Al Anderson of the MIS task force, right, and President Ron Fields listen to a question from a delegate to the Clerical Conference held at the Leamingon Hotel in Oakland September 16th and 17th. Other delegates seen in the front row, left to right, are Eileen Helble, Dick Hyson, Mr. and Mrs. Louis Rodriguez; and second row, Sally Kelly and Joe Mayes. In addition to a briefing on the new MIS computer system, the Clerical members also discussed the new bidding procedure, job evaluation methods, and the complex roles and functions of Local 1245.

An overview of the new bidding procedure starts on Page 3.

Fallon, Nevada

The Truckee-Carson Irrigation District, which came under an NLRB ruling that certain of its employees could vote to certify Local 1245 last June, has agreed to a first contract with the Union.

One of the first sections of the new pact provides recognition of Local 1245 as exclusive bargaining representative of those employees involved in NLRB Case 20-RC-6872. This marks one of the first times the NLRB has taken jurisdiction over even part of an irrigation district.

Other sections provide for temporary upgrades, regular hours of work, regular headquarters, shift premiums, leaves of absence, incentive weather practice, overtime, seven guaranteed holidays, two weeks vacation after one year, safety, seniority, sick leave, a formal grievance procedure, meal expenses, and a series of wage increases which will close the gap between where Truckee-Carson ID is now and where Sierra Pacific will be by July of 1969.

For instance, the $1.50 an hour gap that now exists between a Sierra Pacific Lineman and a Truckee-Carson Lineman will be adjusted by 10 per cent, effective as of 9-1-67; 10%, 3-1-68; 25%, 7-1-68; and 30%, 7-1-69. Truckee-Carson will also apply any increases negotiated by Local 1245 on the Sierra Pacific property, whether they are percentage increases or across the board.

During the term of the two-year Agreement, the parties have also agreed to negotiate on: PRD for (continued on page seven)
Death last or Safety first—what's the difference?

Safety is so bland a slogan that if "Safety" had been the first word of this editorial you probably wouldn't even have read this far.

"Safety" is like "health"—you don't appreciate it until you've lost it, and then it may be too late.

We all have to die sometime. Why rush, and why, for heaven's sakes, at work?

"Death last" is a better thought to keep in mind—just behind your forehead. If some supervisor, or fellow worker, or even "brother" wants to precede you to the great beyond by short circuiting safety—let him.

Don't worry about your manhood because you insist on doing the job safely. Dead men don't possess much manhood.

You hear, "They've thrown safety out the window." Would you let them throw you out the window? There's an element of manhood in this question too.

And who the hell (since this is one of the possible results of working unsafely) is "they"? It's you and your safety we are talking about. "They" can't touch you unless you let them. Refusal to perform an unsafe act is not an act of insubordination. Has a boss ever refused you more men and equipment when you asked for them to do the job safely? (Tell us when he does.)

Furthermore, the employer has a statutory duty to provide you with a safe place of employment wherever you work, and you have the same legal responsibility to work safely. In fact, performing an unsafe act can be grounds for discipline and discharge—if you live.

So don't be conned by the soft tone of safety. The issue is your love of life. Make sure dying is the last thing you want to do.
1. Prebids filed by "a" and "b" bidders

The U. S. Post Office. It is addressed to the main Personnel Office in the Mail—Return receipt requested."

2. Send prebid by U. S. Mail to Division Personnel Office

3. Requesting return receipt protects prebid

This acknowledges receipt and filing of your prebid for:

This prebid will be effective unless your status under either Subsection 205.7(a) or 3.8(a) or (b) for Clerical Unit

4. Certified Mail receipt also gives a record

Caller also has kept his Receipt for Certified Mail, which has space for a postmark, for his record. This is one way of keeping track of all the job-and-headquarters combinations for which he has filed prebids, by indicating this information on the receipt.
5. Watch your home mail for acknowledgment

This acknowledges receipt and the filing of your prebid for:

**CLASSIFICATION**  LOCATION

Clerk B Daly City

If you are a successful bidder you will be contacted and given reporting instructions.

This prebid will be effective unless your status under either Subsection 206.7(a) or (b) for Physical Unit Classifications or Subsection 19.8(a) or (b) for Clerical Unit Classifications has changed or you previously withdrew your prebid by notification to the Division Personnel Department at the address indicated on the reverse side of this card, or you receive notification from the Company that your prebid will be cancelled.

Tests required are:

5. Here is Dwight's acknowledgment his prebid has been received by Division Personnel and is on file. It indicates the job-and-assembly involved, the fact a supervisor will contact you if you are the successful prebidder, and also gives information on how long your prebid will be kept on file. It will be kept on file as long as you remain an "a" or "b" bidder, and desire to be considered for that future vacancy, or your prebid has been cancelled for some reason (in which case Company will notify you). Most importantly, it will state any known reason you might be disqualified from the job if and when it becomes vacant.

6. Watch your bulletin board for job awards

62-4510 REV 9-67

PACIFIC GAS AND ELECTRIC COMPANY
RESULTS OF JOB VACANCY BIDS
SAN FRANCISCO DIVISION
DIVISION OR DEPARTMENT

<table>
<thead>
<tr>
<th>DIV. NO.</th>
<th>CLASSIFICATION</th>
<th>CLASS. CODE NO.</th>
<th>DEPARTMENT</th>
<th>JOB HEADQUARTERS</th>
<th>NAME OF SUCCESSFUL EMPLOYEE OR OTHER INFORMATION TO DISPOSITION OF JOB</th>
<th>APPlicable DATES</th>
<th>REFER TO CONTRACT SECTION</th>
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<tr>
<td>2: 301</td>
<td>Clerk B</td>
<td>2713</td>
<td>Cust.Srvcs. Daly City</td>
<td>Dwight CALLER</td>
<td>9/1/59 18.8(b)</td>
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<td>205.7(c)</td>
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6. This notice will be posted on the bulletin board in your Division, probably every week. It will list the jobs awarded under Section 18.8, as in Dwight Caller's case, as well as the results of Section 18.6 moves, and job awards in the Physical bargaining unit. Note that employment date

is the criterion used in the Clerical Agreement (assuming the ability to qualify) while Company and combined classification seniority are used in the Physical unit. In the case of the award of the Physical job, notice that "Don Halfacre" got the job on a postbid under "c." Employees realizing "a" rights outside their present Division will be notified by letter from the other Division.

8. File postbids using U.S. Mail within 10 days

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8. He fills out this postbid form, giving the information required, and mails it not more than ten days after the Employment Bulletin is posted. If he had been postbidding to another line of progression (to an Operating job in the service center rather than a Customer Service job posted). If he had been postbidding to another line of progression, then the vacancy exists who are:

- in the same classification as defined in Exhibit A, "Clerical Lines of Progression," as that in which the job vacancy exists,
- in classifications which are higher thereto, or
- at the top rate of pay of the next lower classification, except as otherwise provided in Subsection 18.15(b).

9. Postbid ready for mailing

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9. Dwight Caller, being the successful bidder on the Monterey job, is notified by letter from the Coast Valleys Personnel Department to his home. He indicates his acceptance of the position and returns the letter to Personnel in Salinas.
### PACIFIC GAS AND ELECTRIC COMPANY

**RESULTS OF JOB VACANCY BIDS**

**COAST VALLEYS DIVISION**

**October 25, 1967**

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#### RE: JOBS FILLED THROUGH PREBIDS SINCE OCTOBER 20, 1967

18: 117 Line Subforeman 0740 Electric San Luis Obispo W. J. Graves 10/21/52 7/25/55 205.7(b)

#### RE: JOBS FILLED THROUGH POSTBIDS - EMPLOYMENT BULLETIN DATED OCT. 1, 1967

18: 105 Clerk B 2714 Cust. Svces. Monterey Dwight Caller 9/1/59 18.8(c)

12. Caller is also sent a copy of the Coast Valleys Division job awards list which includes the job he bid. But all other postbidders from out-of-Division will also receive in the mail a copy of this listing so they can be sure the job was not awarded to someone with less time or lesser rights. If it has been, you should contact your Union Shop Steward or Business Representative.

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**Wayne Weaver, shown here earlier in the year in the southern part of his territory in San Joaquin Division, congratulates Harold Wells upon his retirement, and, in behalf of Business Manager Weakley, presents him with a pin and scroll commemorating 24 years' membership in the IBEW.**

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**Business Representative Wayne Weaver, third from the right, was invited by Pacific Gas Transmission Company to attend its Safety luncheon in Spokane where million man-hour plaques were awarded to: Arthur H. Wright, Redmond District (left); Gary E. Ferrell, Klamath Falls District; Robert J. Blank, Rosalia District; Safety Supervisor Leighton K. Schumaker; (Weaver, who services pipe lines for Local 1245 from Needles, California to Sandpoint, Idaho; Basil C. Drake, Sandpoint District; and A. Walter Nelson, Wallula District. The National Safety Council award covered the period from PGT's start of operations in December, 1961 to Christmas Eve, 1966. (Photo by Roger C. Thompson)**

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**Welcome!**

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**Members**

- GENERAL OFFICE
  - Jacqueline R. Bennett
  - Marcia E. Gendaro
  - Willa G. Magee
  - Antoinette A. Masi
  - Dorothy R. Tripp
  - Sharon A. Windfeldt

- STOCKTON
  - Art R. Gregory
  - Louis P. Lillis

- SHASTA
  - Alfred W. Lung

- SIERRA PACIFIC POWER
  - Rodney A. Anderson
  - Robert A. Bousey
  - Jon A. Dupratt
  - Kenneth Hawkins
  - Donald R. Key
  - Bert L. Lappin
  - Michael W. Sheehan
  - David H. Spaulding
  - Philip W. Whinery

- DE SABLA
  - Robert W. Bassett

- DRUM
  - Donald J. Banderas
  - Richard S. Greene

- COLGATE
  - Richard A. Kittle
  - O.W.I.D.
  - Edwin Johnson

- NORTH BAY
  - Rupert S. Brady
  - Gary Cronhardt
  - Raymond H. DeGroot
  - Joseph Caballero
  - Jon Fewell
  - Richard L. Hug
  - Earl W. Jackson
  - Richard E. Kohler
  - Charles L. Martindale
  - John E. Martindale
  - Richard L. Hug
  - André P. Savas
  - Richard Simoni
  - James O. Smith
  - Robert A. Souza
  - T. A. Stark
  - Lawrence Welch
  - Richard E. Williams
  - Eugene P. Zupon

- SACRAMENTO
  - Lowel Metz
  - Robert Solorio
  - Edman A. White

(continued on page seven)
Sacramento Stewards’ sunny summer Saturday

A shot of the Sacramento-Drum Shop Stewards Meeting held on a hot summer Saturday in the capital.
The "face" of Flathead Ridge where the Alberta-California gas pipeline drops 3,500' within two and one-half miles of Crowsnest District in British Columbia. The photo, taken by Roger C. Thompson while flying east in the pipeline patrol plane, is of an area which abounds in moose and elk.

The urge to "go west" has thrilled in the hearts of many Americans in the last century or so. Taking its place among such far-west travelers as Daniel Boone, Davy Crockett, Lewis and Clark, etc. is a pen-raised Illinois mallard drake that had a rendezvous with fate in the Pacific Northwest.

No doubt bored with its wire-screened abode and staid pellet-fare, it literally flew the coop, crossed the continent and, alas, wound up on the Sunday dinner table of Bob Queirolo of Portland. He downed the long-range flyer while hunting in the sloughs near Scappoose, a well-traversed area for Oregon and southwest Washington scattergunners.

This cross-country flight is quite outstanding, since only a few such journeys are recorded each year. Most of the notable long-range duck flights take place in respective flyways—north-south junkets. Precious few make the east-west flight.

Searching through the files, I find that a Pennsylvania-released duck holds the mark for the longest westward flight—said duck finally making it cross-country only to be shot down in the State of Washington. This bird; however, was of wild stock, whereas the Illinois mallard previously mentioned was a tame bird—more than two generations removed from the wild. It was banded in June at Nilo farms, an experimental shooting preserve near Alton, Illinois. It was but one of several thousand birds that was trained to fly over a specified route to ponds for pass-shooting purposes.

Perhaps this luckless winger foresaw its eventual fate at Nilo and made up its mind to escape from the blazing shotguns. Yes, the wayward bird got it in the end but not until it had managed to see a lot of country. Had it lived and returned to Nilo, what a tale it could have quacked.

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