



utility reporter

VOL. XVI, No. 1 OAKLAND, CALIFORNIA MAY, 1968
Official Publication of I.B.E.W. Local Union 1245, AFL-CIO, 1918 Grove St., Oakland, Calif. 94612

Sierra Pacific Ballots sent

Reno

Sierra Pacific members are currently voting on a tentative settlement which includes the following provisions:

- A 5 per cent general wage increase for all classifications.
- Wage inequity adjustments to a number of classifications.
- Shift premiums increased from 10 to 12 cents an hour on shifts beginning between noon and 8:00 p.m., and from 15 to 18 cents on shifts beginning between 8:00 p.m. and 4:00 a.m.
- 3 weeks' vacation due one year earlier, and 4 weeks' one year earlier than before.
- Unlimited accumulation of sick leave at the rate of one day for each month worked prior to 5-1-68.
- Tool replacement in all departments.
- Wage negotiations in each year of a three year term.
- Revised lines of progression and job classifications.
- Increase in the basic hospital room allowance from \$20 to \$35 per day under the group hospitalization plan, from \$30 to \$45 per day under the major medical plan, and from \$300 to \$600 for special services.
- Company payment of increased hospital-medical premiums: \$1.83 in behalf of each employee immediately, payment of an additional \$1.35 per month in behalf of each employee effective 5-1-69, and an additional \$1.34 paid by Company effective 5-1-70.

Please send any corrections of name, address or zip code to 1918 Grove Street, Oakland, Calif. 94612

(Name)

(Street Address)

(City)

(State and Zip Code)

Vote in your Union's Election

Ballots in this year's Local Union Election of Officers will be mailed to the membership on May 29, 1968. Background material regarding candidates starts on page three.

Your ballot will soon arrive under separate cover. Be sure to vote. In voting, carefully read and follow instructions printed on your ballot.

Ballots must be returned prior to 10:00 A.M. on June 17, 1968 in order to be counted. Remember—your vote will indicate your choice of leadership for Local Union 1245 for the next three years.



James Lorenz, right, of the California Rural Legal Assistance League warns of the politics of dissensus during a panel discussion at the California Labor Press Association's annual convention held in San Francisco May 17-19. Other panelists seen in this photo are Bill Gaines of Operating Engineers Local 3, center, and Paul Katz of the Office of Economic Opportunity. Don Sanburn of the Teamsters Opportunity Program and John Strelo of the Western Conference completed the panel which related some of Labor's efforts in the war on poverty.

YOUR Business Manager's COLUMN

Top priorities

By Ronald T. Weakley

This issue of the Utility Reporter marks the beginning of the sixteenth year of its publication. It has served our Union well as a communication medium. Our Editorial Board wishes to thank the membership for the many years of support given to our publication. We shall continue to strive toward making the Utility Reporter more readable, more attractive, and more informative, as Local 1245's official publication.

My office is involved in a number of important activities this month. The PG&E Wage Reopener negotiations take top priority. These negotiations are well underway and at press time, the parties are moving toward an area which finds the differences regarding wage increase amounts narrowed from initial positions.

(Continued on page two)

PG&E wage talks continue

San Francisco

Three bargaining sessions with PG&E management have taken place here and another is scheduled for May 21st as we go to press.

The first meeting, held April

30th in anticipation the Consumer Price Index rise would reopen (and keep open) the wage clauses, dealt with the general scope of bargaining, the effective date of wage increases, methods of application, and the schedule for further meetings.

Meetings on May 7th and 10th established:

• Wages printed in the contract now to be effective July 1, 1968 would go into effect then. Higher wage increases negotiated and ratified by that time would also be effective on that date.

• Every effort will be made to conclude negotiations in time so that any higher increase would be effective July 1st. However, Company stated that if negotiations are not concluded by then, any extra increases would only be applied as of the date the settlement is ratified. Union's Committee replied that retroactivity, as always, is a bargainable issue between the parties.

• Any offer by Company would be firm if the C.P.I. for April is 119.5 or above, and the membership accepted the tentative agreement. The April Consumer Price Index would normally be available before June 1st.

At these meetings, the parties exchanged proposals. It was clear from the difference between the proposals that further bargaining would be required and the committees recessed talks for further study and analysis before the scheduled meeting on the 21st.

"El Speedo" va pronto

By Roy Murray

Auburn

Journeyman Lineman weekdays—dirt track driver and speedway clown weekends: that's Kent Tyler, shown here at the Auburn Raceway's opening day, April 21st.

A racing car mechanic in his spare time, Kent has rebuilt a '38 frame Ford flat head, modified it to limited division specifications, and, as member of the Central State Racing Association, drove it in 16 races during the last two years.

But he is not only respected as a skillful and daring driver; he is also a popular favorite as "El Speedo" the speedway clown, performing comic antics and passing out gifts and balloons to the kids during intermissions.

Opening Sunday at Auburn, Kent donated his receipts to the Placer Union High School Stadium Fund, not uncharac-



teristic for a Shop Steward who formerly worked for G.C. and now works out of dispatch on various outside line projects.

Top priorities: bargaining, election

By **RONALD T. WEAKLEY**

(continued from page one)

Our Local Union Conference of May 25 and 26 will bring together a large number of participants off the job who will hear up-to-date reports on negotiations concerning PG&E and a number of other negotiations with other employers with whom we are presently engaged in collective bargaining.

We expect to have a thorough discussion of the issues involved and to gain a good cross-section of opinion to help guide our Union's leadership toward producing results which will gain majority support in terms of contract settlements this year.

Another priority item involves our building purchase program. We believe we are close to wrapping up a deal which will provide a new Union headquarters in Walnut Creek.

The location is excellent in terms of present and future transportation facilities. The land involved is rapidly growing in value and the building on it is modern and adaptable to our present and future needs.

Income from lease tenants will help defray operating costs and the total purchase price is very attractive.

Our financial negotiating team is composed of our attorney, Stan Neyhart; President Ron Fields; L. L. Mitchell; and me. We have arranged excellent financing and hope to close the deal shortly.

Some remodeling will be necessary to meet our operational requirements but unless an unforeseen hitch develops, we hope to move into our new quarters early this summer.

Another on-going program involves shifting some of our office procedures from manual to elec-

tronic data processing and we are about ready to complete that shift.

The office work involved in conducting our Local Union elections is also keeping us busy these days, along with the usual activities involving day-to-day service tasks in behalf of our 12,000 members who provide the means to keep our Local Union progressive.

Member Councilman

Hollister

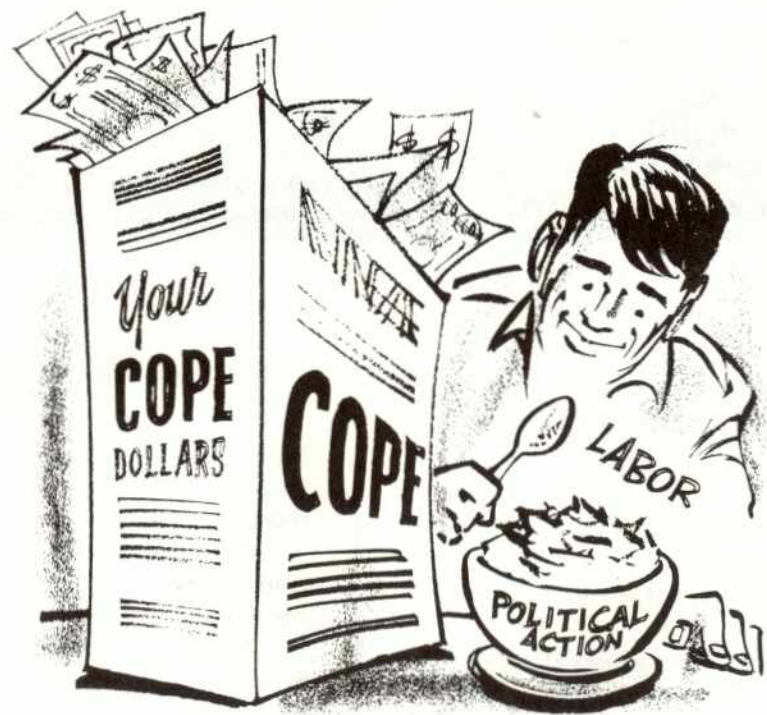
James Kludt, a Clerk A in the Customer Service Department here, was elected to the Hollister City Council, April 9th.

Kludt, who started as a storekeeper's helper for the old Coast Counties company in Watsonville and has been a Groundman, Apprentice Lineman, Foreman's Clerk and Clerk A in PG&E's Electric Department, will be serving his first term as city councilman. Running with him in the race was another Local 1245 member, Mel Silveira.

Kludt, a native of Lodi moved to the San Juan Bautista-Hollister area as a child and has spent most of his adult life here. He has lived at 320 Line Street with his wife, Lu, for the last seventeen years. They have three children, Krissie, Jacqueline, and Mickey—and two grandchildren, Donna and Nancy.

In addition to his responsibility in the Hollister business office, Jim is also on the San Benito County Grand Jury. His other community activities include scouting, little league, 4H, and Elks, and the Hollister High booster club. He is a member of the county's recreation commission, and the Citizen's Advisory Committee on Schools. Kludt is also a Steward for Local 1245.

"These Calories Count!"



The politics of dissensus

Editorial

1968 may well be the year the coalition which elects Democratic Administrations was split, not by the healthy competition found within the party in the primaries, but by the opposition party's skillful manipulation of one segment of the coalition against another.

This was the essence of the warning expressed by James Lorenz, Director of the California Rural Legal Assistance League, before a group of labor editors last weekend.

Speaking as a member of a panel which described the success of such labor sponsored anti-poverty programs as TOP and the Operating Engineers Local 3, he exposed the implicit assumption that we have a fixed pie to cut up for jobs. That leads us into arguments about who gets how big a slice, he said. With automation, as Ron Weakley mentioned, there may be no pie at all.

Pitting one sub-group against another so the dominating group can pursue its own aims unchallenged is a technique seen many times—Gas Department against Electric, member against non-member, rural against urban worker, UWUA-CIO against IBEW-AFL.

Lorenz indicated it was not out of the kindness of the Governor's heart or the experience of meeting with a number of civil rights leaders that Reagan had not moved against the Rumford Act. The new federal fair housing act, if properly enforced will have its greatest impact on the working class homes immediately surrounding the ghetto. In driving a wedge between these groups, whose economic interests are so similar, the opposition hopes to gain victory this November. That is what Lorenz referred to as the politics of "dissensus" not "consensus."

Fair housing laws operate in two major situations. The first, where a Negro doctor or lawyer is financially able to buy a house more in keeping with his professional status, is not usually a problem when the upper middle class people who are to be his new neighbors have a tradition of tolerance and sophistication in racial matters.


The second is a much more difficult situation—one which some of the opposition hopes to take advantage of. It is the situation where the working class Black tries to leave the ghetto and move into an area inhabited by whites with middle class incomes but not necessarily the more sophisticated values that hopefully go with them.

But this impact need not be explosive. It need not be the vulnerable point at which the forces who oppose progress for all individuals could successfully drive their wedge.

There is a famous saying, "Ye shall know the truth, and the truth shall make you free." We all have a little prejudice in us; we should admit that and work on it. That does not mean we are racists.


So much of our system is based on the assumption that we are all well adjusted individuals. Unfortunately, most of us are not. We would rather tear someone down to our level than build ourselves up to theirs. Or, we would rather keep the thumb on someone below us than keep ahead by becoming bigger people ourselves.

Often, we are fearful that other individuals threaten our progress because secretly we feel we, as individuals, have failed, ourselves. Actually it may be the system that has failed us all, and that system will not be reformed if politicians of "dissensus" are successful in playing upon our fears and guilt feelings.



the utility reporter

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Business Manager- Financial Secretary

RONALD T. WEAKLEY:

Initiated by Local Union 1324 on November 1, 1948. Is the present Business Manager-Financial Secretary of Local Union 1245, having been elected to office in 1952, 1954, 1956, 1958, 1960, 1962 and 1965. Served as Business Representative prior to becoming Business Manager-Financial Secretary. Was employed as a Watch Engineer at Avon Power Plant at the Pacific Gas and Electric Company and served as Shop Steward 1948-1951.

Has served as delegate to: International I.B.E.W. Conventions in 1950, 1954, 1958, 1962 and 1966; International Labor Press Conventions, 1954 through 1967; California Labor Federation Conventions, 1954 through 1967; California State Association of Electrical Workers, 1952 through 1959 and 1964 to 1968 (served as Executive Board member and chairman of State Education Committee and in 1968 as President); Southern California, Central Valley and Northern California Joint Executive Conferences of the I.B.E.W. (served as Vice President and as President of the Northern Conference).

Delegate to: Nevada State AFL-CIO Conventions, 1956 through 1956 and in 1963, 1964, 1965 and 1967; Nevada State Association of Electrical Workers; California Governor's Industrial Safety Conference (presently Northern California Co-Chairman, Transportation, Communication, Utilities Section); U. S. President's Traffic Safety Conferences; Western Regional COPE Conferences, California State COPE Conferences; National Manpower Council; Western Regional IBEW Utility Conferences; Western Regional Labor-Management Utility Conferences; IBEW 9th District Progress Meetings, 1952 through 1967; University of California and University of Illinois Labor Seminars; Delegate to International Light and Power Workers Conferences in Buenos Aires—1963, and Mexico City in 1964; Attended AFL Convention, 1954 and all Conventions of the AFL-CIO, 1955 through 1967. Is presently a delegate to the Contra Costa County Central Labor Council.

Speaker on behalf of Local 1245 at Stanford, the University of San Francisco, and the University of California. Represented Local 1245 as member of the Advisory Council of the Nine County Bay Area on the Manpower Development and Training Act; is Secretary of the San Francisco Chapter of the Industrial Relations Research Association. Served as Labor Member of the Governor's Advisory Coun-

BUSINESS MANAGER- FINANCIAL SECRETARY

cil on Atomic Energy Development and Radiation Protection, 1959-1964, and as Member, State Advisory Council, Department of Employment, 1965-1966.

Represents Local 1245 as Member, Board of Directors, United Bay Area Crusade; Member, Board of Directors, San Francisco Bay Area Council, and Member, Development Council, Children's Hospital Medical Center of Northern California; Member, Steering Committee, International Gas Workers Conference.

Has been in charge of all negotiations on behalf of Local 1245's membership since 1952, relating to wages, working conditions and benefit plans.

President

ROLAND W. FIELDS

Initiated by Local 1245 on January 1, 1956. Employed by the Pacific Gas and Electric Company as a Line Subforeman at Half Moon Bay, San Jose Division. Currently President of Local Union 1245, having served since July 1, 1967. Served as Vice Chairman of Unit 2411, San Francisco, and was a Shop Steward in San Francisco Division from 1958 to 1962. Has been a Shop Steward in San Jose Division since 1962 to the present time.

Member of Pacific Gas and Electric Company Wage Negotiating Committee, 1961; served on Pacific Gas and Electric Wage and Contract Negotiating Committee, 1962 and 1963; Chairman of that Committee in 1966. Has been a member of the Pacific Gas and Electric Company Review Committee from 1963 to the present time. Member of Union's Safety Committee—1967 to present.

Attended Local Union Conferences in 1960, 1962 and 1965. Has been a delegate to IBEW 9th District Progress Meetings, 1966 and 1967; AFL-CIO Convention, 1967; International Labor Press Association, 1967; California State Association of Electrical Workers, 1967, 1968; Joint Executive Conference of Northern California Electrical Workers, 1967, 1968; IBEW Western Regional Utility Conference, 1968; and Governor's Industrial Safety Conference, 1968.

Vice President

GERALD F. DUFFY

Initiated by Local Union 1245 on May 1, 1963. Employed by the Pacific Gas and Electric Company as a Serviceman in Oakland. Member of Unit 2311. Served as Chairman of Unit 2311—1965 through 1967. Has been a Shop Steward

VICE PRESIDENT



GERALD F. DUFFY

since May 1964. Formerly served as Local Union Trustee. Member of East Bay Division Joint Grievance Committee and the Local Union Election Committee.



LELAND THOMAS JR.

Initiated by Local Union 1324 on May 29, 1950. Employed by the Pacific Gas and Electric Company as a Line Subforeman in San Jose. Member of Unit 1511. Served as Local Union President 1962-1967. Executive Board Member, Southern Area, 1962. Chairman of Unit 1511, 1958-1962. Vice Chairman of Unit 1511 at the present time. Has been a Shop Steward in the San Jose Division since 1950. Member of the San Jose Division Joint Grievance Committee, 1953-1955. Local Union Job Protection Committee, 1959. Overhead-Underground Committee, 1962. Presently member of the Local Union Safety Advisory Committee and Chairman of Local Union Safety Committee. Member of the California State Electrical Association Apprenticeship Committee, and a member of Local Union Master Apprenticeship Committee. Delegate to California Conference on Underground Systems, 1968; Governor's Traffic Safety Conference, 1968; Governor's Industrial Safety Conference, 1968; California Federation of Labor, AFL-CIO, Conventions—1962, 1964, 1966; National AFL-CIO Conventions, 1963, 1965; International Labor Press Association Convention, 1963; International IBEW Convention, St. Louis, Missouri, 1966.

Expert witness on behalf of Local 1245, California Public Utilities Commission, on overhead line vertical construction.

LELAND THOMAS, JR.:

Attended California AFL-CIO Summer School at University of California, Berkeley, 1967. Completed 150 hours management education program. Appeared as guest speaker on behalf of Local 1245 at Stanford University, 1963, 1964.

Attended all Local Union conferences since 1958, and numerous Shop Steward Conferences through the Local Union's jurisdiction.

Resigned as Local Union President in July, 1967, to accept position as Business Representative in the area of training and safety. Served in that capacity until January, 1968.

Recording Secretary



ALBERT G. CALLAHAN

ALBERT G. CALLAHAN:

Initiated by Local Union 1245 on December 1, 1946. Employed by the Pacific Gas and Electric Company as a Senior Storekeeper at Selma. Member of Unit 1115.

Served as Advisory Council Member, San Joaquin Division, 1962; Executive Board Member, Southern Area, 1963-1966. Served as Member of Executive Committee, Unit 1117, 1960-1962; Unit Recorder of that Unit, 1965-1967. Has been a Shop Steward in San Joaquin Division since 1948.

Delegate to the California Federation of Labor, AFL-CIO, Conventions, 1964-1966; California State Electrical Workers Association, 1964, 1965 and 1966; IBEW 9th District Progress Meetings, 1963 and 1965.

ANDREW A. CLAYTON:

Initiated by Local Union 1245 on January 1, 1958. Employed by Standard Pacific Gas Line Inc. as a Line Mechanic in Concord. Member of Unit 2316. Currently Local Union Recording Secretary. Has served as Local Union Trustee, 1962-1963; Local Union Treasurer, 1963; Executive Board, Central Area, 1963-1964; Advisory Council Member, Standard Pacific Gas Line Inc., 1958-59. Served as Chairman of Unit 2011. Member of Local Union Bylaws Subcommittee, 1958; Gas Department Ad-

RECORDING SECRETARY

visory Negotiating Committee, 1961; Standard Pacific Gas Line Inc. Negotiating Committee, 1958-1966; Chairman of Standard Pacific Gas Line Inc. Joint Grievance Committee, 1958-1966. Currently delegate to Contra Costa Central Labor Council.

Has been a delegate to the California Federation of Labor, AFL-CIO Conventions in 1964 and 1966; 9th District Progress Meetings, 1963-1966; California State Association of Electrical Workers Conferences—1964, 1966, 1969. Delegate to the IBEW Utility Conference in 1968. Attended Local Union Conferences in 1958, 1959, 1960 and 1962 as a delegate.

Treasurer

C. P. HENNEBERRY:

Initiated by Local Union 1245 on May 1, 1952. Employed by the Pacific Gas & Electric Company as an Electrician in Oakland. Member of Unit 2311. Currently Local Union Treasurer and has served as Local Union Trustee. Formerly Chairman of Unit 2311, and has been a Shop Steward since 1955. Attended San Francisco COPE Conference, 1968, and Shop Steward meetings in 1968.



JOHN ZAPIAN

JOHN ZAPIAN:

Initiated by Local Union 1245 on June 1, 1956. Employed by the Pacific Gas and Electric Company as a Field Clerk in San Francisco. Member of Unit 2412; Chairman of Unit 2412—1959-1963, and Vice Chairman—1963 to the present time. Shop Steward since 1959.

Member of Pacific Gas and Electric Company Negotiating Committee—1962, 1963, 1964, 1966 and 1968; Gas Department Advisory Committee on Job Protection—1960. Attended Local Union Conference, 1959, 1960 and 1962. Delegate to the IBEW International Convention in 1962 and 1966. Attended Labor-Management School, University of San Francisco, 1960 and 1968. Currently delegate to San Francisco Labor Council and member of San Francisco COPE.

Executive Board Member, Southern Area

BILL ALLEN:

Initiated by Local Union 1245 on September 1, 1963.



ARTHUR BARSON

ARTHUR BARSON:

Initiated by Local Union 1245 on November 1, 1954. Employed by the Pacific Gas and Electric Company as a Line Subforeman in Santa Cruz. Member of Unit 1513. Served as Advisory Council Member, San Jose Division and City of Santa Clara—1963-1965. Chairman of Unit 1513, 1959-1961. Shop Steward in the San Jose Division since 1956 to the present time. Member of Safety Advisory Committee and the Local Union Safety Committee. Currently member of San Jose Division Joint Grievance Committee since 1957. Delegate to the Governor's Safety Conference in 1966 and 1967. Attended two Local Union Conferences.

HERBERT E. DICKENSON:

Initiated by Local Union 1245 on October 1, 1954.

FARRIS OWEN WATKINS:

Initiated by Local Union 1245 on July 26, 1948. Employed by the Pacific Gas and Electric Company as a Troublemaker in Arroyo Grande. Member of Unit 1215. Served as Vice Chairman and Unit Recorder of Unit 1215 and as a Shop Steward in Coast Valleys Division. Member of Coast Valleys Division Joint Grievance Committee for ten years, and has attended a number of Local Union conferences.

Executive Board Member, Central Area

WALTER LeROY ALGEO:

Initiated by Local Union 1245 on August 1, 1948.

JAMES M. LYDON:

Initiated by Local Union 1245 on April 1, 1956. Employed by the Pacific Gas and Electric Company as a Light Crew Foreman in Oakland. Member of Unit 2311. Currently Executive Board Member, Central Area, having served in that capacity since November, 1964. Treasurer of Local Union 1245, 1963-64; and Advisory Coun-

EXECUTIVE BOARD MEMBER, CENTRAL AREA

cil Member, East Bay and Central Stores Division, 1962-1963. Served as Local Union Trustee. Chairman of Unit 2311, 1961-1963; Vice Chairman, 1963-1965. Served as Shop Steward in the East Bay Division since July, 1960.

Member of Gas Department Advisory Negotiating Committee, 1961-1962. East Bay Division Joint Grievance Committee, 1962; also served as Chairman of that Committee.

Delegate to University of California Seminar, "Labor and Free Society," 1963; Nevada State Association of Electrical Workers, 1964; California Labor Federation Convention, 1964, 1966; California State Association of Electrical Workers, 1964, 1966, 1967, 1968; COPE Pre-General Election Convention, 1964; Governor's Safety Conference, 1965, 1968; I.B.E.W. 9th District Progress Meetings, 1963 and 1965; Veterans' Hospital Christmas Committee, 1966, 1968; Joint Executive Conference of Northern California Electrical Workers, 1966, 1968; I.B.E.W. Convention, 1966; AFL-CIO Legislative Conference, 1967; Conference on Undergrounding of Utilities, 1967; State COPE Endorsing Convention, 1968.

Appointed delegate to Alameda Central Labor Council—1964 to present time; member of Investigating Committee, Alameda Central Labor Council, 1965 to present time. Attended Shop Steward Area Conference, 1961. Attended University of San Francisco Labor-Management School, 1964-1965. Member and present Chairman of Local 1245 Ways & Means Committee.

Executive Board Member, Northern Area

MARK G. BURNS, JR.:

Initiated by Local Union 1245 on July 1, 1955. Employed by the Pacific Gas and Electric Company as an Electrical Machinist in Storie. Member of Unit 3413. Advisory Council Member, De Sabla Division, 1965 to the present time. Served as Vice Chairman of Unit 3413, 1961-1963; Unit Recorder, 1963-1965; and Chairman, 1967 to the present time. Shop Steward in the De Sabla Division since 1958. Currently member of the De Sabla Division Joint Grievance Committee. Member of Electric Subcommittee, 1966 Pacific Gas and Electric Company Wage and Contract Negotiations.

JAMES H. FOUNTAIN:

Initiated by Local Union 1245 on January 1, 1955. Employed by the Pacific Gas and Electric Company as an "A" Clerk in San Rafael. Member of Unit 3711.

EXECUTIVE BOARD MEMBER NORTHERN AREA



JAMES H. FOUNTAIN

Currently Executive Board Member-Northern Area, and served as Advisory Council Member, North Bay Division in 1963-1964. Serves as Unit Recorder of Unit 3714 and is a Shop Steward. Member of Pacific Gas and Electric Company Wage and Contract Negotiating Committee, 1959-1963; member of North Bay Division Joint Grievance Committee, 1961-1964; member of Clerical Lines of Progression Advisory Committee, 1961-1962; and a member of the Pacific Gas and Electric Company Clerical Programming Committee.

Attended Local Union Conferences in 1959, 1960 and 1962, and the Shop Steward Conference in 1961. Represented Local Union 1245 as a delegate to the California State Association of Electrical Workers' Convention in 1964; California Labor Federation Convention in 1964 and 1966; and the Western Regional Utility Conference in 1965; as well as the Joint Executive Conference of Northern California Electrical Workers.

Executive Board Member-At-Large

ANTHONY J. BOKER:

Initiated by Local Union 1245 on September 1, 1950. Employed by the Pacific Gas and Electric Company, General Construction Department, as a Tractor Operator A in Mt. View. Member of Unit 1514. Currently Executive Board Member At-Large, having served in that capacity since 1963.

Member of Pacific Gas and Electric Company Negotiating Committee, 1959-1963. Served as member of Local Union Safety Committee and Ways and Means Committee.

Delegate to the California Labor Federation Convention, 1964-1966; Governor's Industrial Safety Conference, 1965, 1968; Governor's Traffic Safety Conference, 1967; California Safety Congress, 1968; California Consumers' Conference, 1963, 1967, 1968; Delegate to the Joint Executive Conference of Northern California Electrical Workers, 1963, 1967, 1968.

**EXECUTIVE BOARD MEMBER
AT-LARGE**

WILLIAM E. GOINS:

Initiated by Local Union 387 on May 11, 1959; traveling card deposited in Local Union 1245 on July 31, 1965.



MICHAEL D. HARRINGTON

MICHAEL D. HARRINGTON:

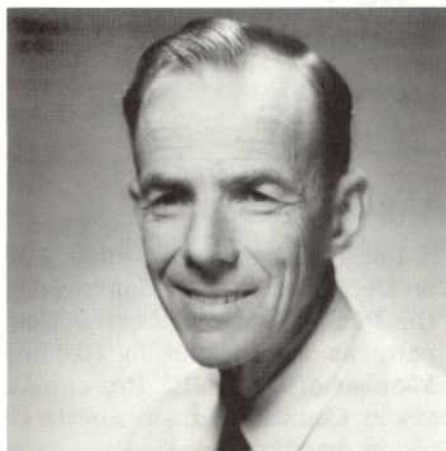
Initiated by Local Union 1245 on March 1, 1960. Employed by the Pacific Gas and Electric Company, General Construction Department, as a Trencher Operator in Woodland. Has been a Shop Steward since March, 1963. Has served as a member of the General Construction Joint Grievance Committee since July, 1966. Served on the Local Union Election Committee in 1966.

*Advisory
Council Member
San Joaquin
Division*

THOMAS H. BRASHEAR:

Initiated by Local Union 1245 on June 1, 1963. Employed by the Pacific Gas and Electric Company as a Gas Serviceman in Taft. Member of Unit 1114. Unit Recorder of that Unit 1964-1967; member of Executive Committee, 1967 to the present time. Shop Steward in the San Joaquin Division since 1966.

Attended the Advisory Council meeting December, 1965, as a guest.



RUSSELL FOXE

RUSSELL FOXE:

Initiated by Local Union 1245 on June 1, 1946. Employed by the Pacific Gas and Electric Company as a Service Operator in Bakersfield. Member of Unit 1112. Currently Executive Committee mem-

**ADVISORY COUNCIL MEMBER
SAN JOAQUIN DIVISION**

ber of that Unit. Served on the San Joaquin Division Joint Grievance Committee since 1967. Shop Steward 1950-1952; and from 1967 to the present time.

RUSSELL MESSICK:

Initiated by Local Union 1245 on March 1, 1962.

JOHN K. McNALLY:

Initiated by Local Union 1245 on October 1, 1960. Employed by the Pacific Gas and Electric Company as a Line Subforeman in Fresno. Member of Unit 1111. Currently Advisory Council Member for San Joaquin Division, having served in that capacity since October, 1965. Vice Chairman of Unit 1123, 1963-1965. Shop Steward since 1963. Served on Local Union Job Protection Committee, 1965. Was a delegate to the Merced-Mariposa Central Labor Council.

DONALD WARNOCK:

Initiated by Local Union 1245 on June 1, 1955. Employed by the Pacific Gas and Electric Company as a Troublemaker in Coalinga. Member of Unit 1121. Chairman of that Unit, 1965-1966. Shop Steward since 1960.

*Advisory
Council Member
Coast Valleys
Division*

EDDIE D. HAYNES:

Initiated by Local Union 1245 on March 1, 1962.



ROYCE R. HERRIER

ROYCE R. HERRIER:

Initiated by Local Union 1245 on October 1, 1949. Employed by the Pacific Gas and Electric Company as a Fitter in Salinas. Member of Unit 1211. Currently Advisory Council Member, Coast Valleys Division, having served in that capacity since 1965. Unit Recorder of Unit 1211, 1953-1957; and 1958 to the present time. Shop Steward in Coast Valleys Division since 1953. Member of Coast Valleys Division Joint Grievance Committee since 1955; presently Chairman. Served on Gas Subcommittee of the Pacific Gas and Electric

**ADVISORY COUNCIL MEMBER
COAST VALLEYS DIVISION**

Company Wage and Contract Negotiating Committee, 1966. Attended Local Union Conferences 1958 and 1962.



ALEXANDER J. ROUCH

ALEXANDER J. ROUCH:

Initiated by Local Union 1245 on May 1, 1962. Employed by the Pacific Gas and Electric Company as a Lineman in Monterey. Member of Unit 1212; currently Unit Recorder. Served as member of Unit 1212 Retirement Proposal Committee. Appointed as Shop Steward, May 1968.

*Advisory
Council Member
Pipe Line
Operations*

JOHN M. BURNETT:

Initiated by Local Union 1245 on July 1, 1957. Employed by the Pacific Gas and Electric Company as a Plant Mechanic in Hinkley. Member of Unit 1311. Served as Chairman of that Unit since 1965.



ROBERT N. ROSE

ROBERT N. ROSE:

Initiated by Local Union 1245 on June 1, 1961. Employed by the Pacific Gas and Electric Company as a Line Mechanic in Needles. Member of Unit 1312. Served as Unit Recorder of that Unit since 1965. Shop Steward since 1963.

*Advisory
Council Member
San Jose
Division & City
of Santa Clara*



DONNIE D. ELLIS

DONNIE D. ELLIS:

Initiated by Local Union 1245 on December 1, 1963. Employed by the Pacific Gas and Electric Company as a Lineman in Redwood City. Member of Unit 1512. Shop Steward since 1967.



JAMES W. GRAY

JAMES W. GRAY:

Initiated by Local Union 1245 on March 1, 1961. Employed by the Pacific Gas and Electric Company as a Lineman in Watsonville. Member of Unit 1513; currently Executive Committee member of that Unit; served as Chairman 1965-1967. Shop Steward since 1967. Member of Unit 1513 Safety Committee; Unit Wages & Retirement Committee; Chairman of Unit Annual Dinner-Dance Committee, 1966-1967.



WILLIAM R. McKEE

**ADVISORY COUNCIL MEMBER
SAN JOSE DIVISION &
CITY OF SANTA CLARA**

WILLIAM R. McKEE:

Initiated by Local Union 1245 on June 1, 1964. Employed by the Pacific Gas and Electric Company as a "C" Clerk in San Jose. Member of Unit 1501. Shop Steward since 1965.



PERCY R. ROME

PERCY R. ROME:

Initiated by Local Union 1245 on October 1, 1954. Employed by the Pacific Gas and Electric Company as a Line Subforeman in Cupertino. Member of Unit 1511. Shop Steward since 1959. Served as member of Local Union Safety Committee, 1963-1966.

*Advisory
Council Member
Alameda-Contra
Costa Transit
District &
East Bay
Municipalities*

DONALD D. PHILLIPS:

Initiated by Local Union 1245 on February 1, 1961.

*Advisory
Council Member
East Bay &
Material Control*

PHILLIP A. PIA:

Initiated by Local Union 1245 on January 1, 1965.

CHARLES M. WILCOX:

Initiated by Local Union 1245 on May 1, 1957. Employed by the Pacific Gas and Electric Company as a "C" Clerk in Material Control (Stores Division). Member of Unit 2301; Vice Chairman, 1962. Shop Steward since 1967.

*Advisory
Council Member
San Francisco
Division &
General Office
Department*



SYLVESTER S. CRUZ, SR.

SYLVESTER S. CRUZ, SR:

Initiated by Local Union 1324 on July 25, 1950. Employed by the Pacific Gas and Electric Company as a Plant Mechanic at Potrero Power Plant. Member of Unit 2412. Currently Advisory Council Member, San Francisco Division and General Office Department, having served in that capacity since 1962. Served as Chairman and Vice Chairman of Unit 2412; currently Unit Recorder. Former Shop Steward. Currently delegate to San Francisco Labor Council. Attended Local Union Conference at Asilomar; Labor-Management School at University of San Francisco, 1954.

ROCCO W. FERA:

Initiated by Local Union 1245 on August 1, 1952.

*Advisory
Council Member
Stockton
Division &
City of Lodi*

JAMES A. COE:

Initiated by Local Union 1245 on April 1, 1952. Employed by the Pacific Gas and Electric Company as a Light Crew Foreman in Stockton. Member of Unit 2511. Shop Steward since 1958. Member of Stockton Division Joint Grievance Committee since 1959. Served as member of Gas Department Subcommittee, Pacific Gas and Electric Company Wage and Contract Negotiating Committee, 1966.



DONALD R. CUSTER

DONALD R. CUSTER:

Initiated by Local Union 1245 on July 1, 1964. Employed by the Pacific Gas and Electric Company as Communication Technician in Stockton. Member of Unit 2511. Served on Stockton Division Joint Grievance Committee.

NEWT T. HEWETT:

Initiated by Local Union 1245 on February 1, 1960.

MELVIN J. PHELAN:

Initiated by Local Union 202 on August 19, 1941; deposited card in Local Union 1245 on January 1, 1947.

*Advisory
Council Member
Transit
Authority of
the City of
Sacramento*

NO CANDIDATES.

*Advisory
Council Member
Pacific Gas
Transmission
Company*

PAUL E. FELKINS:

Initiated by Local Union 1245 on May 1, 1962. Employed by the Pacific Gas Transmission Company as a Line Repairman at Redmond, Oregon. Member of Unit 3024; served as Unit Recorder, 1964-1965. Shop Steward since January, 1966.



FRANK R. LOCATI

FRANK R. LOCATI:

Initiated by Local Union 1245 on May 1, 1952. Employed by the

Pacific Gas Transmission Company as a Line Mechanic in Wallula, Washington. Member of Unit 3023; served as Unit Recorder, 1962-1964; member of Executive Committee, 1962-1966. Shop Steward since 1962. Member of Pacific Gas Transmission Company Negotiating Committee, 1966, 1967, 1968. Serves as alternate on Advisory Council representing Pacific Gas Transmission members.

*Advisory
Council Member
Humboldt
Division*

HOWARD J. DARINGTON, IV:

Initiated by Local Union 1245 on October 1, 1951. Employed by the Pacific Gas and Electric Company as Control Technician at Humboldt Bay Power Plant. Member of Unit 3111; served as Chairman, 1963-1965; Vice Chairman, 1962-1963; Unit Recorder, 1965-1967. Was a member of Unit 1214—served as Chairman, 1959-1961; Vice Chairman, 1957-1959; and Unit Recorder, 1961-1962. Shop Steward in Coast Valleys Division, 1959-1962; Humboldt Division, since 1962. Chief Shop Steward in Humboldt Division. Member and Chairman of Coast Valleys Division Joint Grievance Committee, 1961-1962; member and Chairman of Humboldt Division Joint Grievance Committee since 1963.

Member of Pacific Gas and Electric Company Wage and Contract Negotiating Committee, 1966, 1968; Pacific Gas and Electric Company Steam Advisory Committee; Pacific Gas and Electric Company Steam Departmental Negotiating Committee.

Attended Local Union Conferences 1958, 1959, 1960; and Shop Steward Conference 1961.

Currently Advisory Council Member, Humboldt Division, having served in that capacity since 1965.

*Advisory
Council Member
Shasta
Division*

TERRANCE L. SCOTT:

Initiated by Local Union 1245 on December 1, 1961. Employed by the Pacific Gas and Electric Company as a Lineman in Redding. Member of Unit 3212. Present Advisory Council Member, Shasta Division, having served in that capacity since 1965. Member of Executive Committee of Unit 3212, 1966; Vice Chairman, 1967; Unit Recorder, 1968. Shop Steward since 1965. Served on the Shasta Division Joint Grievance Committee since July, 1965. Was a delegate to the Five-Counties Central Labor Council in 1965.

*Advisory
Council Member
Sierra Pacific
Power Company*

JAMES C. BESSEY:

Initiated by Local Union 1245 on March 1, 1963. Employed by the Sierra Pacific Power Company as a Lineman in Reno. Member of Unit 3311. Present Advisory Council Member, Sierra Pacific Power Company, having served in that capacity since 1965. Chairman of Unit 3311, 1963-1967. Member of Sierra Pacific Power Company Negotiating Committee, 1966, 1968. Delegate to the Nevada State AFL-CIO Conventions, 1965, 1966.



JERRY G. NORLEN

JERRY G. NORLEN:

Initiated by Local Union 1245 on August 1, 1962. Employed by the Sierra Pacific Power Company as a Lineman in Reno. Member of Unit 3311. Shop Steward since 1965. Member of the Sierra Pacific Power Company Joint Grievance Committee since November, 1966. Served on the Underground and Overhead Negotiating Committee in 1967. Has attended Advisory Council meetings as an alternate.

*Advisory
Council Member
De Sabla
Division*



ORPHIE PEARSON

ORPHIE PEARSON:

Initiated by Local Union 1245 on July 1, 1952. Employed by the Pacific Gas and Electric Company as a Communication Technician at

**ADVISORY COUNCIL MEMBER
DE SABLA DIVISION**

Rodgers Flat. Member and present Chairman of Unit 3412; served as Chairman and Vice Chairman of Unit 3413. Has served as a Shop Steward and as a member of the De Sabla Division Joint Grievance Committee.

*Advisory
Council Member
Drum Division*

STANLEY P. JUSTIS:

Initiated by Local Union 1245 on January 1, 1947.

*Advisory
Council Member
Colgate Division*



JOE ALBERT FARMER

JOE ALBERT FARMER:

Initiated by Local Union 1245 on September 1, 1947. Employed by the Pacific Gas and Electric Company as a T&D Driver at Oroville. Member of Unit 3613. Served as Advisory Council Member, Colgate Division, since 1963. Chairman of Unit 3613 in 1957 and 1967. Member of Colgate Division Joint Grievance Committee since 1960 and Chairman since 1966. Shop Steward since 1966. Attended Local Union Conferences in 1959, 1960 and 1962.

RONALD JAMES LIVENGOOD:

Initiated by Local Union 1245 on November 1, 1951. Employed by the Pacific Gas and Electric Company as a Lineman in Marysville. Member of Unit 3611; served as Unit Recorder for seven years. Has attended Local Union Conferences and various Shop Steward meetings.

*Advisory
Council Member
North Bay
Division*

RAYMOND J. SMITH:

Initiated by Local Union 1245 on March 16, 1951.

*Advisory
Council Member
Sacramento
Division*

JESSE K. TACKETT, JR.:

Initiated by Local Union 1245 on June 1, 1960.

*Advisory
Council Member
Sacramento
Municipal
Utility District*

RONALD M. VIERRA:

Initiated by Local Union 1245 on September 1, 1964.

*Advisory
Council Member
United States
Bureau of
Reclamation*



CARL H. COOK

CARL H. COOK:

Initiated by Local Union 800 on October 26, 1948. Deposited card in Local Union 1245 on September 30, 1964. Employed by the U. S. Bureau of Reclamation, Region 2, as Electrician at Tracy Pumping Plant. Member of Unit 2514. Was Advisory Council Member, U. S. Bureau of Reclamation, 1962-1963. Served as Unit Recorder of Unit 2514, 1966-1967. Shop Steward, 1962-1963.

JULIAN L. WATKINS:

Initiated by Local Union 1245 on May 1, 1941.

*Advisory
Council Member
Citizens
Utilities
Company of
California*

J. E. ISAAC:

Initiated by Local Union 1245 on December 1, 1963.

*Advisory
Council Member
General
Construction*

DALE H. BASSETT:

Initiated by Local Union 1245 on November 1, 1955. Employed by the Pacific Gas and Electric Company, General Construction Department, as Equipment Operator "B" at Mt. View. Member and Chairman of Unit 1514. Has been a Shop Steward since October, 1957.

GLEN R. HARRADINE:

Initiated by Local Union 1245 on May 1, 1962. Employed by the Pacific Gas and Electric Company, General Construction Department, as Equipment Mechanic at Davis. Member and Chairman of Unit 3815; was Vice Chairman in 1967. Currently Advisory Council Member, PG&E General Construction.

*Advisory
Council Member
Tree Trimmers*



IRVING GENE BINGHAM

IRVING GENE BINGHAM:

Initiated in Local Union 1245 on December 1, 1961. Employed by the Davey Tree Surgery Company, Ltd. as a Climber at Santa Cruz. Member of Unit 1513, and Unit Recorder since 1965.

*Advisory
Council Member
Irrigation
Districts*

LELAND B. KLINE:

Initiated in Local Union 1245 on May 1, 1965. Employed by the Oroville-Wyandotte Irrigation District as Line Subforeman at Oroville. Member of Unit 3613; served as member of Executive Committee, 1966; and Vice Chairman since 1967. Shop Steward since May, 1965.

*Advisory
Council Member
Clerical-at-Large*

ENID E. BIDOU:

Initiated in Local Union 1245 on April 1, 1964.

THOMAS R. FLEMING:

Initiated in Local Union 1245 on June 1, 1960. Employed by the Pacific Gas and Electric Company as a Clerk "A" in Novato. Currently Advisory Council Member, PG&E Clerical-At-Large. Member of Unit 3711; served as Unit Recorder and Vice Chairman. Is a Shop Steward and member of North Bay Division Joint Grievance Committee. Member of Pacific Gas and Electric Company Wage and Contract Negotiating Committee, 1966, and Wage Negotiating Committee, 1968.



HARRY REICH

HARRY REICH

Initiated by Local Union 1245 on June 1, 1952. Employed by the Pacific Gas and Electric Company as Collector in San Francisco. Member of Unit 2401.



LAWRENCE THOMPSON

LAWRENCE THOMPSON:

Initiated by Local Union 1245 on November 1, 1954. Employed by the Pacific Gas and Electric Company as a Meter Reader in Bakersfield. Member and Chairman of Unit 1102. Is a Shop Steward.

HARRY A. WELTON:

Initiated in Local Union 1245 on August 1, 1964.

Arbitration to decide 2 Fed units

By Dick Barrus

Alameda

Local Union 1245's extensive efforts of organizing at the U. S. Naval Air Station (Alameda) have culminated in two recent arbitration cases which will decide unit determination in NAS and NARF.

The Naval Air Rework Facility is expected to encompass the maintenance electrical workers in Shop 650. These skilled technicians include such crafts as electrician, electronic mechanic (mainte-

nance), storage battery repairman, and apprentices and helpers.

Membership is daily increasing and a soon-to-commence organizing campaign is expected to bring all employees into a strong united organization.

The Naval Air Station's Electric Shop in the Maintenance Branch of Public Works Department also found itself a part of the unit determination arbitration. This group too, anticipates a favorable decision in their bid for Exclusive Recognition at the Air Station.

Mr. John Baker appeared as a

witness for Local 1245 in the NARF case at the hearing and Mr. Bob Abreu was present for the NAS case.

If Exclusive Recognition is attained, both of these units will complete proposals for submission to management in forthcoming negotiations. These proposals will relate to all working conditions and personnel policy in the unit. Also included in the proposals will be a grievance procedure which will contain a provision for arbitration of grievances and disciplinary and adverse actions.

The arbitrator at the arbitration hearings held on March 13th 1968 was Mr. Sam Kagel, well known for his recent mediation of the San Francisco newspaper strike.

The decision on these two important cases is expected any day.

Local 1245 intends to continue its organizing efforts at Alameda to bring to as many employees as possible the benefits of union representation.

* * *

The United States Naval Hospital at Oak Knoll has been the recent scene of much organizing activity on the part of IBEW representatives.

Meetings have been held with employees at various sites throughout the installation. Response to organization has been favorable and a request for Exclusive Recognition will be filed on behalf of L.U. 1245 for a large group of wageboard employees.

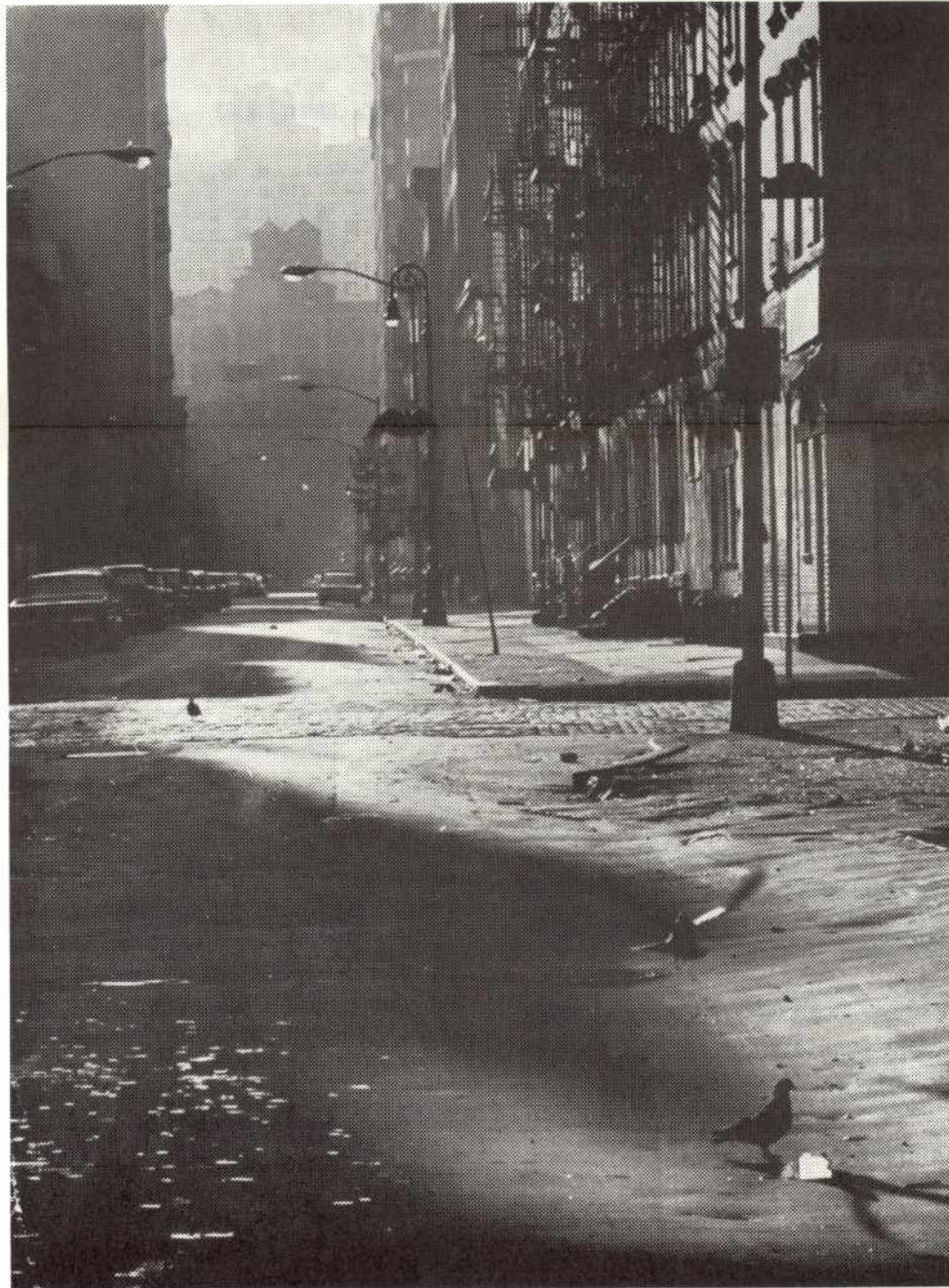
Many pertinent questions were asked by employees during the organizing process.

A laundry worker asked how the new wage-board system would affect her wages. She was informed of the elimination of a "special schedule" for laundry workers' wages (as heretofore used) and that she could now expect to benefit from a cross industry survey periodically.

A Food Service Division employee was concerned over possible improvements in the Merit Promotion Program. He was told of the benefits accruing from a negotiated contract wherein policy is made by both labor and management at a government installation.

A warehouseman indicated the need for a better method of resolving complaints. He was told of the Negotiated Grievance Procedure that could be bargained for, which would include arbitration by a third party.

Laborer cleaners asked about stewards and how they would be selected. They were informed of the stewards program in L.U. 1245 and were told of the training given to these stewards so that they will more effectively represent their fellow workers.



President Johnson's proposal for a series of programs that will help solve the urban crisis, hailed by IUD President Walter Reuther as "one of the most important pieces of legislation Congress has considered in recent years," is aimed at scenes like this.

*Advisory
Council Member
San Francisco
Electronic
Data Processing*

CHARLES L. ELDRED:

Initiated in Local Union 1245 on April 1, 1966.