This is why the AFL-CIO supports H.R. 1580 as reported by the House Foreign Affairs Committee, which will strengthen the 1986 act and provide for strict monitoring of sanctions compliance. This legislation can play a role in the advancement of freedom and democracy in South Africa, which in the long run safeguards the principles our nation holds dear. This is, after all, why the AFL-CIO is concerned about what goes on in South Africa and in other countries where freedom of association and democracy are denied.

Authentic and eloquent pleas for sanctions against the Pretoria regime come from all levels of the black labor movement. We believe that the casualties of the inhumanity of apartheid must have at least one right — to prescribe the remedy for change. Their message to the international trade union movement and to the world is clear: freedom at all costs and action now.

# Local 1245 members at work



These night photographs were taken this Spring near the intersection of Mason and Post Streets in San Francisco. PG&E crew was working on rebuilding an electrical vault which was finally completed last month. One crew member, John Duda Jr., was inside the vault and is not pictured.



Photos by Kua Patten

Pictured from left to right are John Longo, Steve Posey, and Eddie Calibjo.

# More Softball



Photo: Kua Penton

In addition to mislabeling the second and third place team pictures on page 10 of the June issue of the Utility Reporter, the paper omitted mention of the winners of the Over-35 division of the union's annual softball tournament. The "No Names," managed by John Fernandes, were the 1988 over-35

champions in the May 21 contest. The victors' roster included the following players: Greg Coston, Brian Davis, Tony Dorado, John Fernandes, John Krease, Rod Krick, Jerry Kroll, Jim Lopez, Brad Stevens, Jim Smith, Jim Sullivan, and Max Tellez.



## Annual Bar-B-Q, Dance set for August 6

An "all you can eat" Bar-B-Q which will benefit the Tanishia Dudley Memorial Charitable Trust Fund will be held on Saturday, August 6 at the Antelope Acres Community Center in Lancaster, Event Chairperson Pat Dutton reports.

All Local 1245 members, their families and friends are invited to attend this popular event. Proceeds from the day go to help cover medical expenses for members whose children have catastrophic injuries or illnesses not covered by insurance.

The Bar-B-Q starts at noon and will feature steak, chicken, beans, salad, and rolls. A Country-Western dance with a live band will get underway at 7:00 p.m.

Tickets are \$15 each, or two for \$25. Tickets are available at all Local 1245 Outside Line Construction sites, or at the door. If you plan to attend but can't buy tickets in advance, please call Pat Dutton to RSVP so we can get a rough count and have plenty of food. Pat can be reached after 4 p.m. at (805) 273-9311.

Don't miss this chance to have a great time and help a worthy cause in the bargain. There is plenty of space at the Community Center for guests with campers who need to spend the night (no RV hookups).

**Directions to Antelope Acres Community Center: Maps are available by calling Pat Dutton at the phone number listed above.**

### Annual Bar-B-Q and Dance

Saturday, August 6, 1988

Held at Antelope Acres Community Center in Lancaster

**Tickets:** \$15 per person  
\$25 for two

Tickets available at all Local 1245 Outside Line Construction sites or at the door

**Call:** Pat Dutton to RSVP  
(805) 273-9311

## 6th ANNUAL IBEW LOCAL 1245 GOLF TOURNAMENT FINAL DEADLINE: AUGUST 26

**DON'T MISS OUT! GET YOUR NAME AND MONEY IN NOW!**

**FEE: \$30 — NO REFUNDS**

**September 17, 1988**

**BLUE ROCK SPRINGS GOLF COURSE, VALLEJO**

— Non-members are welcome —

Please check status below

— Carts not included with the \$28 fee —

If you wish a cart, check below

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| Address _____ |     |     |
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Starting times will be mailed back to you.

Make checks payable to: LOCAL 1245 GOLF TOURNAMENT

Mail to: LOU ANZALDO/GOLF TOURNAMENT

35524 Cleremont Drive,

Newark, CA 94560

Phone: 415-793-0677

**!!MUST BE RECEIVED BY AUGUST 26!!**

## CONSUMER NEWS

# Funeral Costs: making wise choices

One of the most expensive purchases that we make is also one that most of us would rather avoid considering. At an average cost of \$2,000-\$4,000, a funeral is something every family can expect to encounter and usually, more than once. Preparing yourself for the inevitability of this expenditure can make it easier to make decisions when the time comes. Knowing your rights as a consumer can help avoid problems and resolve any disputes which may arise.

A typical funeral is made up of a number of different services. By law, funeral providers must break down the prices for individual goods and services they offer. Funeral costs generally include professional and staff services, facilities and equipment, merchandise and miscellaneous costs which could include gratuities, flowers, pallbearers, and obituary notices. Make sure you get an itemized price

list of the services covered by the funeral home and agree on those services which you will provide, so that you won't be charged for those items. For more information about your rights under this law, write to the Federal Trade Commission, Bureau of Consumer Protection, Washington, D.C. 20580 and ask for the "Consumer Guide to the FTC Funeral Rule."

### Resolving disputes

If you have a contractual dispute which you have been unable to resolve with the funeral director, contact the Funeral Service Consumer Arbitration Program. This independent panel, sponsored by the National Funeral Directors Association, is staffed with consumer representatives and is designed to resolve contractual disagreements and complaints. For more information call 800-662-7666 toll-free.

# Local 1245 retirement planning seminars assist hundreds

By Jerry Cepernich

Once again, the Union-sponsored Retirement Planning Seminars were a big success in 1988. Over 800 IBEW members and their spouses attended the seminars, which were offered to all members 45 years of age and over. Between April 5 and June 4, the seminars were given in seventeen cities up and down the State — as far South as Bakersfield, and as far North as Eureka.

The seminars ran three hours, and were divided into two presentations. The first segment was conducted by Bob Gallo, a Vice President with the Merrill Lynch Investment firm. Bob specializes in retirement, real estate and tax planning and to date has given 37 seminars over a two year period. Bob discussed the provisions of the 1986 Tax Reform Act, IRA Rollovers, Estate Planning and Investment Strategy.

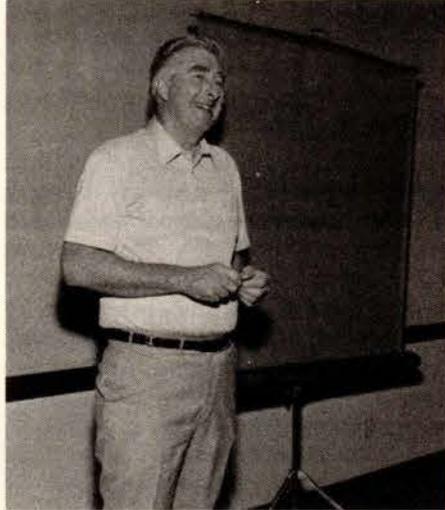
As the author of the Retirement Planning Guide (and now retired from PG&E), I presented the second part of the program. The second segment covers the Company Pension Plan, Medical Plan coverages and premiums when eligible for Medicare, the Savings Fund Plan, Joint Survivor options, and the Emotional and Psychological Aspects of Retirement Life.

In order to improve and make our seminars more interesting, we requested that seminar participants fill out comment forms. We want to thank those who took the time to share their views and ideas for future content and improvements. We are committed to providing you with the most informative, interesting seminars possible. Below are just a few of the comments we received:

**Robert Garcia, Hayward:** "Speakers were well prepared. Facilities were excellent. Material presented was informative and easily understood. Visual aids were excellent. I appreciate the booklet and the efforts of the presenters and the Union. Now I can begin to plan for retirement with knowledge."

**Patti Huntington, Oroville:** "The Guide is excellent. Just be sure to keep it updated and mail changes to all concerned. Speakers were excellent. Brief and to the point and knowledgeable. I know already we have saved money."

**Thelma Ramsey, Fort Bragg:** "Thank you for your efforts in relaying valuable information to the members. Your planning guide is most helpful, but is even more meaningful when reinforced by your personal presentation. I offer the suggestion that more seminars be scheduled on Saturdays. Again, thank you."



Jerry Cepernich.

**Sheryl Guerriero, Gilroy:** "Great seminar. A short talk by someone qualified in the psychological issues of retirement life would be nice. Perhaps the Union might sponsor a series of workshops on preparing the retiree for this change in life."

**James E. Kane, Murphy:** "I would like to have a seminar in Angels Camp next year. I did not get home until 1:00 a.m.!"

**Ken Brown, Fresno:** "Have Jerry Cepernich go on first with his program showing how to qualify, what's needed, what to think about. Then have Bob Gallo, who did a fine job, show people the 'how-do's' and 'what-for's.'"

**Harold D. Blethen, San Jose:** "This seminar was very well given. It is the real nuts and bolts of reality. I am only 49, but now I understand the 'road map' I must plan now for the next six years of work. Thanks for the invitation."



(L-R) Manny Mederos, Assistant Business Manager, Local 1245; Jerry Cepernich; David Brantley and Bob Gallo, Merrill Lynch.

**Weldon Nicholson, South San Francisco:** "Good job. A lot of new information."

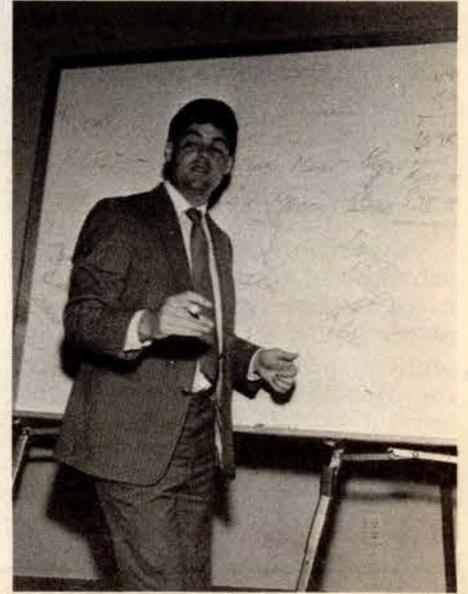
**Eldon F. Haigler, Pacifica:** "I found the 1986 edition of the Retirement Planning Guide most informative and therefore am assured the 1988 edition will be most complete. Both Bob Gallo and Jerry Cepernich presented a very good, complete program. Well done! Our thanks and sincere appreciation."

**Stephen & Lois Sacson, Fall River Mills:** "Everything was well done and very interesting. Learned a lot and will be here next year."

**Jerry Beghetti, Grass Valley:** "Speakers were very informative. I would prefer more time be spent on the subject of financial planning."

**T.R. Mahon, Burney:** "Very good seminar. Better than the Company's."

**Sue Bartlett, Santa Maria:** "Excellent seminar. I believe every employee at age 45 should attend. I know our retirement will be much better planned because of our attendance. A summary of Mr. Gallo's presentation would be a good idea."



Bob Gallo.

**John L. Reed, Storie:** "Well done, always helpful to get the changes as they happen. Thanks."

**Joseph & Rosalie Rath, Chico:** "You're doing an excellent job on the Guide. The speakers were excellent. Very well done."

**Johnnie E. Yaws, Placerville:** "All speakers were very informative. We enjoyed the seminar."

We appreciate the complimentary remarks and constructive comments which will lead to changes and improvements next year (starting with more Saturday seminars, so members can avoid travelling long distances on work nights). After additional research, more time will be devoted to the "Emotional and Psychological Aspects of Retirement Life."

In addition, more time will be spent on "financial planning" and less on "Company benefits." Improving the quality of print in the Guide and mailing out important updates when necessary will be accomplished.

Your views are important and we will discuss them all and make other changes next year. It is our goal to improve our seminars each year and we are committed to providing whatever is necessary to help you plan for a successful retirement.

We are looking forward to seeing you next year, and I thank everyone for their participation which made our seminars a big success again this year!

