

UTILITY REPORTER

Candidates for
IBEW convention
Pages 15-23

ELECTION

In June, members of Local 1245 will elect delegates to the Centennial Year International Convention of the IBEW, to be held in St. Louis in October. In addition to the president and business manager, Local 1245 will send 13 delegates. For a list of delegate candidates, please see Pages 15-23.



The Ballot Committee met at the union hall in April to organize the balloting process for the International convention delegate election. Serving on the committee are Patrick Gates, Frank Kenney, Henry House, Steven W. Sanders, Stephanie Baber, Christine Oakey, Ike Williams and Assistant Business Manager Orv Owen.

Members ratify pact with Sierra Pacific

Members of Local 1245 employed by Sierra Pacific Power Co. have ratified a new agreement that provides for a 12.5 percent wage hike spread over three years.

The contract, approved in a mail ballot counted on April 30, provides 4 percent wage increases in each of the first two years and a 4-1/2 percent increase in the third year. The contract also contains increases in shift premiums, a 25-cent increase in out-of-town premiums, and an increase each year on matching money toward the 401k Plan to an eventual 50 cents on the dollar match.

The contract was ratified on a vote of 289 to 173.

Inequity increases for 21 positions will take effect during the first year of the agreement. During the second year, an inequity increase

of 25 cents per hour will take effect for linemen and SCAT Electricians.

One of the most contentious issues during bargaining was the issue of medical care costs, which in Nevada as a whole are rising at a rate of 20 to 30 percent per year. The union successfully resisted a reduction in medical benefits. Instead, the parties to the agreement attempted to address the medical cost problem by implementing a Paid Provider Organization (PPO) plan. The contract also shifts some costs by raising deductibles and out-of-pocket expenses.

A "cap" was established on the dependent medical premium cost and will lock in the premium for the next three years. A prescription drug card program will be available to employees to help reduce the cost of prescription drugs.

See PAGE FIVE



INSIDE

Scholarship Winner
Page 2

Sacramento Regional
Transit crew
Page 6

VDT survey
Pages 9-14

CALENDAR

June 8
PG&E Regional Steward
Training Conference
Concord, Ca.

June 14
East Bay Region
Pin Dinner
San Leandro, Ca.

June 15
Outside Line
Steward Training
Conference
San Bernardino, Ca.

June 22
General Construction
Steward Training
Conference
Walnut Creek, Ca.

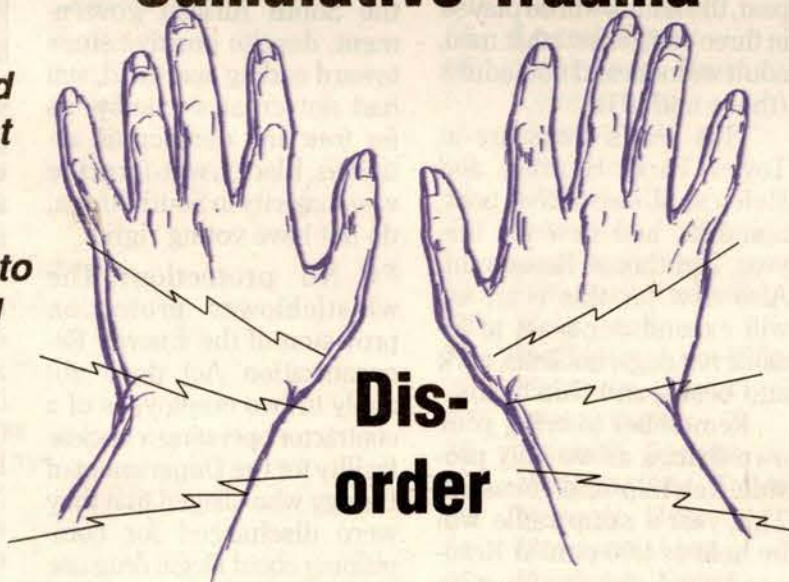
June 29
Golden Gate Region &
General Office
Steward Training Conf.
Pacifica, Ca.

June 29
Sierra Pacific Steward
Training Conference
Reno

June 29
Sierra Pacific Pin Dinner
Reno

Cumulative Trauma

A union-sponsored
survey reveals that
Video Display
Terminals pose a
major health threat to
members of Local
1245.
See Pages 9-14.



UTILITY REPORTER

May 1991
Volume XL
Number 5
Circulation: 27,000

(415) 933-6060

Business Manager & Executive Editor

Jack McNally

President

Howard Stiefer

Executive Board

Jim McCauley

Ron Blakemore

Barbara Symons

Michael J. Davis

Kathy F. Tindall

Andrew G. Dudley

Treasurer

E. L. "Ed" Mallory

Communications Director

Eric Wolfe

Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, CA 94596.

Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640, ISSN No. 0190-4965.

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

Single copies 10 cents, subscription \$1.20 annually.

Have you moved lately? If so, please send your complete new address and your social security number to the Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.



Workers here and abroad

Rolling the union on...

Management rights' explained: "We'll stop charging the girls with our car if you stop blocking the entrance with your picket lines," said Gerald Lamoureux, municipal administrator of St. Constant, Quebec, where public employees have been on strike for over half a year. A union member was run down by a supervisor the day after Lamoureux's statement.

Feeling no pain: Top executives of 176 industrial

firms surveyed by consultant Sibson & Co. received an average 7.5 percent rise in salary and bonus in 1990, compared with a 9.5 percent increase in 1989, according to the Wall Street Journal. But their compensation still topped inflation, unlike that of lower-level workers in the survey.

Solidarity across borders: In January Ford Motor Co. workers in the United States, Canada and Mexico

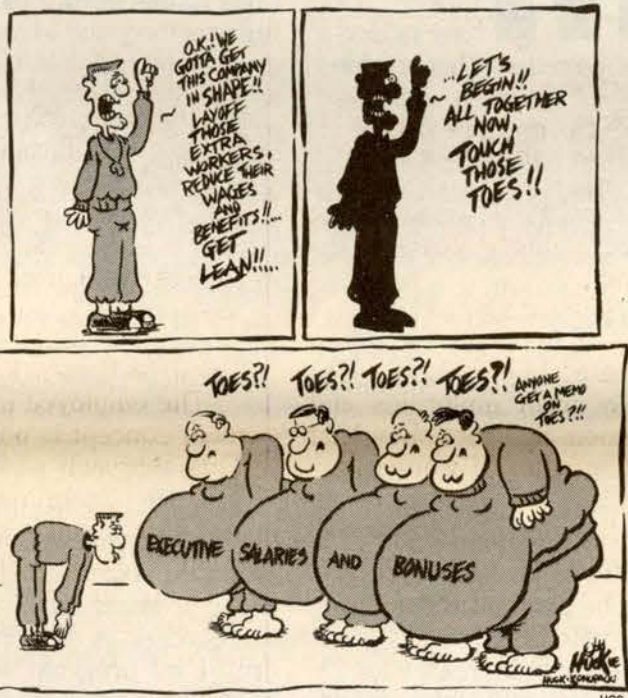
wore black arm bands to commemorate the first anniversary of the murder of Mexican worker Cleto Nigno. Nigno was killed when thugs brought into the plant by Ford and the government-dominated Confederation of Mexican Workers opened fire on unarmed workers who had been demanding control of their own union and wages the company had illegally withheld.

A heroes' welcome? A poll of Washington-Baltimore area employers revealed that nearly one in five employers cut off all pay and health benefits for reservists called to active duty. In fewer than one-third of the cases did employers continue full health coverage and pay supplements.

Protecting the unborn: A bill introduced in the California Assembly by Assemblyman Richard Floyd (D) would allow an employee to sue, on behalf of his or her offspring, for damages caused to an unborn child through an employer's negligence. The bill is gender-neutral and would cover damages caused through either biological parent.

Stay the course: Jay Naidoo and Chris Dlamini, leaders of the Congress of South African Trade Unions (COSATU), urged the AFL-CIO Executive Council in February to support continued economic sanctions against the government of South Africa. Naidoo said that the South African government, despite positive steps toward ending apartheid, still had not created conditions for free and democratic activities. Blacks, who form the vast majority in South Africa, do not have voting rights.

No protection: The whistleblower protection provision of the Energy Reorganization Act does not apply to two employees of a contractor operating a nuclear facility for the Department of Energy who alleged that they were discharged for complaining about illegal drug use in the plant. The court said that Congress meant for the



'Day on the Delta'

Poker Run set for June 1

It is time once again for the IBEW Local 1245 'Day on the Delta' Poker Run. Poker Run chairman Bill Pate and chef Ida Lee invite everyone to come and enjoy plenty of fun and food.

The run will be held on Saturday, June 1, starting at 7:30 a.m., from Brannan Island State Recreation Area.

From there the boats will proceed to this year's five stops where they will pick up an envelope from each locale for each poker hand being played.

Participants will then return to Brannan Island and have some of Ida's famous cooking, draw their hands, and join in on the ramp raffle.

Hands will be sold at Brannan Island from 7:30 a.m.

to 10:00 a.m. Additional hands may be purchased back at Brannan Island when hands are being drawn. As in the past, the hands will be played in three categories: adult men, adult women, and non-adults (those under 16).

This year's stops are at Tower Park, Herman and Helen's, Moore's Riverboat, Spindrift, and new for this year, Lighthouse Restaurant. Also new for this year, we will expand our feast to include hot dogs, hot links, pork and beans, and chili beans.

Remember to bring your own fixings as we only provide ketchup and mustard. This year's ramp raffle will be held at 4:00 p.m. at Brannan Island and you must be present to win.

APPOINTMENTS

PACIFIC GAS AND ELECTRIC COMPANY

San Francisco Underground Ad Hoc Negotiating Committee
Patrick Cantwell
Thomas Gomez

CITY OF REDDING

City of Redding - Electric Negotiating Committee
John A. Roberts
Raymond Thomas

LOCAL UNION 1245

International Convention Delegate Election Ballot Committee
Patrick Gates
Frank Kenney
Henry House
Steven W. Sanders
Stephanie Baber
Christine Oakey
Ike Williams

CONFERENCES AND CONVENTIONS

9th District Progress Meeting
Art Watkins

Western Labor Press Association
Eric Wolfe

California Labor Federation Three-Day Legislative Conference

Jack McNally
Jim McCauley
Mike Davis
Kathy Tindall
Jack Osburn
Eric Wolfe
Don Hardie
Louis Rangel

whistleblower provision to protect only Nuclear Regulatory Commission licensees and their contractors.

Legal leaflets: The Supreme Court has agreed to review a federal appeals court ruling that allowed union leafletting at Lechmere Inc. in Newington, Conn. Although Lechmere bans solicitations on its property, the NLRB had ruled that the retailer illegally stopped union organizers from leafletting cars in a shopping plaza where a Lechmere store is located.



ESSAY WINNER

Nicole Jurjavcic, accompanied by her parents Kaye and David, displays the plaque proclaiming her the winner of the Al Sandoval Memorial Scholarship, presented to her by Business Manager Jack McNally at the May 4 Advisory Council meeting in Reno, Nev. Nicole will receive \$500 per year for four years for pursuit of higher education. David Jurjavcic is a senior operator at Kewsick Dam for the US Bureau of Reclamation.

Al Sandoval competition: the winning essay Inmate labor and the private sector

By Nicole Jurjavcic

In today's world, prison overcrowding is a growing problem. While many offer reasons for the problem's existence, few offer substantive solutions. We all know that the increased intensity of the drug war puts more people in jail, and we sadly realize that the majority of inmates are a minority of our population. So what's to be done?

Some suggest prison inmate labor. It's claimed that it would cut the costs of upkeep and offer a future for inmates, once out of prison. The problem, I believe, with this solution is its effect on the private sector.

First and foremost, we must consider the impact of such a proposal on the immediate parties involved: inmates, businesses, and the state. The inmates would certainly lose. Although some feel their training would be invaluable in gaining a new start in life, it is imperative

that we consider the limitation of such an experience. First, while in prison, it is safe to say that the inmates won't be getting good health benefits or such from their employers. Secondly, and more importantly, I am sure that the inmates' jobs would not last long after their release from prison. This would leave the convicts right back where they started: nowhere. Still, for the other two parties involved, inmate labor would be beneficial. The private businesses would hire the inmates at very low wages, would have to provide practically no benefits, and would probably find loopholes to take in more than they were supposed to anyway. The state would probably benefit too. A portion of its deficit could be relieved and prison crowding would be reduced, in one way. Yet, it is doubtful that prison inmate labor would actually reduce the amount of prisoners entering our

prisons. Thus, to me, one of their ultimate goals is defeated.

Additionally, and just as-if not more-important, prison inmate labor would take jobs away from minorities and women. Statistics show that the number of women, minorities, and especially minority women working in the private sector has increased greatly over the past decade. As of 1988, women held about 46 percent of all private sector jobs, minorities held 1 out of every 5 private sector jobs, and minority women held a little over 11 percent. If you consider the fact that inmates would take over the most menial jobs, of which minorities and women make up an even larger percentage, it is easy to see why some complain. Why should we take jobs away from those people who need them the most?

In conclusion, while I adamantly agree that *something* has to be done about the prison problem, I am sure that prison inmate labor is not the solution. Its effects on the private sector would be devastating for all but the private businesses themselves. I think education, early on and in the prisons, although it would take more money, would be ultimately more beneficial. Education is the only way to change what many have made into a way of life.

\$5,000 prize for best letter

The IBEW is sponsoring a letter writing contest for the children of active members.

Children between the ages of 12 and 15 are invited to write letters titled "IBEW and Me". The letters must be submitted to the Ninth District office of IBEW no later than July 4, 1991. Each district will choose one winning letter which will be sent to the International of-

fice for judging an overall winner, who will receive a \$5,000 US Savings Bond and will be asked to read his or her letter to the 100th Anniversary convention in St. Louis. District winners receive a \$1,000 bond. Send entries to:

"IBEW and Me"
IBEW 9th District
150 N. Wiget Lane, #100
Walnut Creek, CA 94598

'Employee involvement': proceed with caution

Jack McNally, IBEW 1245 Business Manager

Employee involvement, continuous learning, cooperative labor/management: what does all this mean?

These are the latest buzz words in the new style of management that is taking hold across the United States these days.

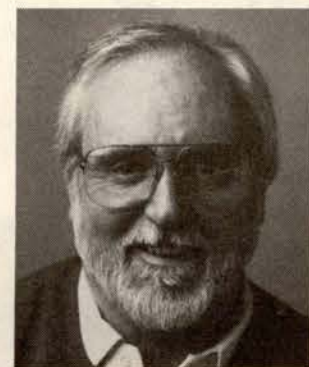
Employee involvement has different meanings to different people, but generally it means providing workers more say over how the work is accomplished and have supervisors become more like coaches than supervisors. In addition, workers are encouraged to brainstorm on problems or issues involving the work process to see if there might be a more efficient way to do the work.

The employee involvement concept is not new. This approach was introduced in Japan after World War II and is generally given credit for Japan's high productivity. In recent years, the auto industry and certain other companies have embarked on these programs, primarily to save a firm from bankruptcy.

Historically in the United States the relationship between Labor and Management has been adversarial. Grievances, arbitration, and strikes make up the adversarial labor/management relationship. With encouragement from the US Department of Labor, many businesses are now changing, moving toward a cooperative relationship with their unions.

Some statistics have shown that where there is a cooperative relationship there is generally higher efficiency and productivity.

The utility industry and some of the public agencies, as a result of deregulation and the introduction of competition, are interested in this approach in



order to compete. PG&E is actively pursuing this approach and has asked the union's support.

Local 1245 has expressed a willingness to be supportive, but we do so cautiously.

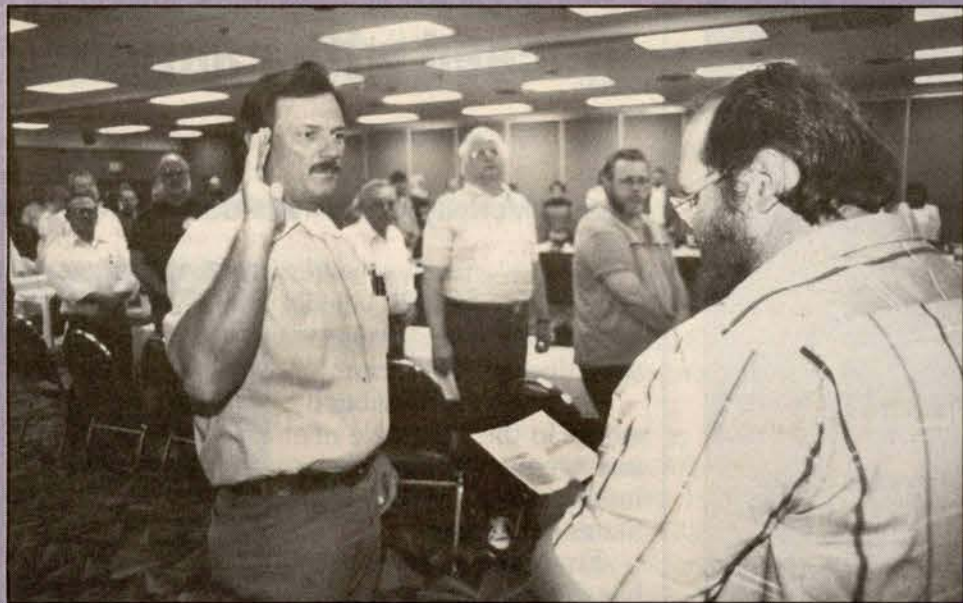
The union recognizes there are some good things associated with the employee involvement concept. More authority for workers on the shop floor or job site and the willingness of the Company to consider input from employees can make the job more interesting and productive. The cooperative approach to labor and management relations can also increase morale and efficiency.

However the union has some concerns about such programs. We cannot and must not let them be used as a back-door way to renegotiate the agreement, or to subtly compromise the agreement. We are concerned about what impact these programs will have on jobs. We believe the union must have the right to be involved in or monitor the employee involvement programs.

That is why Local 1245 recently entered into a generic letter agreement which gives us language on job security, integrity of the labor agreement, and the right to be involved in monitoring the programs.

The most important

See PAGE FOUR



TAKING THE OATH

Oliver "Butch" Yaws (left) is sworn in as the newest member of the Local 1245 Advisory Council. Administering the oath is President Howard Stiefer. (Photo: Eric Wolfe)

Plumas Sierra contract ratified

A new contract between Local 1245 and Plumas Sierra Rural Electric, ratified April 16, provides for a 12.5 percent wage increase over three years.

The agreement also provides inequity increases for line working foremen, troublemen and linemen, patterned on the contract recently negotiated by Local 1245 and Sierra Pacific Power.

Under the new contract medical premiums will be 100 percent paid by the employer, up from the current 80 percent. The new agreement also establishes dental and vision care plans.

Effective January 1, 1992, employees will enjoy two new holidays under the agreement: the day after Christmas and Friday after Thanksgiving.

The method of calculating meal expenses will change with the new contract. Instead of the former daily limit of \$15, meals will be reimbursed at the rate of \$7 for breakfast, \$8 for lunch and \$17 for dinner.

Other features of the agreement include:

- * an increase in stand-by pay from \$250 to \$300 for each week on stand-by;

- * an increase in Plumas Sierra's contribution to the 401k Plan;

- * establishment of time

schedules for processing grievances.

Plumas Sierra, serving Plumas and Lassen Counties in California, has headquarters in Portola and Milford. Local 1245 represents 25

employees, both physical and clerical.

Serving on the bargaining team for the union were Dan Penry, Robert Smith and Business Representative Mickey Harrington.

POINT OF VIEW

'Employee involvement'

From PAGE THREE

aspect of these programs is trust. Trust will have to be established between the workers and management if employee involvement is to have a chance.

Building trust will be difficult. The relationship between employer and employee has been adversarial for decades. To some extent that adversarial relationship is built into our economic system: there is always tension between a private company's pursuit of profit (or a public employer's pursuit of "cost savings") and the workers' understandable desire to be fairly compensated for their labor.

The hope, of course, is that cooperation will produce greater efficiency and productivity so that there will be a bigger pie to divide.

If employee involvement

could truly bring about such a result, we would all have reason to celebrate.

But it's not realistic to think that management can just turn off one style of managing and instantly flip on another. We are wary, and management will have to walk what they talk if the employee involvement programs are to gain any credibility.

The Union is always willing to look at new ideas to enhance productivity and to make the work place better for our members.

But we must also protect the integrity of the contract because therein lies the employees' best protections in terms of job security and a quality standard of living.

Employee involvement: we should be willing to take a look. But that means keeping our eyes open.

New pact with Merced ID

Local 1245 has ratified a new memorandum of understanding with the Merced Irrigation District.

The one-year agreement provides a 4.8 percent wage increase for all classifications, plus an additional 9.6 percent inequity hike for warehousemen.

Employees will enjoy an additional holiday as a result of the bargaining: Martin Luther King Jr. Day.

Bargaining began on Oct.

10 of last year and ran for 14 sessions. Two previous offers were taken to the membership but were overwhelmingly defeated because they contained no wage increase.

March rains, however, improved the chances for an irrigation season and a wage offer made it onto the table.

Bargaining for the union were Lenard Burnett, Lowell Paulson, Tony Porter, John Rosshirt and Business Rep. Gary Mai.

IBEW conference promotes African-American unity

The first IBEW National African-American Unity Conference, held in Atlanta, Ga., on the Martin Luther King, Jr. holiday weekend, was labeled a tremendous success by Local 1245 Assistant Business Manager Dorothy Fortier.

The conference, chaired by Local 1805 Business Manager Gladys Green, featured Richard Womack, director of the AFL-CIO Civil Rights Department, Jean Davis, regional director, AFL-CIO COPE, Ron Martin, 5th District AFL-CIO regional director, and Bill Lucy, president of the Coalition of Black Trade Unionists.

Lucy spoke of the outstand-

ing contributions African-Americans are making at every level of the International Union. He stressed the importance of an expanded and relevant role for African-Americans and other minorities in organized labor if labor is to move forward and truly represent the views of all American workers.

Workshops on the IBEW constitution and Affirmative Action issues were well-received by the delegates, according to Fortier, who represented Local 1245.

The conference closed after an open forum was held in which an agenda for African-American inclusion was drafted and approved by the delegates.



APPRENTICE HOPEFULS

The California-Nevada Power Lineman Apprenticeship Program interviewed approximately 90 apprentice candidates during February in Las Vegas, Nev., and Sacramento and Garden Grove, Ca. As many as 50 new apprentices may be indentured this year. Among those interviewing are three candidates above: Duke Hansen, candidate; Rich Dunkin, business rep.; Russ Cridland, program director; Ken Anderson, candidate; and Robert Gorman, candidate.

Members ratify pact with Sierra Pacific

From PAGE ONE

Another provision of the contract permits employees to use three days of existing sick leave per year for an immediate family illness, something that has not been allowed in the past. Improvements in the pension plan

will permit employees to receive credit for years of service dating back to age 21 rather than age 25.

After considerable discussion, Sierra Pacific agreed to start implementing the vacation policy as it is written in the present contract.

Negotiating for the union were Gino Aramini, Jack Ellington, Zenobia Foster, Louis Johnson, Kenneth Lutzow, Keith Smith, Kelly Toulouse, Kurt Vanderbundt, Valerie Wiems, Business Rep. John Stralla, and Assistant Business Manager Orv Owen.

Letter

Protect the children

To the editor:

I am a resident, taxpayer, voter, and mother to the children of a member of Local 1245. I am writing to express my frustration and anger over what is happening to the Proposition 98 funds we as Californians voted for.

We as citizens must realize the terrible inconsistency of our expenditures. Current figures show we are spending approximately \$4,000 per year per child to educate the leaders of tomorrow. However, if a child falls into gangs, drugs, and the consequences of child abuse and neglect, we are spending some \$55,000-plus to rehabilitate that same child.

It seems to me the spread is too great. If we could spend more to hire qualified teachers and create more effective and interesting programs for our schools, the long term expenditure for correctional facilities would be far reduced.

When a country is in recession or too comfortable with its success, history shows that it loses sight of the realistic, family support activities that made it great.

San Bernardino County shall lose most of its school nurses, school counsellors, class aids for 3rd through 6th grade classes, its instrumental music programs, many of its physical education programs, and many of the forms of security we have had to keep school grounds safe. We are growing on the average of 1700 students per year.

These losses will be repeated in virtually every school district in the state of California.

The loss of Prop. 98 will cause a deficit of some \$12 to \$18 million for the San Bernardino school district. Can we honestly say this is a time for cutting back the allotment of funds to our schools?

For many years now our children, our future, have taken a back seat to every other pet project and whim our leaders have seen fit to tackle. It is time to acknowledge our children and their needs.

Proposition 98 is now a part of the Constitution of the State of California. It deserves the same respect as any other part of the Constitution and must be upheld. I urge you to do the right thing and use every lobbying power you have. Protect Proposition 98. Protect our children's education.

- Linda Fahlgren

(Linda Fahlgren is the wife of Local 1245 member Russell Fahlgren)

Installing gas main in Southwest Reno



Stan Snyder, apprentice fitter.

It was a cold day in February when the Utility Reporter visited this Sierra Pacific Power crew installing two-inch plastic gas main in Southwest Reno.

Unusually rocky terrain was the main challenge to this otherwise routine job, according to backhoe operator Jay Atwood, a union member for 24 years.

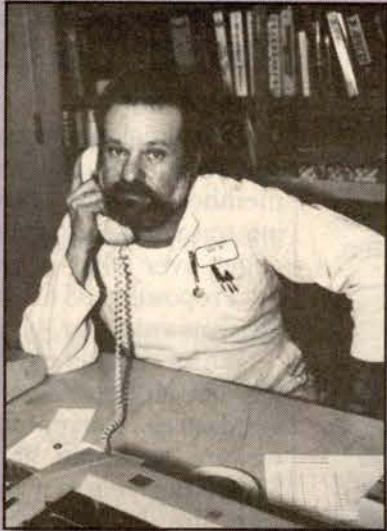
Also on the job that day were Alan Helm, a heavy truck driver with 11 years in the union, and Stan Snyder, apprentice fitter and five-year union member.



Jay Atwood, backhoe operator.



Jay Atwood, backhoe operator, and Alan Helm, heavy truck driver. (Photos: Eric Wolfe)



Wes Duvall: parts man.



Aaron Smith: relining brakes.



Mondo Lozoya, performing complete in-frame overhaul on Gillig Coach, applies 'Never Seez' to blower gasket.



Larnell Gill: completing a sand job.

Sacramento Regional Transit crew brings experience to the job

Frank Vasquez calls them "job security."

He's talking about wrecks, something most of us dread. But wrecks are the bread and butter of the maintenance crew at Sacramento Regional Transit, who regard scuffed or smashed-up vehicles as just another challenge.

The crew brings a lot of experience to the job. Shop steward Wes Duvall, partsperson, has been in the union for

17 years, as have Aaron Smith, gasoline/propane mechanic, and Larnell Gill, body and fender mechanic.

Mondo Lozoya, an "A" mechanic and 20-year union member, chairs the Safety Committee.

Vasquez, a bodyman, has been a union member for 35 years.

Sacramento is a bustling town. These guys make sure that Sacramento folks continue to have something to bustle in.



Frank Vasquez: scuffing in preparation for painting.

Photos: Eric Wolfe

'Free trade' agreement threatens jobs On a fast train to the poor house

The so-called "fast track authority" for a Free Trade Agreement will be a fast train to the poor house for thousands of American workers unless Congress takes steps soon to derail this massive engine of unemployment.

It will take a vote of disapproval by either the US House or Senate by the end of May to put a stop to fast track authority. The AFL-CIO is urging all union members to call their elected representatives immediately and request they oppose the fast track.

The governments of the US and Mexico, and their corporate patrons, promise that "free trade" will be an economic boon for both countries.

But a closer look reveals that this "boon" is actually a massive boondoggle. The winners will be the corporations who want to replace a well-trained and well-paid workforce in their US plants with workers in Mexican factories who make only subsistence wages and enjoy few government or union protections.

Fast track would also grease the wheels of the Uruguay Round of talks concerning the General Agreement on Tariff and Trade (GATT). Under the guise of eliminating non-tariff barriers,

the Uruguay Round agreement would vastly increase the maneuvering room of large corporations.

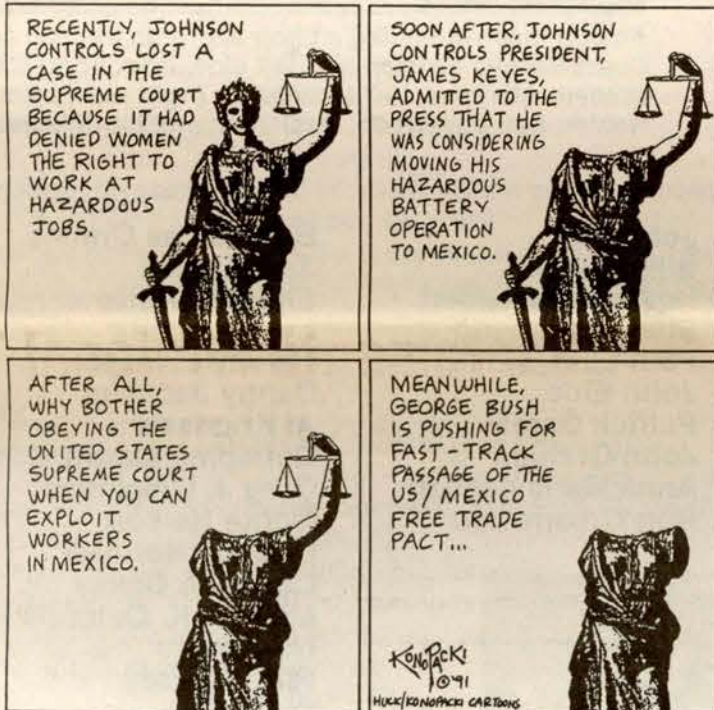
There are so many details to the GATT that, under the fast track process, even modest Congressional oversight would be impossible. That's exactly what the corporations want, so they can exploit cheap foreign labor without "burdensome" regulations.

As jobs move to low-wage markets like Mexico, one thing is certain: pressure will

increase on American workers to lower their own living standards in order to "compete."

The threat is real. If you're concerned about preserving American jobs, contact your representatives today. Tell your Senators to support Senate Resolution 78; tell your Representative to support House Resolution 101. These resolutions would disapprove the Bush administration's request for an extension of "Fast Track Authority."

ECONOMIC JUSTICE



You tell 'em, Mother Jones!



Photo: Landis Marttila

Mother Jones, perhaps the best-known and best-loved American labor activist of all time, put in an appearance at the Workers' Memorial Day observance in San Francisco last month. Actually, Mother Jones, who would have been 161 years old in 1991, was portrayed by actress Judith O'Rourke, just one of many Workers Memorial Day activities around the state and nation.

In Fresno, a two-mile

parade led by the city's mayor remembered a 20-year-old worker who died in a raisin plant machine that already had crushed another man's leg.

Although unionists in many cities marked the occasion, Fresno did it up right, with elaborate floats, a jazz band, a mariachi band and hundreds of marchers.

Other events included an awards banquet in San Diego, a Modesto dinner, and a rally at Cal-OSHA offices in Sacramento.

Job security, national health insurance promoted

AFL-CIO plans big Washington rally for Solidarity Day '91

On August 31, 1991, union members from around the country will gather in Washington DC in a show of

strength by working people. Solidarity Day '91, sponsored by the AFL-CIO, comes ten years after the first Solidarity Day, when unionists

conducted a massive demonstration in Washington DC to protest the anti-worker policies of the Reagan-Bush Administration.

Ten years have passed, but many of the same problems continue to haunt American workers: union-busting, inadequate health care, and the export of jobs to low-wage workforces in other countries.

With these problems in mind, Solidarity Day '91 has three major objectives: legislation prohibiting the permanent replacement of strikers, enactment of national health care reform, and full freedom of association abroad and at home.

Other goals to be promoted at Solidarity Day '91

are civil rights, anti-recession and jobs programs, aid to state and local governments, education, workplace safety and the environment.

Marchers will gather first on the North Slope of the Washington Monument for entertainment, picnics, and introductions of celebrities and VIPs. Following a march to the Capitol, there will be entertainment and addresses by prominent leaders.

For more information on Solidarity Day, call 1-800-LABOR 91.



Training conferences sharpen shop stewards' skills

What does it take to be a union steward?

It helps if you're part lawyer, part mediator, part counselor, and maybe just a little touch of snappin' turtle thrown in for good measure.

The shop steward is the union's primary link with the rank and file members. Local 1245 shop steward training conferences provide stewards with the information they need to carry out their responsibilities, as well as providing an opportunity for stewards to exchange their ideas with one another.

The union salutes the following stewards who attended recent training conferences. *(Lists are based on sign-in sheets at the conferences and therefore may be incomplete due to illegible writing).*

Fresno

Fidela Barrios
Wayne D. Cook
L. T. Cordova
Dee Green
Chris Habecker

J. M. Jacobson
Terry Jones
Linda Jurado
Daniel Lockwood
Ernie Magana
Edward L. Mallory
Robert L. McCormack
Emet R. Miranda
Dean E. Mooney
Christopher A. More
Sal Perales
Robert Richerson Sr.
Dave Sahlstrom
John Shertenlieb
Bradley S. Solso
Gary Uratsu
Chris Van Dyke
Arthur A. Verret
Billy Arthur Weilage
Robert Whitley
Darlene Devine
Joy O'Hagan
Tess Bock

Chico

Ken Andrews
Diana K. Arias
Joe Barrera
James Basgall
Joseph P. Belle
Michael W. Brady
Lucky Carter
Jerry K. Chandler
Steven Chapman
Thomas Conwell, Jr.

John Cox
Bill Cowden
Howard Danielsen
Sharon Delgado
Patti Eide
John Eide
Patrick Gates
John Graham
Anna Marie Graham
Ron Greenwood

Bonnie Lee Grimes
Jack C. Hall
Elbert F. Harte
Lyn Hudgens
Harvey L. Iness
Danny Jackson
Al Knudsen
Geraldine Martin
Greg J. Molakides
Monte Nelson
Dwayne Norman
Christine Oakey
Michael K. Oelrichs
Don Penry
Rick Ricardy
Terry Rist
Russ Rylee
Luis J. Sabala
R. Sammon
Robert B. Smith
Arnold Stratman
Paul C. Tobias
Ron Trunnell
JoAnn Villalovos
David L. Whitehead
James A. Wilhelm

James Mauzey
Jeffrey Raymond
Ken Richards
B. Samdus
Pat Stoffey
Kenneth Townsend

East Bay

Edna Dees
David Meier
Frank Robertson
Finlay Boag
James Dorman
S. Gutzwiller
Donna Dito
Theodore Rios
Kenneth Walsh
Guy George
Thomas N. Thorne
Gene LeMasters
Dave Alsen
Larry Magnoli
John Pirie
Mary Contaxis
Bradford Applin
Yoshiko Ball
Pamela Caballero
Michael Noard
Ray Gerber
Walter Coltharp
Melissa Stewart
Anna Gomez
John Frost
John Roberts
Ray Shepherd
Alfonso Estes
Rich Silva
James H. Davis
W. C. Smith
Bridget Morris
Della Underwood

North Coast Valley

Pedro Arroyo
John W. Coates
Ron Corda
Charles DeArman
David Dow
Art Garcia
G. Hernandez
Tim Lorenzen



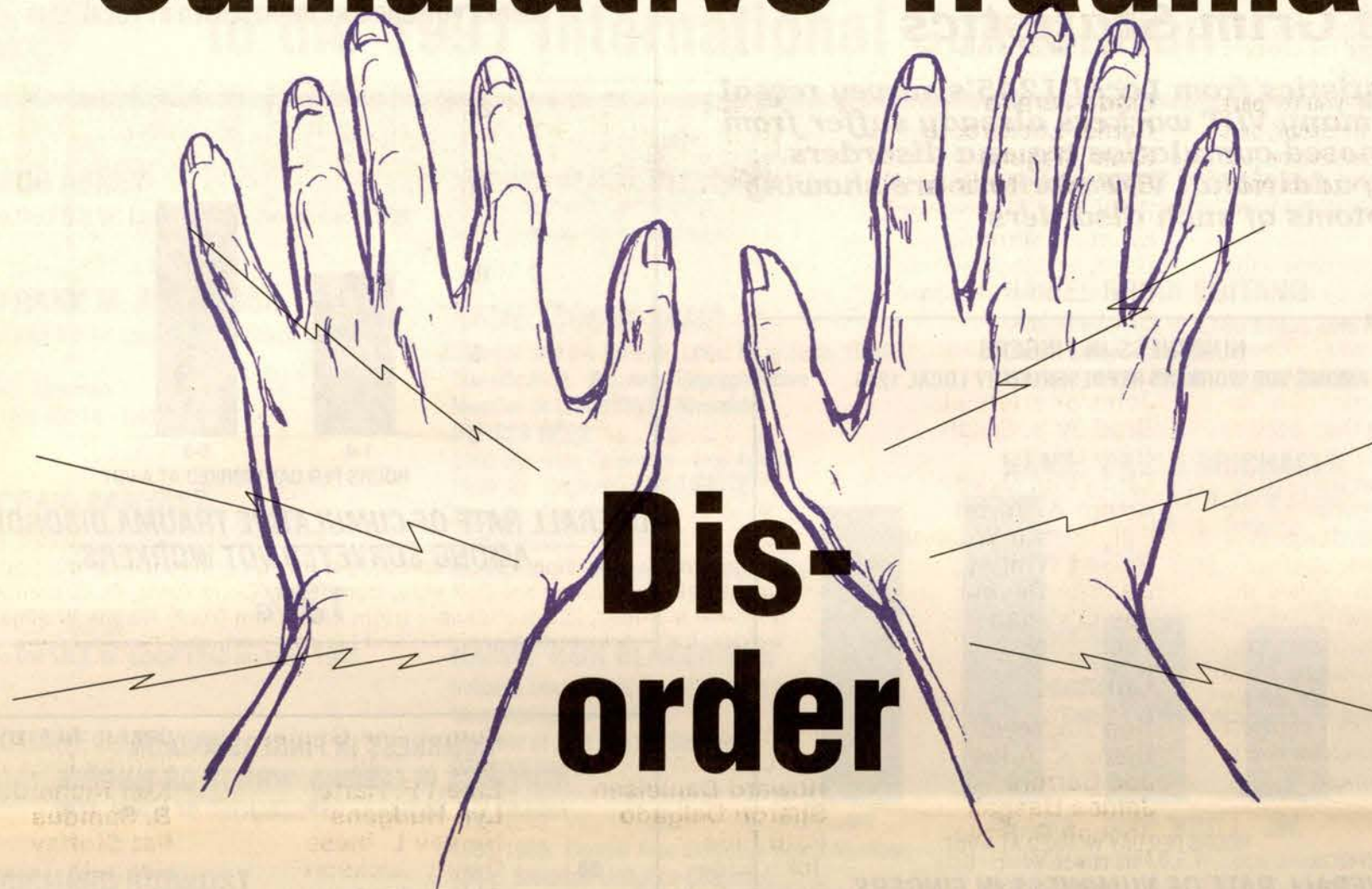
Among those attending a shop stewards training conference for the South Coast Valleys division are (left side, from front) Chris Paris, G. C. painter; Michelle Martinez, I&C technician; (right side, from front) Wayne Wellman, welder; Dan Lockwood, Machinist; and Liz Johnson, routine plant clerk.



Shop stewards attending training conference in Chico (above and below)



Cumulative Trauma



Dis- order

Do Video Display Terminals pose a health threat to members of Local 1245?

A union-sponsored survey provides strong evidence that they do...

Part I in a series

By Eric Wolfe

Poorly-designed workstations are taking a heavy toll on the bodies of those who work at video display terminals, a union-sponsored survey of over 1,000 members has revealed.

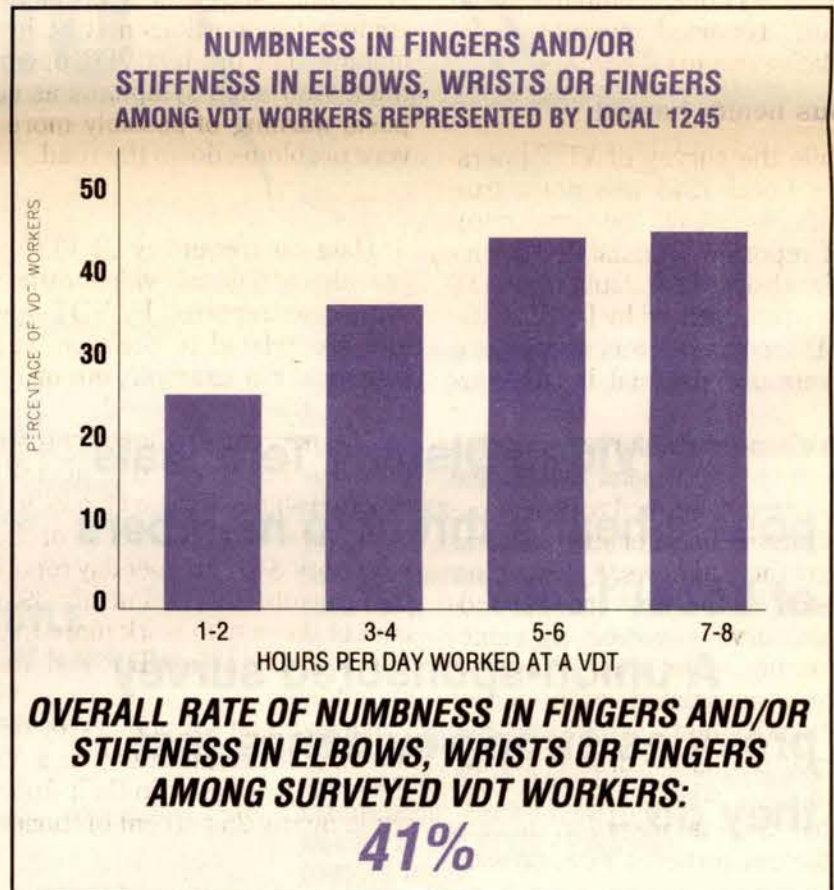
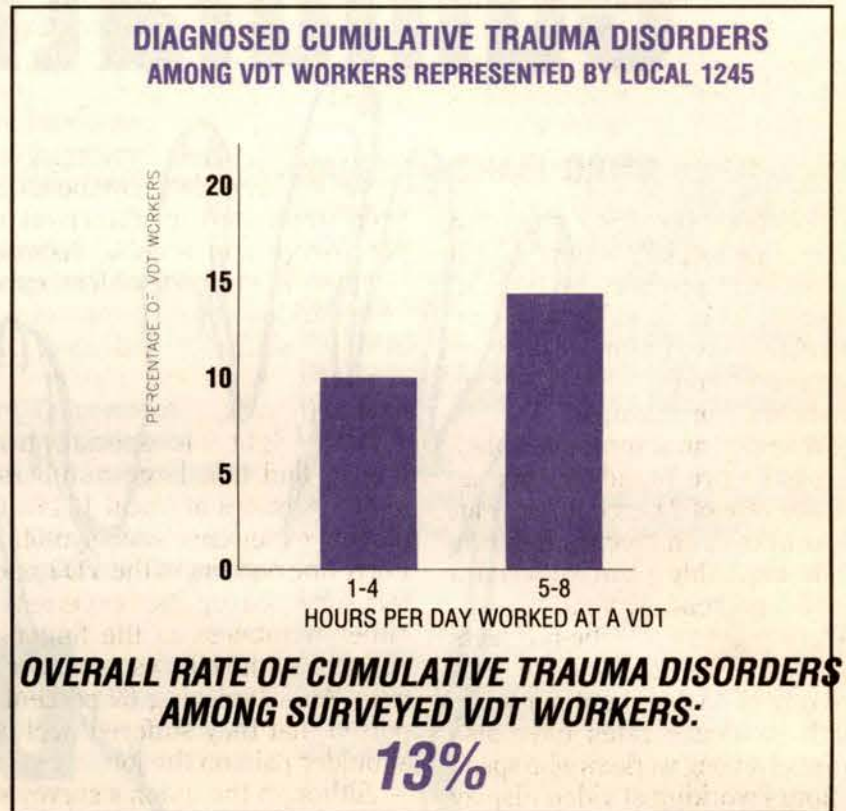
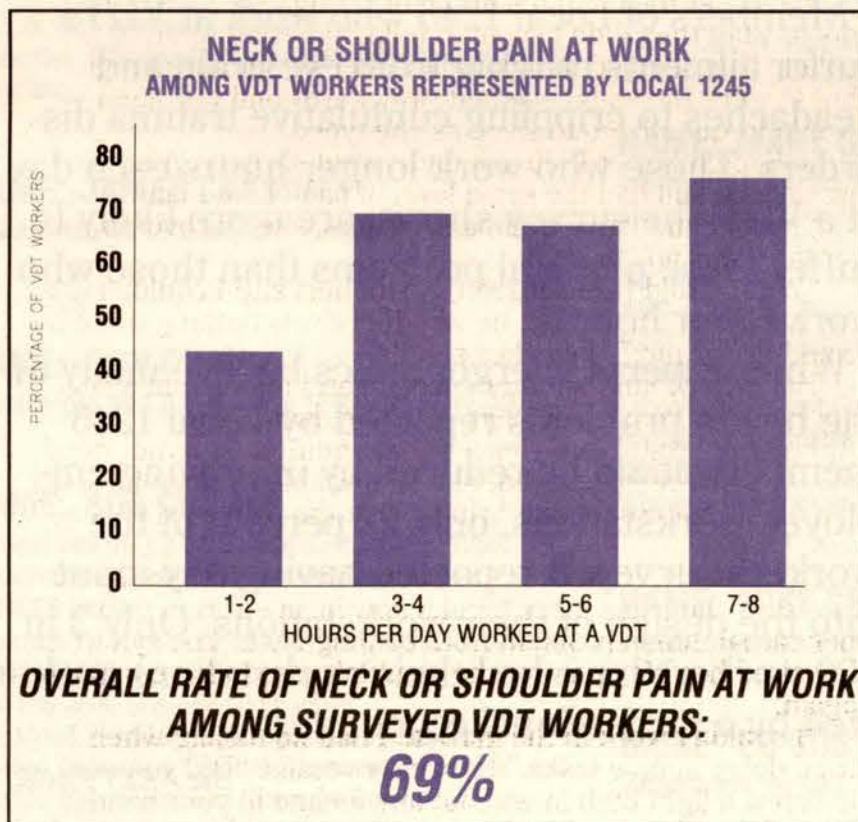
Members of Local 1245 who work at VDTs suffer ailments ranging from eyestrain and headaches to crippling cumulative trauma disorders. Those who work longer hours each day at a VDT, the survey shows, are more likely to suffer these physical problems than those who work fewer hours.

While experts in ergonomics believe many of the health problems reported by Local 1245 members could be reduced by improving employee workstations, only 22 percent of the workers surveyed reported having any input into the design of their workstations. Only 3 in 100 workers have had their workstations evaluated by a professional ergonomist.

See NEXT PAGE

Cumulative Trauma: the Grim Statistics

Statistics from Local 1245's survey reveal that many VDT workers already suffer from diagnosed cumulative trauma disorders. Many additional VDT workers are showing symptoms of such disorders



NOTES

- *The VDT workers in this survey are members of Local 1245 working for various employers, including Pacific Gas & Electric Co. and Sierra Pacific Power Co.
- *The VDT workers are 30% male, 70% female.
- *Their average age is 40 years.
- *The average number of years working at a VDT is seven.
- *The average number of hours per day working at a VDT is 5.5.

from PAGE NINE

One of the most alarming findings to emerge from the survey is that 13 percent of the surveyed workers (135 out of 1,022) suffer from cumulative trauma disorders. These disorders often afflict VDT operators with excruciating pain and can render them completely unable to work.

Occupations requiring repetitive movements, especially when coupled with awkward postures or forceful exertions, are the most likely to give rise to cumulative trauma disorders, as numerous studies over the years have shown. For example:

*Workers at an automobile upholstery plant were found to have an incidence rate of 2 percent per year.

*Workers at an electronics components assembly plant suffered a rate of 6.5 percent per year.

*Workers at an athletic products plant were found to have an incidence rate of 35.8 percent per year.

High incidence rates have also been found among workers who spend long hours working at video display terminals. At *Newsday*, a daily newspaper in New York, a federal study found that 331 of 834 employees (40 percent) reported symptoms of cumulative trauma disorders.

Serious health hazard

While the survey of VDT operators by Local 1245 was not a true scientific sampling, the large number of reported cumulative trauma disorders leaves little doubt that VDT workers represented by Local 1245—like VDT workers everywhere—face a serious occupational health hazard.

What's more, the survey suggests that many of the workers who have not yet been diagnosed with a cumulative trauma disorder may be next up to get the bad news. A disturbing 22 percent of the workers responding to the survey reported experiencing numbness in their fingers—a symptom associated with carpal tunnel syndrome.

Carpal tunnel syndrome, probably the most widely-publicized cumulative trauma disorder, occurs when the median nerve is compressed

in the carpal tunnel, which is located where the wrist meets the hand. Compression of the nerve can cause shooting pains up the arm and loss of strength, in addition to tingling and numbness in the fingers.

However, nerve compression is not the only problem threatening VDT operators. Repetitive movements have been implicated in numerous tendon, nerve and muscle disorders. Victims of these disorders experience various combinations of pain, aching, stiffness and decreased strength, which can render them unable to work.

In this light, it is especially troubling to find that large numbers of VDT operators at Local 1245's employers experience such symptoms. Forty-one percent of the VDT operators surveyed reported experiencing either numbness in the fingers or stiffness in the elbows, wrists or fingers. An astonishing 69 percent reported that they suffered neck and shoulder pain on the job.

Although the union's survey was not designed for making medical diagnoses, the wide presence of these symptoms suggests a problem of epidemic proportions may be in the making. The prudent VDT operator must view such symptoms as signposts warning of possibly more severe problems down the road.

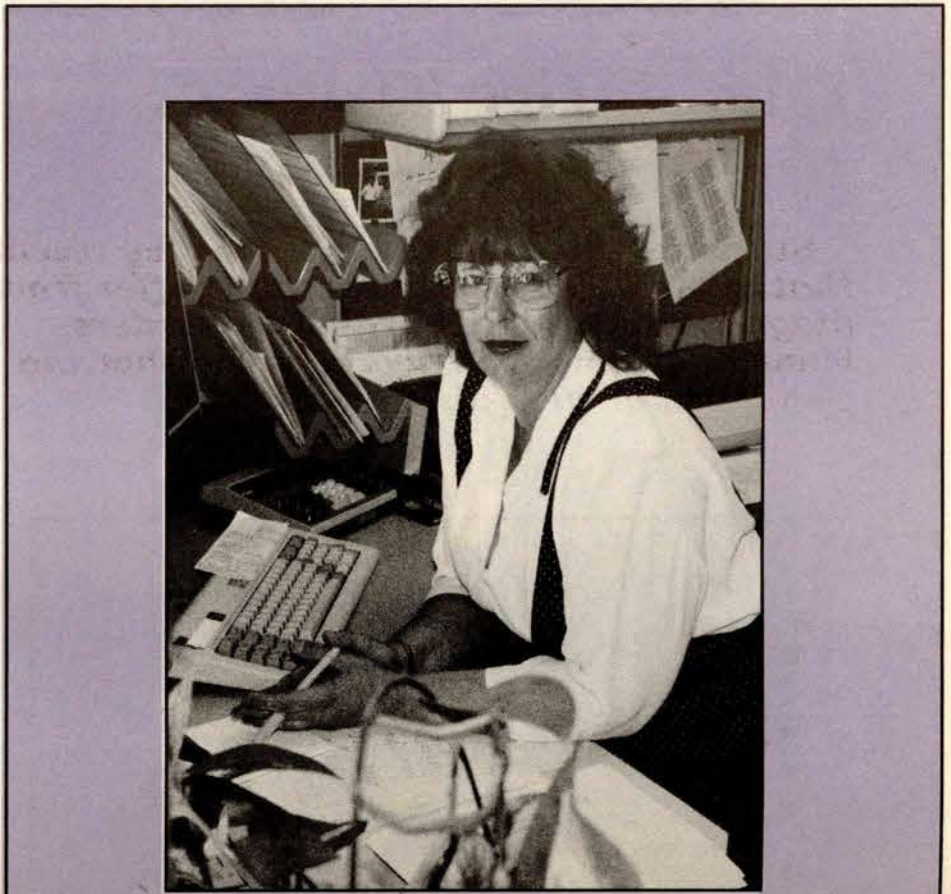
Increased use, increased risk

Data on frequency of VDT use provides additional evidence that the symptoms reported by VDT operators are related to their on-the-job activities. For example, out of 1,022 VDT operators surveyed:

*24 percent of those who work only 1-2 hours per day at a VDT reported stiffness in the elbows, wrists or fingers. But 33 percent of those who work 3-4 hours per day reported these symptoms, and nearly 39 percent of those who work more than 4 hours a day at a VDT had these symptoms.

*Just under 15 percent of those working 1-4 hours a day at a VDT reported numbness in their fingers, while nearly 25 percent of those

See PAGE TWELVE



Chris Habecker

As a customer service representative at PG&E's Vallejo service center, Chris Habecker worked at a computer terminal for up to six hours a day. It was just part of the job.

But in early 1989 she realized something was wrong. When she was at the keyboard, her hands hurt. At night, they hurt so bad they woke her up.

"The pain would shoot up from the wrist all the way up your arm," Habecker recalls. "The ache was always there."

Nerve conduction tests indicated that there was some compression of the median nerve in Habecker's left hand, which, along with her other symptoms, was a fairly reliable sign of carpal tunnel syndrome.

Habecker took anti-inflammatory drugs prescribed by her doctor, but they didn't seem to help. She tried wearing a splint. That seemed to help relieve her symptoms at night, but at work the splint seemed "awkward" and her hand would frequently go to sleep as she typed.

In September of 1989 she underwent surgery. After six weeks she still had the same level of pain. Like many other victims of cumulative trauma disorders, she discovered that surgery was no cure-all.

"When I told [the surgeon] it still hurt and I couldn't use my arm in a normal way, he said there was nothing more he could do for me," Habecker recalls.

Habecker found another surgeon and underwent a second operation in January of 1990, with somewhat better results. Although she still experiences some numbness in her hand, the pain has been relieved. She is now able to sleep through the night, but crocheting brings back the pain so she's had to give it up.

Fortunately, Habecker has been able to return to her job. She says she takes more breaks now in an effort to prevent her carpal tunnel problem from coming back. The syndrome impaired her life in a way she wouldn't care to have happen again:

"I couldn't work in the garden. I had no feeling when I tried doing simple tasks," Habecker recalls. "Did you ever try to screw a light bulb in without any feeling in your hands? Even doing the simplest things my arm would get too tired too quick."

VDTs implicated in new NIOSH study

A recent study of VDT workers at The Los Angeles Times has produced the latest in a long string of evidence connecting VDTs and cumulative trauma disorders.

The study, conducted by the National Institute for Occupational Safety and Health (NIOSH), found that 22 percent of the surveyed employees

suffered from cumulative trauma disorders. In addition to the 22 percent, 19 percent reported daily wrist pain.

So far, only the data on hand and wrist pain has been analyzed by NIOSH. During the next few months NIOSH will analyze data on neck, shoulder and elbow problems among VDT workers at the Times.



Lea Halcrow

For Lea Halcrow, utility clerk typist for Pacific Gas and Electric in Cupertino, Ca., the problem began in 1989 after Field Invoice System duties were added to her workload, keeping her at a VDT seven hours a day.

The symptoms, she recalls, "hit me all at once. My right elbow began to get very sore. Twenty-four hours a day. It got so sore it kept me awake at night."

Halcrow says she began to drop things because of the pain. She also experienced weakness in her thumb and first two fingers.

Halcrow went to her personal physician, who diagnosed her as having a repetitive motion illness. She notified the company and was sent to a neurosurgeon, who confirmed the industrial nature of the illness.

At her own doctor's direction, she went to a physical therapist, but the therapy didn't seem to help. Looking for some alternative to surgery, Halcrow went to an acupuncturist.

Halcrow recalls having "needles all over my body" during the acupuncture treatments. After two months of treatment, she says her elbow was much better.

Acupuncture, like surgery, has its detractors as well as its supporters. Although she still experiences some pain, Halcrow is convinced acupuncture enabled her to go back to work and she says she would like to continue her acupuncture treatments. Insurance paid for the initial acupuncture treatments, but then Halcrow was informed that acupuncture would no longer be covered.

"I think this is an unfair practice," Halcrow says. "I found somebody who treats it and makes it well, but because he doesn't have an MD after his name they won't pay for it."

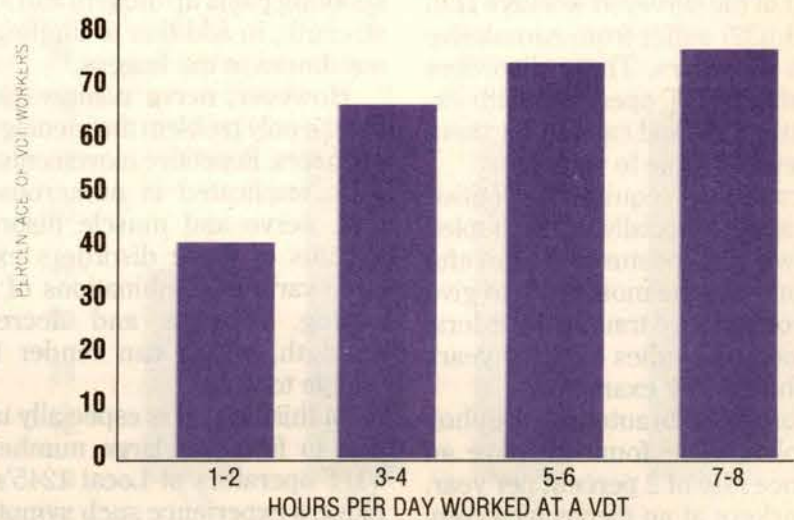
Halcrow believes her workstation was partly to blame for her repetitive motion illness.

"I know the workstation was improperly adjusted," she says. "My station was adjusted for a person five-feet two-inches and I'm five-seven."

Although she now credits the company with giving more serious attention to ergonomic issues, she believes the company has had a "very cavalier attitude about people forced to sit at workstations all the time."

"Until you have something like this happen to you," Halcrow says, "you're not aware of the damage you do to your body in the course of your work."

**EYESTRAIN AT WORK
AMONG VDT WORKERS REPRESENTED BY LOCAL 1245**



**OVERALL RATE OF EYESTRAIN AT WORK
AMONG SURVEYED VDT WORKERS:
69%**

From PAGE ELEVEN

working 5-8 hours a day reported numbness.

*Ten percent of those working 1-4 hours a day at a VDT reported a diagnosed cumulative trauma disorder, while 14 percent of those working 5-8 hours a day reported such disorders.

Other health problems also appear to be closely associated with the amount of time spent in front of a VDT.

One survey question, reflecting a common complaint about VDT work, asked employees if they found themselves more irritable or nervous since working with VDT equipment. Only 16 percent of those who work 1-2 hours a day at a VDT reported increased irritability. But that figure climbed to 28 percent for those working 3-4 hours a day at a VDT, 36 percent for 5-6 hours and 50 percent for 7-8 hours.

One of the most common problems reported by VDT operators in the survey was eyestrain. Forty percent of those working 1-2 hours a day at a VDT reported suffering eyestrain during their regular work day. That figure climbed to 65 percent for 3-4 hours, 73 percent for 5-6 hours, and 75 percent for 7-8 hours a day at a VDT.

A similar pattern was evident among those who reported getting headaches during workdays. Forty

percent of those working 1-2 hours a day at a VDT reported suffering headaches on workdays, but that figure jumped to 65 percent for those working 3-6 hours, and 68 percent for those working 7-8 hours a day at a VDT.

Lost productivity

Employers of Local 1245 members have good reason to be troubled by the survey's findings.

While eyestrain, headaches and stiffness may not trigger workers compensation claims, they can still impair productivity if workers seek to combat their pain by taking more days off or finding ways to slow their work pace.

And when stiffness and numbness become diagnosed cases of carpal tunnel syndrome or other cumulative trauma disorders, the employers' problems are quickly compounded. The average carpal tunnel case now costs about \$30,000 in medical bills and lost work time. Costs can run as high as \$100,000. And while surgery may relieve the symptoms, the symptoms often reappear if the worker goes back to the same work activity that gave rise to the problem in the first place.

"For the employers, it's really a question of productivity," said Local 1245 Assistant Business Manager Ron Fitzsimmons. "Do you want these problems reported so you can begin addressing it up front, or do you want these things to stay hidden as lost productivity?"

Employers have always treated health issues differently from safety issues, according to Fitzsimmons.

"Safety issues are right up front: somebody falls down and breaks an arm, you've got the problem right

Ergonomics: The science of designing and arranging a work environment in a way that permits a worker to work safely and efficiently.

there in front of you. But if your hands or shoulders hurt or you've got a headache, employers don't take it seriously. Health problems just get swept under the rug—or in this case under the desk," Fitzsimmons said.

The union survey provides evidence that employers are slow in coming to grips with the VDT problem.

Fewer than 10 percent of the surveyed VDT operators said their employer was aware of any existing medical condition they had as a result of their VDT work, despite the fact that 14 percent of the surveyed workers have diagnosed cumulative trauma disorders, over 40 percent have numbness or stiffness, and 69 percent experience neck or shoulder pain.

Only 3 percent of the VDT operators in the survey reported that their workstation had been evaluated by an ergonomic design specialist and only 22 percent reported having any input at all into the design of their workstation.

As can be seen from the chart below, 20 percent of the VDT workers don't even have adjustable chairs. Over one-third (37 percent) don't have an adjustable screen. Over 40 percent lack adequate back support, 73 percent have non-adjustable keyboards, 83 percent have no footrests, and 87 percent do not have adjustable lighting.

With this kind of record, it is hardly any wonder that VDT workers have problems.

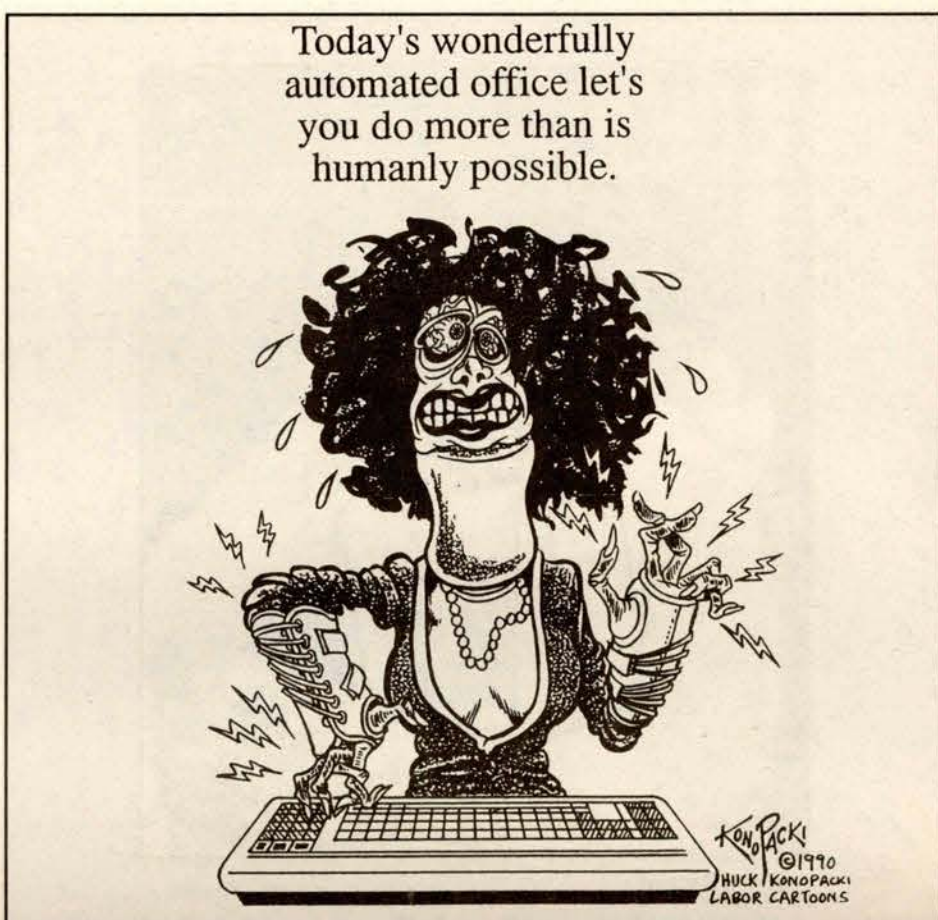
Design makes a difference

Can properly designed workstations eliminate cumulative trauma disorders? Probably not. But there is a growing body of evidence suggesting that workstation design—and modifying work practices—can make a big difference.

Ergonomic improvements were an important factor in lowering the incidence of cumulative trauma disorders in Sara Lee Knit Products' textile plants. Faced with a 12 percent rate of cumulative trauma disorders in 1984, the company modified workstations, improved material-handling methods, and instituted an exercise program in which employees as a group performed hand exercises to stretch tendons.

In some Sara Lee plants the incidence of cumulative trauma disorders has fallen to less than 1 percent, according to the company's medical director.

Just common sense ought to give management some ideas about how certain equipment deficiencies give rise to particular health effects. For example, anyone who has ever looked at a blurry computer screen for any significant length of time can tell you it strains the eyes. Not surprisingly, this connection showed up in the



Today's wonderfully automated office let's you do more than is humanly possible.

union's VDT survey. Consider the data:

Sixty-nine percent of all VDT workers reported eyestrain. That figure remained at 68 or 69 percent regardless of whether the operator had an adjustable or nonadjustable screen, regardless of whether the operator had adjustable lighting or

nonadjustable lighting. Those with nonblurry screens also reported about the same rate of eyestrain: 66 percent.

But 85 percent of the workers who have blurry screens reported having eyestrain at work.

It doesn't take a rocket scientist to figure out that blurry screens are bad for employees, and yet 161 of the surveyed VDT operators reported that they work at blurry screens—presumably not by choice.

Other design changes may not be as obvious as getting rid of blurry screens. A particular workstation that suits a short person may be totally wrong for a tall person. A chair that feels comfortable to one person may be a back-breaker for another.

Because individual workers have individual needs, employers who are serious about providing a healthy workplace for VDT operators will enlist the help of a professional ergonomist. But employers also need to draw on the wisdom of the workers themselves, as most any competent ergonomist will testify. More often than not, individual workers will know what aspects of their workstations are causing problems. Managers can put that knowledge to good use by making sure that each VDT operator has the opportunity to consult one-on-one at his or her worksite with a professional ergonomist.

But it takes more than purchasing the right equipment to make for a healthy VDT work environment, according to Sandy Strehlou, a field representative specializing in VDT issues for the Service Employees

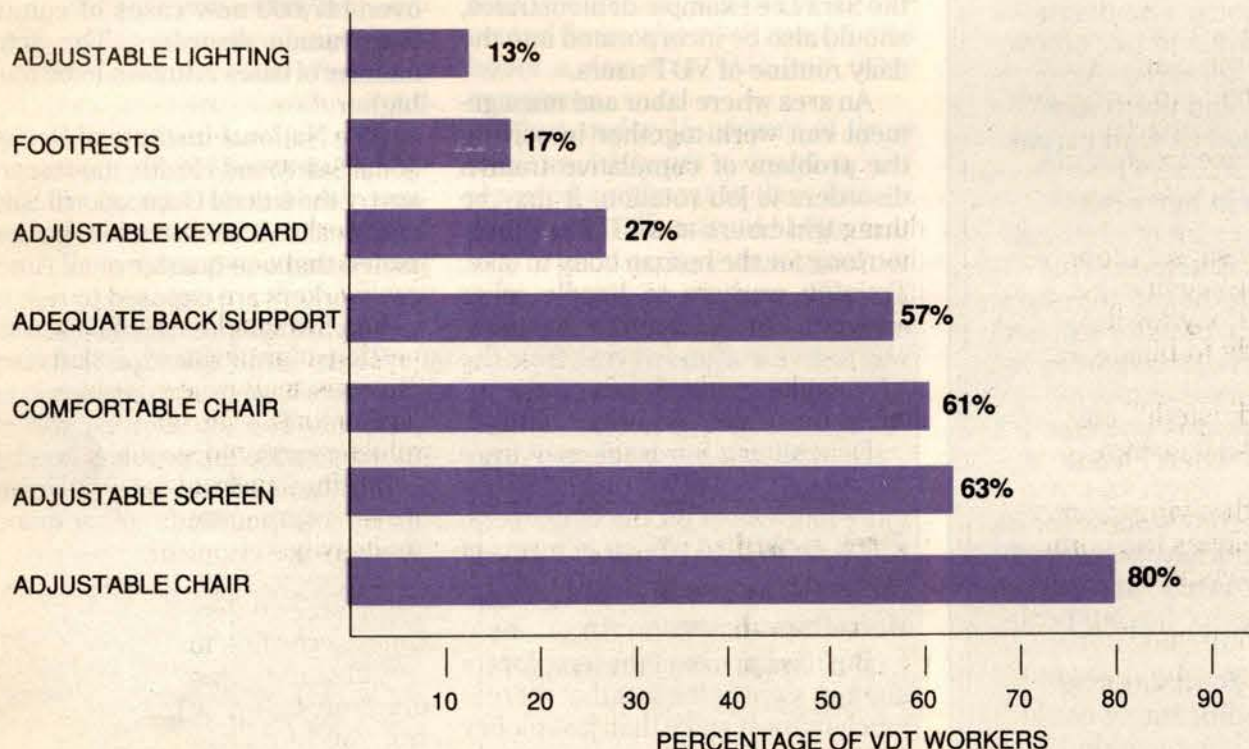
See NEXT PAGE

HEALTHY WORK STATIONS?

PERCENTAGE OF VDT WORKERS HAVING PROPER EQUIPMENT

How many Local 1245 members working at VDTs have properly-designed equipment? Not very many. One out of every five VDT workers doesn't even enjoy the most basic equipment: an adjustable

chair. Few have adjustable lighting or footrests. Experts in ergonomics believe poorly-designed equipment is a major factor in promoting cumulative trauma illnesses and other health problems.





Norma Ricker

In early 1989 Norma Ricker experienced sharp pains going through her hand. She remembers them as being like "electric shock waves, sharp excruciating pain" going from her hand to her elbow.

Ricker, a customer service representative for Pacific Gas and Electric in Vallejo, Ca., reported the problem to the company doctor. The doctor, she says, didn't prescribe anything, perhaps because she was already on medication for problems she had been having for years in her neck and shoulder.

In early 1990 the problem with her arm grew worse. The company doctor prescribed B-6 vitamin supplements, wrist splints and exercises. The doctor also prescribed chiropractic treatment.

Ricker says none of this helped. The little things that most people take for granted became big problems for Ricker. She couldn't even carry her own bag when traveling.

"I couldn't turn door knobs. I couldn't unscrew the caps off jars," Ricker recalls. "It interfered with everything totally."

In May of 1990 Ricker went on disability. She began physical therapy, but her condition remained serious. The diagnosis: carpal tunnel syndrome, as well as tendinitis in her elbow.

In August, Ricker underwent surgery on her wrist. After two to three months, she remembers, "My hand got really hard on the inside. I had the same kind of pain as with carpal tunnel syndrome. In fact, it was even worse."

Ricker had developed internal scar tissue in her wrist.

In the autumn of 1990 Ricker began a program of physical therapy to treat the scar tissue. She believes it helped. The scar tissue seemed to disappear. Her strength began to return.

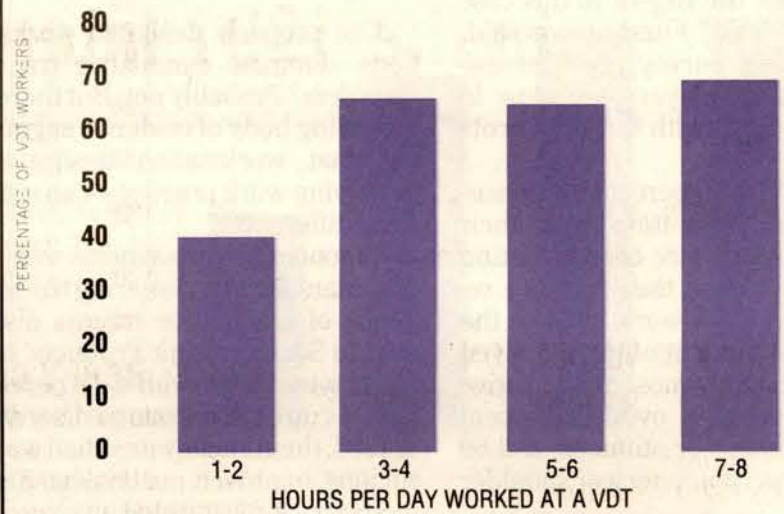
On January 14, Ricker returned to her job, but she still isn't home free. In late February she began to feel discomfort in her wrist and she fears it may now be getting worse.

"I feel the reason my progress has been slow is because I didn't have modifications of my work station when I went back," Ricker says.

"I think the way our stations are set up, it didn't allow for us to move, to work properly at the keyboard. If I had been working with my keyboard "down" the past eight years rather than up high I might be one of these lucky people not having problems," Ricker says.

"I wish something could have been done 24 months ago when I first started having this problem. Modifications could have meant a lot of this problem could have been avoided."

**HEADACHES DURING WORKDAYS
AMONG VDT WORKERS REPRESENTED BY LOCAL 1245**



**OVERALL RATE OF HEADACHES AT WORK
AMONG SURVEYED VDT WORKERS:**

63%

From PAGE THIRTEEN
union.

"You can buy all this equipment, but if it's not configured correctly or people haven't been trained what causes problems and how to use the equipment, they're going to injure themselves," said Strehlou.

Many experts believe that work practices must also be modified if repetitive motion injuries are to be reduced. Even if their workstations are ergonomically correct, workers who are virtually chained to a VDT eight hours or more a day are going to remain at risk for health problems. Medical opinion is virtually unanimous in saying that regular work breaks are needed to give muscles and tendons a chance to rest.

Regular exercises that stretch the tendons in the arms and hands, as the Sara Lee example demonstrates, should also be incorporated into the daily routine of VDT users.

An area where labor and management can work together in solving the problem of cumulative trauma disorders is job rotation. It may be that eight hours at a VDT is simply too long for the human body to take. Training workers to handle other assignments could prove the best way to give workers a break from the VDT without sacrificing productivity.

Diversifying job tasks may have the added benefit of making work more interesting for the employees, which could also pay off in terms of productivity.

More than money

But it is important that employers not lose sight of the fact that there is much more at stake than just money and productivity. For employees, cu-

mulative trauma disorders are not simply factors in a cost-benefit analysis: they are personal disasters.

A disability inflicted by a cumulative trauma disorder at the workplace doesn't disappear at the office door or factory gate: it follows a worker home. These disorders can undermine an individual's self-esteem at the most basic level.

Many workers with cumulative trauma disorders are awakened at night by excruciating pain. They may be unable to hold the steering wheel of a car for more than one or two blocks before their hands go numb. Parents have reported being unable to hold a child, take out the garbage or even twist the top off a soda bottle.

And with each passing year, the casualties mount. In 1989 alone, the Bureau of Labor Statistics logged over 147,000 new cases of cumulative trauma disorders. The actual number of cases is known to be much higher.

The National Institute of Occupational Safety and Health, the research arm of the federal Occupational Safety and Health Administration, has estimated that one-quarter of all American workers are exposed to risk factors for cumulative trauma disorders.

There is no question that these disorders have reached epidemic proportions. The question is: will employers tackle the problem head on, or will they stall and delay while hundreds of thousands of additional workers are crippled?

(In coming months the Utility Reporter will look at how government regulators and legislators are responding to VDT health hazards, as well as how some Local 1245 employers are dealing with the issue.)



Candidates for election as delegates to the 1991 International Convention



NAME: BOB ABNEY

Initiated into the I.B.E.W. Local 1245 in November, 1966.

1990: Women in the Trades Conference.
1991: Women's Conference.
1990: Region Utility Conference.

and Education, UC Berkeley and Los Angeles.
1986 and 1989: Instructor LU Leadership Conferences.

NAME: FRANK M. ANDERSON

Initiated into the I.B.E.W. Local Union 1245 on February 26, 1979.

Classification: Lineman
Member of Unit #3214 - Red Bluff

NAME: BOBBY BLAIR

Initiated into the I.B.E.W. Local 70 in June, 1960.

Classification: Business Representative
Member of Unit #4912 - Riverside.

OFFICES HELD:

1988-89: Vice Chairman - Unit #4912.
1989-90: Chairman - Unit #4912.

Shop Steward.

COMMITTEES:

Outside Line Executive Committee - Unit #4912.

NAME: BRIAN BOITANO

Initiated into I.B.E.W. Local Union 1245 April, 1975.

Classification: Lineman.
Member of Unit #2512 - Angels Camp.

NAME: CRAIG BANYASZ

Initiated into the I.B.E.W. Local 1245 in February, 1972.

NAME: PAULA BRICHACEK

Initiated into the I.B.E.W. Local 1245 in June, 1984.

Member of Unit #3212 - Redding.

OFFICES HELD:

1989 - Present: Unit 3212 Recorder.
1989 - Present: Shop Steward - Redding

COMMITTEES:

1991: Safety Inspection Committee

DELEGATE:

1991: Delegate to the Local 1245 Conference on Womens Issues.

NAME: TED BARE

Initiated into the I.B.E.W. Local 1245 in June, 1966.

NAME: RON BLAKEMORE

Initiated into I.B.E.W. Local Union 1245 in 1967.

Classification: Foreman.
Member of Unit #2511, Stockton.

OFFICES HELD:

Present: Central Area Executive Board Member
1986-1989: Vice-President of Executive Board
1983-1986: Central Area Executive Board Member.

1984: Stockton Unit Vice-Chairman

1986-Present: Shop Steward

1988: Participant as Vice-President in Regional Clerical Workshops.

Member of initial Union Task Force on Rubber Gloving and Bare Handing High Voltages.

COMMITTEES:

1981-Present: Stockton Joint Grievance Committee.

1983-1986: Chairman Energy Workers Center

1983-1989: Political Education Committee.

1983-1986: Ways and Means Committee

1981-Present: Chairman Local Union Journeyman Lineman Testing Committee

1980-1983: Local Union Ballot Committee

1971, 1973, 1975, 1979 and 1982: Stockton Unit Safety Committee

1988: Labor Management Public Affairs Committee (LAMPAC)

DELEGATE:

1984, 1985, 1986, 1988, 1989, 1990 and 1991: Delegate to Regional Utility Conference.

1984, 1985, 1986, 1987, 1988, 1989, and 1990: Delegate to the IBEW 9th District Progress Meetings.

1986: Delegated to IBEW 33rd International Convention, Toronto Canada.

1984, 1985, 1986, 1987 and 1988: Delegate to California State Federation of Labor AFL-CIO and State Building Trades Council of California Joint Legislative Conference.

1984, 1986 and 1988: Delegate to State Federation of Labor AFL-CIO Pre-Primary Convention.

1985: Delegate to State Federation of Labor AFL-CIO, Women in the Work Force Conference.

1988: Delegate to Seventeenth Constitutional Convention California Labor Federation AFL-CIO.

EDUCATION:

1987: Certificate of Completion form California Labor Federation, AFL-CIO Trade Union in Cooperation with the Institute of Industrial Relation Centers for Labor Research

NAME: DUANE BARTLOW

Initiated into the I.B.E.W. Local 1245 in October, 1968.

NAME: RICHARD BIDINOST

Initiated into the I.B.E.W. Local Union 1245 in February 1972

Member of Unit #1512 - Belmont

OFFICES HELD:

Present: Advisory Council member

Present: Shop Steward

NAME: ENID BIDOU

Initiated into I.B.E.W. Local Union 1245 in 1964.

Classification: Business Representative

OFFICES HELD:

Union Trustee

1966: Chairman, Oakland Unit, Berkeley office.

1971: Vice Chairman, Oakland Unit, Richmond office.

1974: Chairman, Richmond Unit, Richmond office.

1977: Secretary/Treasurer, Richmond Unit, Richmond office.

1983-1988: Shop Steward - Concord Office.

1979-1983: Shop Steward - Richmond Office.

1975-1979: Shop Steward - Oakland Office.

1968-1975: Shop Steward - Richmond Office.

1965-1968: Shop Steward - Berkeley Office.

COMMITTEES:

1966: Joint Grievance Committee Member

1975: Labor/Management Meetings Member.

1991: Union Senior Service Representative Training.

1980-1981: Union Senior Service Representative Training.

1980: PG&E Contract Revision Committee.

1980: PG&E Negotiating Committee.

DELEGATE:

Central Labor Council -San Jose, Alameda and San Francisco.

1977, 1979, and 1988: Women in the Work Force Conference.

See NEXT PAGE

I.O. CONVENTION CANDIDATES LIST

OFFICES HELD:

1978 - Present: Unit Recorder.
1980-89: Shop Steward - Elko, NV.

COMMITTEES:

1980: Negotiating Committee
1981: Wage Negotiating Committee
1983: Negotiating Committee
1984: Wage Negotiating Committee
1985: Negotiating Committee
1989: Negotiating Committee
1984-89: Benefit Bargaining Committee

DELEGATE:

1982: Delegate to State AFL-CIO Convention, Las Vegas
1983: Delegate to State AFL-CIO Convention, Reno
1987: Delegate to State AFL-CIO Convention, Las Vegas
1980: I.B.E.W. Leadership Conference
1984: I.B.E.W. Officers Labor Leaders Conference
1985: Delegate O.C.E.A. Conference
1987: Delegate I.B.E.W. International Telephone Conference.
1985: Delegate Rocky Mountain Labor School
1986: Delegate Rocky Mountain Labor School
1980-89: Shop Stewards Training Conferences.
1986, 1988 and 1990: Delegate to Nevada State Democratic Convention
1991: Delegate to Local 1245's Women's Conference.

NAME: BRIAN CARPENTER

Initiated into the I.B.E.W. Local 1245 in September, 1985.

NAME: ED CARUSO

Initiated into the I.B.E.W. Local 1245 in February, 1973.
Classification: Business Representative
Member of Unit #2317 - Antioch.

OFFICES HELD:

Shop Steward - Contra Costa Power Plant

COMMITTEES:

1983-84: East Bay's Labor Management Committee
1983-84: Local Union 1245's General Negotiating Committee for PG&E
Local 1245's Joint Apprenticeship and Training Committee.

DELEGATE:

I.B.E.W. Ninth District Progress Conference.
I.B.E.W. Gas Workers Conference.
Presently: Delegate to the Central Labor Council of San Francisco.

NAME: JAMES CASSIDAY

Initiated into the I.B.E.W. Local 1245 in August, 1978.

NAME: RON CHAN

Initiated into the I.B.E.W. Local 1245 in January, 1975.

NAME: BOB CHOATE

Initiated into the I.B.E.W. Local 1245 in July, 1965.
Classification: Business Representative

OFFICES HELD:

Chairman for the City of Berkeley Bargaining Committee

COMMITTEES:

East Bay Joint Grievance Committee
Gas Meter Shop Labor/Management Committee
Pipeline Operations Labor/Management Committee
Pipeline Operations Joint Grievance Committee
City of Berkeley Public Service Committee
4/10 Hour Shift Committee - Hayward

12 hour Shift Committee - Pipeline Operations
Bargaining Committee for the City of Oakland
12 Hour Shift Committee for Newark
1982-85: PG&E General Negotiating Committee
PG&E On-Call Committee
1981-84: PG&E Review Committee
1985: Public Employee Retirement Committee
Humboldt Joint Labor/Management Committee
SAFESTOR Committee for Humboldt Bay Power Plant
Humboldt Central Labor Council
Redwood Labor/Management Committee
East and West Geysers Labor/Management Committee
Geysers Commute Committee
GERT Committee

DELEGATE:

1984: Delegate Nevada State AFL-CIO Convention
1985: Delegate to California Legislative Conference
1985: Delegate to Nevada State AFL-CIO Leadership Conference
1986: Nevada State AFL-CIO COPE Convention
Representative to the Cal/OSHA Regulations Committee (AB1111)

EDUCATION:

University of California for Labor Research and Education completing studies in Communication, Labor Law, Contract Costing, Leadership, Grievance Handling and Arbitration, Negotiating Skills and Techniques, Unemployment Insurance Benefits, Public-Private Sector Negotiations.

NAME: PATRICIA L. COLLINS

Initiated into I.B.E.W. Local 1245 in December, 1979.

Classification: Utility Clerk

Member of Unit #2301 - Emeryville.

OFFICES HELD:

Former Business Representative
1986: Clerical at Large Advisory Council
1988: Clerical at Large Advisory Council
1985-88: Shop Steward - Concord.

COMMITTEES:

1988-89: Central Labor Council - Alameda County
1988: AFL-CIO One on One

DELEGATE:

1988: Rocky Mountain Labor School
1985-86: Western Regional Womens Conference
1985: Women in the Work Force Conference
1991: I.B.E.W. Womens Conference

NAME: MARY GRACE COYLE

Initiated into the I.B.E.W. Local 1245 in November, 1971.

Classification: Data Entry Operator

Member of Unit #2401 - San Francisco.

OFFICES HELD:

1980 - Present: Shop Steward
1980 - Present: Recording Secretary - Unit #2401

COMMITTEES:

Labor/Management Committee
Bargaining Committee

DELEGATE:

Womens Conferences.

NAME: MIKE CRONIN

Initiated into the I.B.E.W. Local 1245 in September, 1974.

NAME: ED CUSTER

Initiated into the I.B.E.W. Local 1245 in September, 1974.

NAME: LESLIE J. DAVIS

Initiated in I.B.E.W. Local Union 1245 in June, 1978.
Member of Unit #1512 - Belmont.

OFFICES HELD:

Present: Shop steward

NAME: MICHAEL DAVIS

Initiated in I.B.E.W. Local Union 1245 in June, 1967.

Classification: Relief System Operator

Member of Unit #1501 - San Jose.

OFFICES HELD:

1983 to present: Southern Area Executive Board Member
1969 to present: Shop Steward - San Jose.

1977-80 and 1988: Business Representative, I.B.E.W. Local 1245

COMMITTEES:

1977-80: Local Union Lineman Testing Committee
1975-77: Unit Health & Safety Committee

DELEGATE:

Santa Clara Central Labor Council
San Benito Central Labor Council
1979, 1983 - 1989: Ninth District IBEW Convention
1984-1990: Ninth District Utility Conference
1989-91: Ninth District Progress Meeting

EDUCATION:

1980: Graduate University of California Labor Studies Program

1976: San Jose City College Labor Studies Program

NAME: GROVER L. DAY

Initiated into I.B.E.W. Local Union 1245 on December 17, 1971.

Classification: Lineman.

Member of Unit #2512 - Angels Camp.

OFFICES HELD:

1985 to present: Local 1245 Advisory Council member.
1983, 1984 and 1985: Unit 2514 - Tracy, Recording Secretary.

1986, 1987 and 1988: Unit 2514 - Tracy, Vice Chairman.

1990-1991: Unit 2512 - Angels Camp, Recording Secretary.

1982-1988: Shop Steward, PG&E Tracy Service Center
1988-1991: Shop Steward, Angels Camp.

COMMITTEES:

1984, 1986 and 1988: Union/Company "Walk Around" Safety Committee (Tracy & Manteca).

1989-1991: Union/Company "Walk Around" Safety Committee (Angels Camp and Jackson).

NAME: MIKE DEL RIO

Initiated into I.B.E.W. Local Union 1245 on March 3, 1967.

Classification: Electric Crew Foreman

Member of Unit #1112 - Bakersfield

OFFICES HELD:

1973 - Present: Shop Steward - Bakersfield

COMMITTEES:

1974-1983: Bakersfield Unit Executive Committee

1976-1977: Local 1245/PG&E Negotiations.

1978-1980: Local 1245/PG&E Negotiations.

1980-1987: Local 1245 Election & Ballot Committee

1983-1987: Judge of the Election

DELEGATE:

1977-Present: Delegate to Kern, Inyo, Mono CLC

NAME: RICHARD DIAZ

Initiated into the I.B.E.W. Local 1245 in May, 1974.

I.O. CONVENTION CANDIDATES LIST

NAME: DONNA JEAN DITO

Initiated into the I.B.E.W. Local 1245 in 1974.
Classification: Customer Service Representative
Member of Unit #2301 - Oakland.

OFFICES HELD:

1979: Unit Chairman
1986-89: Unit Secretary
1990 - Present: Unit Chairman
9 Years: Shop Steward for Oakland Customer Service.

COMMITTEES:

1989: Labor/Management Safety Walk Around Committee
Substance Abuse Task Force - Central Division.

DELEGATE:

1986, 1987 and 1990: Western Regional Labor Union Women Delegate.

NAME: A.G. DUDLEY

Initiated into the I.B.E.W. in December, 1956 by Local Union 266.

Classification: Journeyman Lineman.
Member of Unit #4912 - Riverside.

OFFICES HELD:

June 22, 1989 to Present: Executive Board at Large
1983-1989: Unit Chairman
1985-1986: Shop Steward - Lancaster

COMMITTEES:

1978-1983: Outside Executive Committee Member at Large
1984-1991: Outside Construction Negotiating Committee.

DELEGATE:

1990-1991: Construction Maintenance Committee
1990-1991: Utility Conference
1989-1990: 9th District Progress Meeting

NAME: RICHARD DUNKIN

Initiated into the I.B.E.W. Local Union 1245 on August 1, 1967.

Classification: Business Representative
Member of Unit #4912 - Riverside.

OFFICES HELD:

1969-75: Shop Steward - Bakersfield
1985-86: Shop Steward - Outside Line - Riverside.
Present: Secretary of the California Nevada Joint Apprenticeship and Training and Trust Committee.

COMMITTEES:

1973: Ballot Committee
Present: California Nevada Joint Apprenticeship and Training and Trust Committee.

DELEGATE:

Present: Delegate to the Kern, Inyo, Mono Central Labor Council.

NAME: PATTI EIDE

Initiated into I.B.E.W. Local Union 1245 in April, 1980.
Classification: Operating Clerk-Typist.
Member of Unit #3212 - Redding.

DELEGATE:

February, 1991: Delegate to Local 1245's Conference for Union Women.

NAME: RONALD R. FIELD

Initiated into I.B.E.W. Local Union 1245 in January 1977.
Member of Unit #1512 - Belmont.

OFFICES HELD:

Former shop steward.
Former local union treasurer.

NAME: JIM FINDLEY

Initiated into the I.B.E.W. Local 1245 in December, 1973.

NAME: DOROTHY FORTIER

Initiated into the I.B.E.W. Local 1245 on May 1, 1975.
Classification: Assistant Business Manager
Member of Unit #2401 - San Francisco.

COMMITTEES:

1990: PG&E General Negotiating Committee
1990: PGT Clerical Negotiating Committee
1990 - Present: PG&E Family Issues Interim Negotiating Committee

1991 - Present: PG&E Video Display Terminal Interim Negotiating Committee

1990 - Present: UCB Labor Occupational Health Program Ergonomics Work Group

1991 - Present: PG&E Healthwise Steering Committee

1990 - Present: Contra Costa County Video Display Task Force Committee

1989: Interim Negotiating Committee on Contracting-Letter Agreement 88-104

1990 - Present: Coalition of Labor Union Women National Executive Board Member, Alternate

1991 - Present: 9-10-12 Hour Shift Study Committee

1989 - Present: PG&E Clerical Position Evaluation Committee

1983-84: Receivables Accounting Productivity Enhancement Committee

1983-85: Receivables Accounting Production Standards Negotiating Committee

1985-86: Receivables Accounting Job Rotation Committee

1981-84: Engineering Services Department Interim Negotiating Committee

1981-82: Computer Operations Department Interim Negotiating Committee (Production Services)

1981-82: Computer Operations Department Interim Negotiating Committee (Data Recording)

1982-1991: Customer Services Department Interim Negotiating Committee, Sr. Service Representative Training Program

1980: City of Healdsburg Negotiating Committee

1980-87: General Office Joint Grievance Committee

1980-85: San Francisco Division Joint Grievance Committee

1980-87: Computer Operations Department Labor-Management Committee

1979-80: North Bay Division Joint Grievance Committee

DELEGATE:

1978, 1982 and 1986: Delegate International Convention
1982, 1984, 1986, 1988-90: Delegate Coalition of Labor Union Women Convention/National Executive Board Meetings.

1979-85: Delegate Women in the Work Force Conference
1981: Delegate Labor Occupational Health Program Conference

1981, 1985-91: Delegate A. Philip Randolph Institute Recognition Dinners/Conferences

1982-85: Delegate Western Regional Summer Institute for Women

1979 and 1984: Delegate Unemployment and Disability Insurance Seminar

1985: Delegate Grievance Handling and Arbitration Seminar

1984: Delegate Labor Law Seminar Sponsored by UC Berkeley

1983: Delegate I.B.E.W. Utility Conference
1983: Delegate IBEW Clerical Conference Planning Committee

1982: Delegate Time Management Seminar
1980: Delegate Duty of Fair Representation Conference

1980: Delegate Leadership Conference

1980: Delegate Energy Conservation Conference
1979: Delegate Western Labor Press Convention
1979: Delegate Cal/OSHA Conference
1978 - Present: Delegate Alameda County Central Labor Council

1979-80: Delegate Sonoma County Central Labor Council
1979-80: Delegate Marin County Central Labor Council
1979-80: Delegate Napa-Solano County Central Labor Council

1977: Delegate International Press Association Convention
1978: Delegate Secretary of Labor's Conference for Labor Editors

NAME: RON FREELS

Initiated into the I.B.E.W. Local 1245 in January, 1967.

NAME: BOB GIBBS

Initiated into I.B.E.W. Local Union 1245 November, 1966.
Classification: Business Representative.

Member of Unit No. 1215 - Jackson.

OFFICES HELD:

1970-1976 - Shop Steward East Bay Division, Fremont.
1979-1984 - Secretary/Treasurer Humboldt-Del Norte CLC

COMMITTEES:

1975-1976 - East Bay Joint Grievance Committee
1976 - PG&E Ballot Committee

DELEGATE:

Current Delegate to San Joaquin-Calaveras CLC
1985 - Inter-Union Gas Conference

1989 - 9th District Progress Meeting
1990 - Utility Conference

EDUCATION:

Numerous seminars at UC Berkeley.

NAME: ANNA MARIA GOMEZ

Initiated into the I.B.E.W. Local Union 1245 in September, 1976.

Classification: Customer Service Representative
Member of Unit #1245 - Fremont.

OFFICES HELD:

1986 - Present: Shop Steward - Fremont

COMMITTEES:

1989-91: Labor/Management Committee representing Clerical Employees

DELEGATE:

1989: Women in Labor Conference

NAME: JOHN GOODSON

Initiated into the I.B.E.W. Local 1245 in May, 1970.

NAME: DEAN GURKE

Initiated into I.B.E.W. Local Union 1245 in October, 1978.
Classification: Business Representative

Member of Unit #2314 - Fremont.

OFFICES HELD:

1986-1988: Recording Secretary #2311 - Oakland.
1981-1985: Shop Steward - San Francisco.

1985-1987: Shop Steward - Oakland.

1987-1988: Shop Steward - San Rafael.

COMMITTEES:

1984-85: Joint Grievance Committee - San Francisco.
1985-87: Joint Grievance Committee - East Bay.

1987-88: Review Committee

1987: General Negotiating Committee

DELEGATE:

1988-90: San Mateo and San Francisco Central Labor

See NEXT PAGE

I.O. CONVENTION CANDIDATES LIST

Council.
1990-Present: Alameda CLC

NAME: MIKE HAENTJENS

Initiated into the I.B.E.W. Local 1245 on April 1, 1978.
Classification: Business Representative
Member of Unit #1220 - Avila Beach

OFFICES HELD:

1986-87: Advisory Council Member
1983-87: Unit Recorder - #1220
1980-81: Shop Steward - General Construction
1981-87: Shop Steward - Diablo Canyon Power Plant

COMMITTEES:

1983-87: Unit #1220 Executive Committee Secretary
1984: AD HOC Committee
1985: Apprentice Committee
1983-87: Labor/Management Committee
1989-90: AD HOC Committee
1989: Spokesperson Sonic Cable TV Negotiating Committee

DELEGATE:

Delegate to Tri-Counties Central Labor Council.
1987 - Present: I.O. Nuclear Operator Conferences

NAME: MICKEY HARRINGTON

Initiated into the I.B.E.W. Local 1245 in March, 1960.
Classification: Business Representative
Member of Unit #4015 - Burney

OFFICES HELD:

1968: Executive Board Member
1971-74: Local Union Recording Secretary
1971-74: Vice Chairman of Unit
1974-77: Chairman of Unit
1977-78: Recorder of Unit
1962-68: Shop Steward - General Construction
1971-78: Shop Steward - General Construction
1970-72: Secretary
1971-74: Chairman
1971-74: Secretary of the Local union Policy and Resolution Committee
1971-74: Secretary to the Staff Benefit Committee

COMMITTEES:

1966: Local Union Ballot Committee
1966: Local Union Election Committee
1966-71: General Construction Grievance Committee
1970-73: G.C. Line of Progression
1970-71: G.C. Equipment
1968: Member of the Local Union Ways and Means
1985 and 1988: Spokesperson for the Tri-Dam Committee
1984 and 1985: City of Lodi
1989: Merced Irrigation District
1987-89: Oakdale Irrigation District
1987: South San Joaquin Irrigation District
1988 and 1990: Lassen MUD
1989: Citizens Utilities
1991: Plumas Sierra REA
1990: Chambers CATV

DELEGATE:

1974, 1978, 1982, and 1986: IBEW National Convention
1985, 1987 and 1989: National AFL-CIO Convention
1968, 1972, 1982, 1984, 1986, and 1988: California AFL-CIO Convention
1972: Nevada State AFL-CIO Convention
1972, 1978: California State Association of Electrical Workers
1968, 1970, 1980 and 1991: 9th District Progress Meeting
1973 and 1985: IBEW Utility Conference
1974: Inter-Union Gas Conference
1972, 1982, 1984, 1986, 1988 and 1990: California State COPE Pre-Primary Convention

1972, 1982, 1984, 1986, 1988 and 1990: California State Legislative Conference
1972, 1982, 1984, 1986, 1988 and 1990: Public Employees Council of California

1968 and 1972: California Labor Council on Political Education

1968, 1972, 1982, 1984, 1986 and 1988: Telephone Conference

EDUCATION:

1969: Konocti Leadership Conference
1971, 1974, 1977, 1980 and 1983: Leadership Conference Morris Hurley's Management and Industrial Program
Attended UC classes on the following subjects: Public-Private Sector Negotiations, Communications, Cost of Living Adjustments, Labor and the Law, Bargaining Techniques, Interest Arbitration, Training of Union Leaders, Psychology of Leadership Workshop.

NAME: MANUAL HERNANDEZ

Initiated into the I.B.E.W. Local 1245 in April, 1978.

NAME: TOM HEYL

Initiated into the I.B.E.W. Local 1245 in March, 1966.
Classification: Journeyman Lineman.
Member of Unit #4911 - Sacramento.

OFFICES HELD:

Former Business Representative for Outside Line.

COMMITTEES:

Present: Member Examining Committee
Present: Member Executive Committee - Unit #4911.

NAME: LOUIS HOGAN

Initiated into the I.B.E.W. Local 390 in June, 1970.
Classification: Journeyman Lineman - Welder.
Member of Unit #4912 - Riverside.

OFFICES HELD:

1990 - Present: Sergeant of Arms.
1988: Shop Steward - Line Builders International
1991 - Present: Shop Steward - Tri Power Inc.

NAME: CLIFF JACKSON

Initiated into the I.B.E.W. Local 1245 in November, 1970.

NAME: AL JAMES

Initiated into the I.B.E.W. Local 1245 in July, 1976.

NAME: RON JENKINS

Initiated into the I.B.E.W. Local 1245 in July, 1985.

NAME: MICHAEL E. JENSEN

Initiated into the I.B.E.W. Local Union 1245 in January, 1971.

Classification: Inspector Electrician T&D
Member of Unit #1501-1511 - San Jose Physical

OFFICES HELD:

1988-89Co. Chairman Physical Meeting - San Jose
1975 - Present: Shop Steward

COMMITTEES:

Labor/Management Committee
1986: De Anza Division

NAME: BOB JOHNSON

Initiated into the I.B.E.W. Local 1245 in April, 1975.

NAME: JEFF JOHNSTONE

Initiated into the I.B.E.W. Local 1245 in December, 1968.

NAME: RICK S. JONES

Initiated into the I.B.E.W. Local 1245 in June, 1974.

NAME: JOHN KENNEY

Initiated into the I.B.E.W. Local 1245 in June, 1980.

NAME: JOHN D. KENT

Initiated into the I.B.E.W. Local 1245 in July, 1978.

NAME: JAY KILLGORE, Sr.

Initiated into the I.B.E.W. Local 1245 in July, 1963.
Classification: Meterman
Member of Unit #3311 - Reno.

OFFICES HELD:

1965-80: Shop Steward - Reno Service Center
1968-1989: Unit Recorder
1970-89: Advisory Council
1980 - Present: Shop Steward - Electric Meter Shop

COMMITTEES:

1970: Interim Negotiations
1971: General Negotiations

DELEGATE:

Northern Nevada Central Labor Council
Inter-Union Gas Conference - San Francisco and San Diego.

NAME: GREGG KING

Initiated into the I.B.E.W. Local 1245 in March, 1986.

NAME: MADELL LANDRUM

Initiated into the I.B.E.W. Local 1245 in December, 1979.

NAME: LAWRENCE LAYTON

Initiated into the I.B.E.W. Local 1245 in July, 1974.
Classification: Lineman
Member of Unit #3512 - Roseville.

OFFICES HELD:

1975-78: Executive Committee - SMUD
1990-91: Vice Chairman - Unit #512 - Roseville
1975-78: Shop Steward - SMUD
1979-80: Shop Steward - Outside Line
1980-81: Shop Steward - Truckee Donner
1983-87: Shop Steward - WAPA
1987-91: Shop Steward - City of Roseville

COMMITTEES:

1980: Negotiating Committee - Truckee Donner
1986-87: Western Wide Safety Review Committee - WAPA
1987-91: App. Committee, Safety Committee - Roseville
1989, 1990 and 1991: Negotiating Committee - Roseville

NAME: GENE LEMASTERS

Initiated into the I.B.E.W. Local 1245 in May, 1974.

I.O. CONVENTION CANDIDATES LIST

NAME: SIDNEY LE MAY

Initiated into the I.B.E.W. Local 1245 in June, 1986.

NAME: JACK LEHMAN

Initiated into the I.B.E.W. Local 1245 in September, 1986.

NAME: FRANK M. LOCATI

Initiated into I.B.E.W. Local Union 1245 in May, 1962.

Classification: Mechanic.

Member of Unit #3023 - Walla Walla, WA

OFFICES HELD:

1971-1974: P.G.T. Advisory Council
1978-1991: P.G.T. Advisory Council
1962-1964: Recorder for Unit #3023
1989-1991: Chairman for Unit #3023
1962-1991: Shop Steward for Unit #3023.

COMMITTEES:

1966-1991: PGT Negotiating Committee
1971-1991: PGT Chairman Grievance Committee
1977-1983: PGT Ballot Committee

DELEGATE:

1979-1991: Delegate Stewards Conference PGT
1988, 1989 and 1990: Delegate Gas Conference

NAME: DANIEL LOCKWOOD

Initiated into the I.B.E.W. Local 1245 in April, 1981.

Classification: Unassigned Machinist

Member of Unit #1220 - Avila Beach.

OFFICES HELD:

1988-89: Unit Recorder - #1220
1990-91: Unit Chairman - #1220
1988 - Present: Shop Steward - Diablo Canyon Power Plant

COMMITTEES:

1988-90: Diablo Canyon Interim Negotiating Committee
1991 - Present: Diablo Canyon Ride Share Committee
1991 - Present: Diablo Canyon Safety Committee

NAME: IVAN LYNCH

Initiated into the I.B.E.W. Local 1245 in July, 1962.

NAME: ALLAN MACLEAN

Initiated into I.B.E.W. Local Union 1245 in April, 1975.

Classification: Control Technician.

Member in Unit #3718 - Healdsburg.

OFFICES HELD:

1989, 1990 and 1991: Chairman Unit #3718.
1985: Shop Steward - Geysers Power Plant.

COMMITTEES:

1987: Geysers Emergency Response Negotiating Committee
1988: Geysers Commute Agreement Negotiating Committee.
Since 1988: Geysers Labor/Management Committee Member.

NAME: GARY MAI

Initiated into I.B.E.W. Local 1245 April 1, 1968.

Classification: Business Representative.

OFFICES HELD:

1982-1985: Unit Chairman - Unit #2516 - City of Lodi
1970-1985: Shop Steward - City of Lodi.

COMMITTEES:

1973, 1974, 1976, 1978, 1981 and 1984: City of Lodi Negotiating Committee.
1974, 1977 and 1980 - Local Union Election Committee.

DELEGATE:

August, 1985: 9th District Progress Meeting in San Francisco.

June, 1985: California Federation of Labor Legislative Conference in Sacramento.

July 1990: 9th District Progress Meeting in Las Vegas.

EDUCATION:

May 1985: Attended Grievance Arbitration class at UC Berkeley.

NAME: ED MALLORY

Initiated into the I.B.E.W. Local 1245 in March, 1966.

OFFICES HELD:

1975: Shop Steward
1977-1986: Chairman of Unit #1112 - Bakersfield
1989 - Present: Treasurer - Local Union 1245

COMMITTEES:

1987 - Present: San Joaquin Valley Region Labor Management Committee

NAME: FRANK L.P. MARSHALL

Initiated into the I.B.E.W. Local 1245 in 1980.

Classification: Utility Clerk.

Member of Unit #2421 - San Francisco.

NAME: BOB MARTIN

Initiated into I.B.E.W. Local Union 1245 in November, 1973.

Classification: Business Representative.

Member of Unit #2317 - Antioch.

OFFICES HELD:

1979-1989: Unit Recorder - Unit #2317.
1982-1989: Shop Steward.
1986-1989: Advisory Council Member, East Bay Region.

COMMITTEES:

1982-1984: East Bay Joint Grievance Committee
1984-1989: East Bay Region Steam Generation Labor/Management Committee.
1986-1989: Local Union 1245 Safety Committee.
1988 & 1991: PG&E Negotiating Committee.

DELEGATE:

1989: Contra Costa Central Labor Council.
1989: IBEW Utility Conference
1990: California State AFL-CIO COPE Convention.
1990: Nevada State AFL-CIO COPE Convention.

NAME: DEBRA J. MAZZANTI

Initiated into the I.B.E.W. Local Union 1245 in 1974.

Classification: Customer Services Representative.

Member of Unit #2300 - Emeryville.

OFFICES HELD:

1975 - Present: Shop Steward for General Office.

COMMITTEES:

1976: Ballot Committee
1989: Wage Re-Opener Negotiating Committee
1990: General Negotiating Committee

DELEGATE:

"Women in the Work Force" Conventions.
Testified before the CPUC in 1989 defending the salaries of the clerical force of PG&E.

NAME: JOE MELIN

Initiated into the I.B.E.W. Local Union 47 in July, 1979.

Classification: Lineman.

Member of Unit #1245 - Riverside.

OFFICES HELD:

1984-1985: Shop Steward - Ontario

1987: Shop Steward - Winchester

1990: Shop Steward - Lancaster

COMMITTEES:

1990 - Present: Safety Committee
1989-1991: Safety Committee Chairman.

NAME: JIM "MAC" MCCAULEY

Initiated into the I.B.E.W. Local 1245 in March, 1960.

Classification: Light Crew Foreman.

Member of Unit #2311 - Oakland.

OFFICES HELD:

Present: Vice President of the Local 1245 Executive Board
1986-1989: Executive Board Member
Shop Steward - East Bay Division
1974-77: Advisory Council Member
1970-77: Vice Chairperson and Executive Committee Member of East Bay

COMMITTEES:

Member of the East Bay Joint Grievance Committee
Chairman of the Local Union Political Education Committee
1972: Union Ballot Committee
1973: Local Union PG&E Wage and Contract Committee
1974-75: Local Union PG&E Wage Committee
1978: Tele-Vue Systems Negotiating Committee
1978: Bay Cablevision Negotiating Committee
1978: Concord TV Cable Negotiating Committee
1978: X-Ray Engineering Negotiating Committee
1979: PG&E Gas Meter Shop Re-Rate Committee
1980: PG&E Gas Department Negotiating Committee
Materials Distribution Joint Grievance Committee
1980: Teleprompter Properties Negotiating Committee

DELEGATE:

1974: Clerical Conference
1975, 1977-79, 1987-90: Inter-Union Gas Conferences
1978-79, 1986-90: California AFL-CIO Legislative Conference
1978-79, 1988-89: IBEW Utility Conferences
1978-79, 1987-90: Ninth District Progress Meeting
1979: Delegate to the Administrative Law Judge Conference
Delegate to IBEW International Convention
1978, 1980, 1988 and 1990: Delegate to California State AFL-CIO Convention
Delegate to the Alameda Central Labor Council.
Organized and presented the East Bay Shop Stewards program.

EDUCATION:

Completed Labor Communications.
COLA, Health and Safety, Labor Law, Labor Negotiation and Psychology of Union Labor Leaders Courses from Institute of Industrial Relations, UC Berkeley.
Organizing and Communications for Labor Leaders course from Merritt College.
Collective Bargaining, Labor Economics and Labor History courses from Los Medanos.
Speaker on behalf of Local 1245 at Chabot College, Diablo Valley College, Merritt College and High Schools in the Bay Area.

NAME: OLIVIA MERCADO

Initiated into the I.B.E.W. Local 1245 in July, 1979.

NAME: WALTER MIMS

Initiated into I.B.E.W. Local Union 1245 in July, 1966

Classification: Equipment Operator

Member of Unit #2301 - Richmond.

OFFICES HELD:

1976 - Present: Shop Steward - Richmond.

See NEXT PAGE

I.O. CONVENTION CANDIDATES LIST

NAME: DENNIS M. MITCHELL

Initiated into the I.B.E.W. Local 1245 on May 11, 1980
Classification: Foreman (Tree Trimmer)
Member of Unit #4419 - Redding.

OFFICES HELD:

1988: Chairman of the Board - Unit #4419
Shop Steward - Redding

COMMITTEES:

1990 Negotiating Committee - Unit #4419

NAME: STEVE MONTGOMERY

Initiated into the I.B.E.W. Local Union 1245 March 1, 1982.
Classification: B
Member of Unit #4701.

OFFICES HELD:

Present: Shop Steward - Sonora.

COMMITTEES:

November, 1990: Bargaining Committee.

NAME: BOB MORANTE

Initiated into the I.B.E.W. Local 1245 in February, 1974.

NAME: LISA MORRISON

Initiated into the I.B.E.W. Local 1245 in June, 1984.

NAME: ROBIN MORRISON

Initiated into the I.B.E.W. Local 1245 in May, 1978.

NAME: CALVIN MOSS

Initiated into the I.B.E.W. Local 1245 in December, 1977.

NAME: ART MURRAY

Initiated into I.B.E.W. Local Union 1245 in April, 1970.
Classification: Business Representative.
Member of Unit #4911 - Sacramento.

OFFICES HELD:

1980-83: Sacramento Division Advisory Council (Alternate)
1977-82: Unit Chairman, Unit #3812 - Vacaville.
1989-90: Sacramento Division Advisory Council
1970-72: Shop Steward - General Construction
1972-90: Shop Steward - Sacramento Division.

COMMITTEES:

1987: Pacific Gas Transmission General Bargaining Committee
1989: Pacific Tree General Bargaining Committee
1987: Foster/Wheeler General Bargaining Committee
1987-88: Contra Costa/Moss Landing Power Plants Cold Shutdown Committee
1987: I.B.E.W. Local 1245 Safety Committee.
1989: Spokesperson, Paradise Irrigation District General Bargaining Committee.
1990: Spokesperson, Wells, R.E.C. General Bargaining Committee.
1990-91: Spokesperson, Mt. Wheeler General Bargaining Committee
1990-91: Local 1245 Lineman Advisory Committee
1990-91: Joint Rubber Glove Committee
1986-88: Local 1245 Master Apprenticeship Committee
1988-90: Steam Generation Labor/Management Committee
1979-85: Sacramento Division Joint Grievance Committee
1985-88: East Bay Region Joint Grievance Committee
1988-90: I.B.E.W./PG&E Review Committee

1988-90: Sacramento Valley Region Labor/Management Committee

1987-77: Pacific Gas Transmission Joint Grievance Committee

1988-90: Chairman, Vaca Valley Labor/Management Committee.

1987-88: Livermore, VIP Advisory Committee

1988-90: Local 1245 Underground Construction Journeyman Committee

1985-Present: Local 1245 Journeyman Lineman Examining Committee

1989: Drum Division Joint Grievance Committee

1989: Colgate Division Labor/Management Committee

1989: Coast Valley Division Labor/Management Committee

1989: Moss Landing Power Plant Labor/Management Committee:

1989-90: DeSabra Division Labor/Management Committee
1989-90: Northern Area Hydro, Labor/Management Committee

1990-91: IBEW/NECA, Labor Management Committee

1990-91: IBEW/Henkels & McCoy Labor/Management Committee

1988-90: Vacaville Underground Construction Committee

1989: Marysville Underground Construction Committee

1990: PG&E Commercial Drivers License And Drug Policy Committee

1990-91: Outside Line Commercial Drivers License and Drug Policy Committee

1990: Henkels & McCoy General Bargaining Committee

DELEGATE:

1987 - Present: Delegate to the State of California, General Orders 95/128, General Rules Committee

1985: IBEW Ninth District Progress Meeting

1990: IBEW Ninth District Progress Meeting

1990: International Organizing Conference

1990-91: Joint Executive Conference of Electrical Workers
1990-91: California State Association of Electrical Workers

1991: International Construction and Maintenance Conference

1987-88: State of California Occupational Health Meetings

EDUCATION:

1987: Presented Safety Session at Unit Officers Training Session
Completed courses at UC Berkeley Labor Institute on Arbitration and Business Representative responsibilities.
American Arbitration class on Advanced Collective Bargaining Strategies.

NAME: KEITH NEAL

Initiated into the I.B.E.W. Local 1245 in February, 1980.

NAME: DWAYNE NORMAN

Initiated into the I.B.E.W. Local 1245 in July, 1976.

NAME: SYLVIA O'CONNOR

Initiated into the I.B.E.W. Local 1245 in April, 1980.

Classification: Line Assigner

Member of Unit #4014 - Elk Grove.

OFFICES HELD:

1989: Unit Recorder - #4014

NAME: FRED H. PEDERSEN

Initiated into the I.B.E.W. Local 1245 in March, 1968.

Classification: Subforeman A.

Member of Unit #4101 - Burney/Redding

OFFICES HELD:

1983-84: Advisory Council

1972 - Present: Shop Steward - PG&E

COMMITTEES:

1984 - Present: Review Committee

1982, 1983, 1987 and 1990: Encon (G.C.) Negotiating Committee

1984: Encon (G.C.) Interim Negotiating Committee

1983 and 1987: General Negotiating Committee

NAME: DAN PENRY

Initiated into the I.B.E.W. Local 1245 in January, 1986.

Classification: Electrical lineman, Sierra Plumas

OFFICES HELD:

1989-Present: Shop Steward, Plumas Sierra REC, Portola, Ca.

COMMITTEES:

1991: Negotiating committee for Plumas Sierra REC

NAME: MARY JANE PETERSON

Initiated into the I.B.E.W. Local 1245 in October, 1978.

NAME: MILDRED PHILLIPS

Initiated into the I.B.E.W. Local Union 1245 in February, 1984.

Classification: Control Operator

Member of Unit #2412 - San Francisco.

OFFICES HELD:

1986-1991: Unit Recorder - S.F. Physical.

1985-Present: Shop Steward - Operation Dept., Hunters Point.

1990-Present: President of the SF Chapter of the Coalition of Labor Women.

COMMITTEES:

1988-Present: Hunters Point/Potrero Power Plants Labor/Management Committee

1987-1989: Hunters Point/Potrero Power Plants Walk-Around Safety Inspection Committee

1986-88: SF Physical Unit #2412 Safety Committee

SF Labor Council Solidarity Committee

Unified Coalition for Civil Rights Labor Sub-Committee

Labor Committee on the Middle East

Labor Coalition on Central America

DELEGATE:

1988: AFL-CIO Regional Summer School for Union Women

1990: IBEW Tri-District Women's Conference

1987: Represented 1245 to San Francisco Mobilization for Peace, Jobs and Justice.

Alternate Delegate from SF to CLUW National Executive Board

1991: IBEW 1245 Women's Conference

NAME: LARRY PIERCE

Initiated into the I.B.E.W. Local 1245 in February, 1969.

NAME: DONALD L. RAMOS

Initiated into the I.B.E.W. Local 1245 in December, 1977.

Classification: Assistant Foreman's Clerk

Member of Unit #1217 - Templeton.

OFFICES HELD:

1986-89: Unit Recorder

COMMITTEES:

Committee for signatures to reinstate CalOSHA.

NAME: MICHAEL P. RICHARDS

Initiated into I.B.E.W. Local Union 1245 in March, 1976.

Classification: Lineman.

Member of Unit #2513 - Jackson.

I.O. CONVENTION CANDIDATES LIST

NAME: SHIRLEY ROBERTS

Initiated into the I.B.E.W. Local 1245 in November, 1979.

NAME: MIKE ROBINSON

Initiated into the I.B.E.W. Local 1245 in October, 1967.

Classification: Journeyman Lineman.

OFFICES HELD:

1976-77: Board of Directors - Union #66

1984: Shop Steward - Warner Electric

1985: Shop Steward - L.E. Meyers

1986: Shop Steward - Warner Electric

COMMITTEES:

1976: Houston #66 Negotiating Committee

1990-91: Local 1245 Safety Committee

NAME: ROY RUNNINGS

Initiated into I.B.E.W. Local 1245 in October, 1979.

Classification: Tool Clerk

Member of Unit #3713 - Geysers.

OFFICES HELD:

1986-87: Recording Secretary

1987 - Present: Unit Chairman

1984 - Present: Shop Steward - East Geysers.

COMMITTEES:

1986: Geysers Commute Committee

1986-90: East Geysers 4-10 Committee

1988-90: East Geysers PAOT Committee

1986-1989: Chairman - East Geysers Safety Committee

1986-88: East Geysers and Union Safety Committee

1988-90: Geysers PAOT Committee

1991: Geysers 9 Hour Shift Committee

1984: East Geysers Labor/Management Committee.

1991: Geysers Labor/Management Committee

NAME: JAMES P. RUPEL

Initiated into the I.B.E.W. Local 1245 in January, 1980.

Classification: Telephone Cable Splicer.

Member of Unit #4001 - Elk Grove.

OFFICES HELD:

1989 - Present: Chairman

1990 - Present: Shop Steward - Elk Grove

1991 - Present: Chief Shop Steward

NAME: JIMMY S. RUSSELL

Initiated into the I.B.E.W. Local 1245 in November, 1961.

Classification: Electric Crew Foreman

Member of Unit #3111 - Eureka.

OFFICES HELD:

Humboldt Advisory Council.

Chairman, Vice Chairman and Recorder of Unit.

1969 - Present: Shop Steward - Eureka

COMMITTEES:

1977: Wage Negotiations

Ballot Committees

NAME: RUSSELL RYLEE

Initiated into I.B.E.W. Local Union 1245 in December, 1978.

Classification: Lineman.

Member of Unit #3212 - Redding.

OFFICES HELD:

1989-Present: Advisory Council - Shasta Division.

1978-Present: Shop Steward - Redding.

COMMITTEES:

1987: Ballot Committee General Negotiating PG&E

1989: Wage Negotiations.

1988: Rubber Glove Task Force

1989-90: Lineman Advisory Committee

1990: Chairman I.B.E.W.-PG&E Joint Barehand Committee

1989-Present: Regional Labor-Management Committee (Sacramento PG&E)

1985-Present: Joint Grievance Committee (Shasta Division)

DELEGATE:

1985-Present: Central Labor Council.

1989: PG&E Regional Shop Steward Conference.

1991: I.B.E.W. Shop Steward Conference.

NAME: LITHA SAUNDERS

Initiated into I.B.E.W. Local Union 1245 in May, 1973.

Classification: Service Representative

Member of Unit #2515 - Modesto.

OFFICES HELD:

1977-1984: Unit Recorder Modesto.

1984-1987: Unit Chairman Modesto.

1978-Present: Shop Steward San Joaquin Valley Region/Old Stockton Division.

COMMITTEES:

1986: Labor Management of Stanislaus

1978-85: Joint Grievance Committee of Stockton Division.

DELEGATE:

Central Labor Council of Stanislaus.

NAME: FRANK SAXSENMEIER

Initiated into the I.B.E.W. Local 1245 in November, 1959.

Classification: Business Representative

Member of Unit #2311 - Oakland.

OFFICES HELD:

1977-78: Advisory Council Member

1974-78: Vice Chairman - Unit #2412

1974-78: Shop Steward - PG&E, San Francisco

COMMITTEES:

1977: PG&E Wage Bargaining Committee

1984-90: Spokesperson for the City of Berkeley, City of Oakland, Bureau of Electricity Alameda, A.C. Transit Negotiating Committees.

1979: Spokesperson for the City of Healdsburg Bargaining Committee.

Spokesperson for Interim Bargaining Committees (PG&E, Mechanic/Rigger and Electric Meter Shops)

Served on the following Central Labor Councils:

San Francisco C.L.C., Marin C.L.C., Napa, Solano C.L.C. and Sonora, Mendocino Lake C.L.C.

NAME: JEFFERY A. SCHLOCKER

Initiated into the I.B.E.W. Local 659 on September 1, 1980.

Classification: Journeyman Lineman.

Member of Unit #2412 - San Francisco

OFFICES HELD:

1990 - Present: Advisory Council Member for SF Physical Employees.

1989: Shop Steward - General Construction

1989-Present: Shop Steward - San Francisco Division

COMMITTEES:

1990 - Present: Rubber Glove/Barehand Advisory Committee

1990 - Present: Electric and Magnetic Fields Committee

EDUCATION:

Involvement with Labor Studies Program at San Francisco Community College.

NAME: B.R. SMALLWOOD

Initiated into the I.B.E.W. Local 1245 in October, 1985.

Classification: Fieldman Gas T&D

Member of Unit #2412 - San Francisco.

OFFICES HELD:

Present: Alternate to Advisory Council.

1987-89: Vice Chairperson - S.F. Unit #2412

1989 - Present: Chairperson - S.F. Unit #2412

1987 - Present: Shop Steward - San Francisco Gas T&D

COMMITTEES:

Joint Grievance Committee.

1987: Local 1245 Ballot Committee

1990: D.O.T. Drug Testing Negotiating Committee.

1990: Local 1245 General Negotiating Committee (PG&E)

I.B.E.W./A.C.T. Committee

Member East Bay A. Phillip Randolph Institute

DELEGATE:

1988: Delegate to AFL-CIO sponsored summer school.

NAME: ANNETTE SPENCER

Initiated into the I.B.E.W. Local 1245 in August, 1980.

NAME: NORMAN STOUT

Initiated into the I.B.E.W. Local 1245 in November, 1967.

NAME: JEFF STURGIS

Initiated into the I.B.E.W. Local 1245 in December, 1982.

Classification: Journeyman Lineman

Member of Unit #4912 - Riverside.

OFFICES HELD:

1989 - Present: Unit Recorder.

1988: Shop Steward - Torrance

1989: Shop Steward - Pasadena

1990: Shop Steward - Pasadena

1990: Shop Steward - Redlands

NAME: BARBARA SYMONS

Initiated into the I.B.E.W. Local 1245 in June, 1968.

Classification: Foreman's Clerk

Member of Unit #3712 - Santa Rosa

OFFICES HELD:

1977-79: Advisory Council - Clerical-at-Large

1979 - Present: Recording Secretary - Executive Board

1973-74: Recorder - Unit #1501

1975-83: Unit Chairman

1973-76: Shop Steward - Cupertino Service Center

1976-85: Shop Steward - Edenvale Service Center

1985-86: Shop Steward - San Rafael Office

1986-88: Shop Steward - Santa Rosa Regional Headquarters

1988-89: Shop Steward - Santa Rosa Service Center

1989 - Present: Shop Steward - Russian River Division

1979-85: Grievance Committee Chairman

1980: Secretary to Santa Clara County CLUW

COMMITTEES:

1979: Clerical Negotiation Subcommittee.

1975: Ad Hoc Negotiating Committee

1974: Ad Hoc Clerical Hours Negotiating Committee

1975-85: Grievance Committee - San Jose Division

1985-88: Labor/Management Committee (North Bay Region)

1988 - Present: Labor/Management Committee (Santa Rosa Division)

DELEGATE:

1979-85: Delegate to the Central Labor Council

1985 - Present: Delegate Central Labor Council, Sonoma County

1977, 1978, 1980, 1982, 1983: Delegate to Women in the Work Force Conference

1980, 1982-88: Delegate to Utility Conference

See NEXT PAGE

I.O. CONVENTION CANDIDATES LIST

1980: Delegate to Citizens for Adequate Energy
1980-88: Delegate to Legislative Conference, AFL-CIO
1980-82, 1984-91: Ninth District Progress Meeting
1982 and 1986: Delegate to the International Office Convention
1986 and 1988: Delegate to California State Federation of Labor AFL-CIO Pre-Primary COPE Convention
Delegate to California CLUW Annual Workshop Training
EDUCATION:
1973 - Present: Shop Steward Training
1991: Workshop Leader 1245 Womens Conference
Unit Officers' Training

NAME: SALIM TAMIMI

Initiated into the I.B.E.W. Local 1245 in March, 1971.
Classification: Business Representative.
Member of Unit #3716 - Vallejo.

OFFICES HELD:

1972-76: Shop Steward - North Bay.
1967-81: Shop Steward - East Bay.

COMMITTEES:

1981-86: Apprenticeship Committee
1990 - Present: Apprenticeship Committee
1981-87: MMRW (Steam) Committee
1984-85: Stampac - Pipeline Merger Committee
1985 - Pipeline and Steam 12 hour Committee
1989: PGT Wage Opener Committee
1990: PGT General Bargaining Committee
Geysers Commute Negotiating Committee.

DELEGATE:

Marin C.L.C.
Napa/Solano C.L.C.

NAME: LELAND "LEE" THOMAS

Initiated into the I.B.E.W. Local 1324 on May 29, 1950.
Classification: Retired Sub-Foreman
Member of Unit #4901 - Sacramento

OFFICES HELD:

1962-67: Local Union President
1974: Local Union President
1974 & 1986: Vice President of Local Union
1962: Member of the Executive Board - Southern Area
1953-55: Chairman of Unit #1511
1955-60: Vice Chairman of Unit #1511
Advisory Council Member
Shop Steward - San Jose Division

COMMITTEES:

1953-55: San Jose Joint Grievance Committee
Unit Safety Committee
Ways and Means Committee
1959: Local Union Job Protection Committee
1962: Overhead-Underground Committee
Local Union Safety Advisory Committee
Union Mastership Apprenticeship Committee
Outside Line Safety Committee
Executive Committee #4901

DELEGATE:

1966, 1970, 1974, 1978, 1982 and 1986: Delegate to IBEW International Constitutional Convention
1968: Delegate to California Conference on Underground Systems.
1968: Delegate to Governor's Traffic Safety Conference
1968: Delegate to Governor's Industrial Safety Conference.
1962, 1964, 1966 and 1968 Delegate to California Federation of Labor, AFL-CIO Convention
1963 and 1965: National AFL-CIO Convention
1963: Delegate International Labor Press Association Convention.
Attended all Local Union Conferences 1958-1974

NAME: KATHY TINDALL

Initiated into the I.B.E.W. Local 1245 in August, 1973.
Classification: Utility Materials Specialist
Member of Unit #3311 - Reno.

OFFICES HELD:

1976: Alternate Advisory Council Member
1976-77: Appointed Executive Board Member
1977-80: Local Union Recording Secretary
1980 - Present: Northern Area Executive Board Member
Was Chairman of Unit #3311 - Reno.
Was Shop Steward at Sierra Pacific Power Company
Served as Secretary of the Local Union Advisory Council.
Past Secretary of the Local Union Administrative Committee

Served as Chairman of the Union Label Committee Of Nevada AFL-CIO Convention.

1980-82, 1984-88: As Chairman of COPE Committee of Nevada State AFL-CIO
Elected three terms Secretary-Treasurer of the Northern Nevada Central Labor Council

COMMITTEES:

Past member of the Local Union Communications Committee.

Member of the Local Union Political Education Committee.

1974: Sierra Pacific Power Company Ballot Committee.
1975-76: Sierra Pacific Negotiating Committee
1989: Interim Negotiating Committee for Materials Services Department
1978: Planning Committee for Women in the Economy
1978-79: Union Label Committee (Chairman)

DELEGATE:

1980, 1981, 1982, 1984, 1988, 1989, 1990, and 1991: Delegate to the IBEW Regional Utility Conference.
1981: Delegate to California Federation Women in Work Force Conference.
1988: Delegate California State AFL-CIO COPE Endorsement Convention.

1977, 1988: Delegate to Calif. State Legislative Conference.
1977, 1980, 1983, 1984, 1985, 1986, 1988, 1989, 1990: Delegate to the Ninth District Progress Meetings.
1977, 1978, 1980, 1983 and 1984: Delegate to Women in the Work Force Conference.

1977 and 1980: Attended the Local Union Leadership Conference.

1988: Delegate to California Labor Federation Pre-Primary Election Convention

1986-88: Delegate to California State AFL-CIO Convention.
1978, 1982 and 1986: Delegate to the IBEW International Convention.

1977-82, 1984-88: Delegate to Nevada State AFL-CIO Convention.

1979: Delegate to COPE Convention

1980: Regional COPE Delegate.

1984: Delegate to the Western Regional Labor Summer Institute for Union Women

1985-1990: Delegate Coalition of Labor Union Women National Executive Board

1986 and 1988: Elected delegate to the National CLUW Convention

1980 and 1988: Represented Labor on the Reno Commission for the Status of Women

1983 and 1985: Delegate to the Northern Nevada Central Labor Council.

1989: Delegate Nevada State AFL-CIO Legislative Conference

1990: Delegate to 9th District Womens Conference

1990: Nevada State AFL-CIO Convention Delegate

1991: Delegate to Local 1245's Womens Conference

EDUCATION:

1985, 1986: Attended Rocky Mountain Labor School
1985: Instructor for Labor Workshop at the Truckee Meadows Community College Conference on Women, Work and Wages.

NAME: CARAZOM VALDEZ

Initiated into the I.B.E.W. Local 1245 on February 19, 1977.
Classification: Data Entry Operator
Member of Unit #2401 - San Francisco.

OFFICES HELD:

1990: Shop Steward

DELEGATE:

1991: Local Union Women Conference.

NAME: ROBERT P. VIEIRA

Initiated into I.B.E.W. Local Union 1245 in May, 1966.
Classification: Electric Troublemaker
Member of Unit #3311 - Reno, Nevada

OFFICES HELD:

1989 - Present: Advisory Council
1967-68: Unit Recorder #2314
1968-70: Unit Chairman #2314
1978-80: Unit Chairman #3314
1980-83: Unit Recorder #3314
1968-70: Shop Steward - East Bay Division
1970-73: Shop Steward - South Tahoe
1986 - Present: Shop Steward, Sierra Pacific Power Co.

COMMITTEES:

1976: City of Alameda Negotiating Committee
1986: Sierra Pacific Power Co.
1986: Ballot Committee (Local 1245)
1987, 1988 and 1991: Sierra Pacific Power Co. Ballot Committee.
1990: D.O.T. Drug Testing Negotiating Committee Sierra Pacific Power Co.
1989: Nevada AFL/CIO Judicial Committee
1990: Nevada AFL/CIO Union Label Committee

DELEGATE:

1989-90: Delegate Nevada AFL/CIO State Convention

EDUCATION:

1990: Attended Rocky Mountain School of Labor.
Shop Steward Conferences.

NAME: GENE VOIGHT

Initiated into the I.B.E.W. Local 1245 in March, 1973.

NAME: DEBRA A. WACKER

Initiated into the I.B.E.W. Local Union 1245 on April 13, 1987.

Member of Unit #4419 - Redding.

OFFICES HELD:

1988 - Present: Recording Secretary Unit #4419.

DELEGATE:

1991: Delegate to First Annual Conference of Union Womens Issues.

NAME: AL WADE

Initiated into the I.B.E.W. Local 1245 in December, 1984.

NAME: STEVE WARD

Initiated into the I.B.E.W. Local 1245 in October, 1971.

NAME: ARLISS L. WATSON

Initiated in the I.B.E.W. Local 1245 on December 1, 1969.
Classification: Line Sub-Foreman
Member of Unit #3712 - Santa Rosa.

OFFICES HELD:

1989: Chairman of Unit #3712 (Interim)

See NEXT PAGE

I.O. CONVENTION CANDIDATES LIST

1977 - Present: Shop Steward - North Bay Division

COMMITTEES:

1983 and 1987: Local Union Negotiating Committee (PG&E Contract)

1984 - Present: Member Local Union Review Committee

DELEGATE:

1978-79: Delegate to North Bay Central Labor Council

NAME: SANDRA WEEKS

Initiated into the I.B.E.W. Local 1245 in February, 1985.

Classification: Operating Clerk

Member of Unit #1501 - San Jose.

OFFICES HELD:

1989-91: Secretary/Treasurer/Recorder for the San Jose Clerical Unit.

1986 - Present: Shop Steward for Cupertino Clerical.

COMMITTEES:

1990: Negotiating Committee

1989: Judge on the Wage Ballot Committee

DELEGATE:

1987-91: Delegate to the San Benito/Santa Clara AFL-CIO Labor Council.

1989: Women in the Work Force Conferences.

1991: AFL-CIO Union Counselor Course.

NAME: ROBERT WEISMAN

Initiated into the I.B.E.W. Local 1245 in March, 1985.

NAME: GWEN WYNN

Initiated into the I.B.E.W. Local Union 1245 in February, 1974.

Classification: Accounting Clerk

Member of Unit #2401 - San Francisco.

OFFICES HELD:

1980 - Present: Shop Steward.

1983-1987: Advisory Council Member

Former Business Representative.

1983-87: Chairperson and Executive Committee Member of Unit 2401.

COMMITTEES:

1987-1990: San Francisco Labor Council.

EDUCATION:

1982-85: Attended and successfully completed training seminar sponsored by the Western Regional Summer Institute for Union Women.

NAME: PERRY ZIMMERMAN

Initiated into the I.B.E.W. Local Union 1245 on 1964.

Classification: Business Representative.

OFFICES HELD:

1977-1981: Shop Steward - Sacramento Division

1980-1981: Advisory Council Member

1980-1981: Unit Chairman - Sacramento Division

DELEGATE:

1986 International Convention.

Member of the Sacramento, Sonoma, Mendocino Lake, and Marin Labor Councils.



List of candidates eligible for election as delegates to the International Convention



- | | | |
|-------------------------|-------------------------|-------------------------|
| 1. Abney, Bob | 42. Gurke, Dean | 83. Moss, Calvin |
| 2. Anderson, Frank | 43. Haentjens, Mike | 84. Murray, Art |
| 3. Banyasz, Craig | 44. Harrington, Mickey | 85. Neal, Keith |
| 4. Bare, Ted | 45. Hernandez, Manuel | 86. Norman, Dwayne |
| 5. Bartlow, Duane | 46. Heyl, Tom | 87. O'Connor, Sylvia |
| 6. Bidinost, Richard | 47. Hogan, Lou | 88. Pedersen, Fred H. |
| 7. Bidou, Enid | 48. Jackson, Cliff | 89. Penry, Dan |
| 8. Blair, Bobby | 49. James, Al | 90. Peterson, Mary Jane |
| 9. Blakemore, Ron | 50. Jenkins, Ron | 91. Phillips, Millie |
| 10. Boitano, Brian | 51. Jensen, Mike | 92. Pierce, Larry |
| 11. Brichacek, Paula | 52. Johnson, Bob | 93. Ramos, Don |
| 12. Brill, Bill | 53. Johnstone, Jeff | 94. Richards, Mike |
| 13. Butkovich, Bill | 54. Jones, Rick S. | 95. Roberts, Shirley |
| 14. Caldwell, Bill | 55. Jones, Terry | 96. Robinson, Mike |
| 15. Carone, Dora | 56. Kenney, John | 97. Runnings, Roy |
| 16. Carpenter, Brian | 57. Kent, John D. | 98. Rupel, James |
| 17. Caruso, Edmund | 58. Killgore, Jay | 99. Russell, Jim |
| 18. Cassidy, James | 59. King, Gregg | 100. Rylee, Russ |
| 19. Chan, Ron | 60. Landrum, Madell | 101. Saunders, Litha |
| 20. Choate, Bob | 61. Layton, Larry | 102. Saxsenmeier, Frank |
| 21. Collins, Pat | 62. LeMasters, Gene | 103. Schlocker, Jeff |
| 22. Coyle, Grace | 63. Le May, Sidney | 104. Smallwood, Bernard |
| 23. Cronin, Mike | 64. Lehman, Jack | 105. Spencer, Annette |
| 24. Custer, Ed | 65. Locati, Frank | 106. Stout, Norman |
| 25. Davis, Leslie J. | 66. Lockwood, Dan | 107. Sturgis, Jeff |
| 26. Davis, Mike | 67. Lynch, Ivan | 108. Symons, Barbara |
| 27. Day, Grover | 68. Maclean, Al | 109. Tamimi, Sam |
| 28. Del Rio, Mike | 69. Mai, Gary | 110. Teaque, Frank |
| 29. Diaz, Richard | 70. Mallory, Ed | 111. Thomas, Leland Jr. |
| 30. Dito, Donna | 71. Marshall, Frank | 112. Tindall, Kathy |
| 31. Dudley, A.G. "Tube" | 72. Martin, Robert | 113. Valdez, Cora |
| 32. Dunkin, Richard | 73. Mazzanti, Debbie | 114. Vieira, Bob |
| 33. Eide, Patti | 74. Melin, Joe | 115. Voight, Gene |
| 34. Field, Ronald R. | 75. McCauley, Jim "Mac" | 116. Wacker, Debbie |
| 35. Findley, Jim | 76. Mercado, Olivia | 117. Wade, Al |
| 36. Fippen, Wayne | 77. Mims, Walter | 118. Ward, Steve |
| 37. Fortier, Dorothy | 78. Mitchell, Dennis | 119. Watson, Arliss |
| 38. Freels, Ron | 79. Montgomery, Steve | 120. Weeks, Sandra |
| 39. Gibbs, Bob | 80. Morante, Bob | 121. Weisman, Robert |
| 40. Gomez, Anna | 81. Morrison, Lisa | 122. Wynn, Gwen |
| 41. Goodson, John | 82. Morrison, Robin | 123. Zimmerman, Perry |

Pin award ceremony honors San Francisco-area members

Honored at the San Francisco/GO pin awards ceremony were:

35 years: R. W. Gernler, E. Merjano, R. W. Sims.

30 years: Richard Boyd, J. T. Bryant, R. L. Laval, Vincent Lombardo, R. K. Teijeiro.

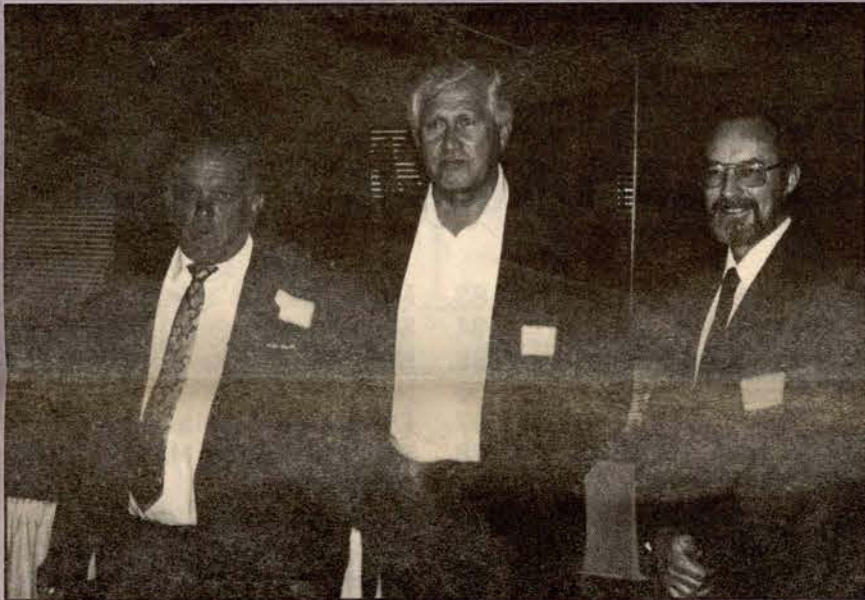
25 years: Lafa Bell, C. L. Jacobsen, George Kirsch.

20 years: John Alvarez, Dale Baptiste, George Barlesi, George Bizon, Im Soon Brunk, Kathleen Campana, Allen Carlson, David Chan, Victor Cipparrone, John Cornelius, Arnold Covarrubias, Terry Fang, Robert Fletcher, Reymundo Godoy, Delbert Hulse, Karen May Hunter, David Johnson, Dave Kevern, Yu Lap Kyou, Linda LeDuff, Julio Mejia, Sandy Nicholas, Jose Paez, Frank Perez, Perla Reyes, Romeo Reyes, Dave Sarmento, Jeffrey Smethurst, Debra Stevens, Anthony Sullivan, Martha Tam, Thomas Teeters, Pamela Thomas, Maria Valle, Raymond Villa.

Note: Some members attending the dinner may not be listed.



35 years



25 years



30 years



20 years