The Advisory Council meeting was called to order at 9:00 a.m. by Local 1245 President Howard Darington. The meeting was held in Concord, California on Nov. 6th and 7th, 1976.

The roll call was taken and then everyone present was asked to introduce themselves. The first order of business was the reports from Advisory Council members on how to improve Unit attendance. Many suggestions were made which ran from involvement in community needs such as helping the crippled children in their areas; forced attendance of shop stewards; improved steward education, and a booklet on the history of Local 1245.

The next item discussed was Safety. Asst. Bus. Mgr. Dave Reese made a report on safety. Brother Reese reported on various accidents which involved our members employed by various employer groups. Dave requested reports on ceylon treated poles.

Immediately following lunch the Advisory Council went into new business. The Advisory Council continued with reports on subjects related to safety. Business Manager L. L. Mitchell reported on the activities of his office. He reported that the Local has been involved in several court cases where public bodies, through politics, have taken away benefits of members and that we have had to go to court to protect these benefits. He stressed that more political involvement will be necessary in this day and age.

Asst. Bus. Mgr. Larry Foss reported on the status of cases at the review committee and of the number of cases in arbitration. Brother Foss reported that the entire backlog of cases had been eliminated and that they were working on only current cases.


On Sunday November 7, 1976, Sr. Asst. Bus. Mgr. Meri Walters reported on general negotiations with PG&E and answered questions regarding these negotiations.

The Advisory Council went back to new business to cover several items raised under good and welfare of the council.

The next Advisory Council meeting will be held in the San Jose area to give the membership in that vicinity an opportunity to see the Advisory Council in action.

As we near the close of 1245's 35th anniversary year I look back with pride on those pioneer years in which the base and structure of one of the finest and highly respected locals in the I.B.E.W. was formed. Also, in line with the season, I think of the people whose time, energy and belief made it possible and give thanks for their support of the policies and the principles which have made it a working model which many other locals have used to build their own organization.

In reviewing our history, I find many things to be thankful for which are the heart of our success.

At our annual pin award dinners I have an opportunity to chat with those who formed the nucleus of our organization and it's gratifying to see the renewal of acquaintances among those participants - their reminiscing over the struggles which were a part of our developing years. I also find that the assistance they still provide, through their belief and on-the-job promotion of the Union and its record of achievement, is a big help in training new members. Even though many do not often attend our unit meetings any more, they still form a large base of our strength and are a stabilizing influence in these difficult times. Thanks for their long and faithful support.

Thanks for the hundreds of loyal and devoted stewards on our present rolls as well as those who performed these duties so faithfully in the past.

Thanks for the unit officers who give of their time to run the unit meetings so necessary to our conduct of the Union's business.

Thanks for those staff members who have carried forward the programs of the union in bargaining sessions, promotion of safety, apprenticeship, grievance processing and all the other activities too numerous to name.

Thanks for all the officers past and present who have made the daily policy decisions which guide our activities and adjust to the changing needs of our Union in good times and bad.

Thanks for the delegates to Central Labor Councils and other bodies whose promotion of 1245 and its programs have been so ably performed.

And above all, thanks for a truly great membership which has remained so staunch over the years.

With continuing activity and support such as these groups our next 35 years will outshine the current record of achievement which is now a hallmark within the Labor Movement.
LETTER OF AGREEMENT SUMMARIES

Pacific Gas and Electric Co.
No. 2249 signed 10-26-76
Provides for placement of a fitter who was injured on the job, into a vacant Pressure Operator position in San Jose.
No. 2263 signed 11-3-76
Provides for reclassification of a Communication Technician in Reno to an Electrician in the same department (Test & Measurement Department) in Reno.
No. 2267 signed 11-16-76
Provides for revision of a work schedule for one electric troubleman in the Lovelock District.

Sierra Pacific
No. 2260 signed 11-16-76
Provides for placement of an unsignanned Lineman, who has been on LTD, into a clerk D vacancy in Concord. Placement is provisional for 3 months and if satisfactory performance is achieved the placement will be permanent.

DO NOT BUY

Editor's note: All trade unionists and their families are requested to support consumer boycotts against the products and services of the companies which, because of their anti-union policies, do not deserve union patronage. These boycotts are initiated by the Union Label and Service Trades Department of the AFL-CIO.

BOYCOTTS REMAIN IN EFFECT AGAINST:

TEXTILE PRODUCTS
J. P. STEVENS & CO. - Linens, sheets, towels, fabrics, many other textile products. (Amalgamated Clothing & Textile Workers Union)

CIGARETTES & TOBACCO
R. J. REYNOLDS TOBACCO COMPANY — Makers of Winston, Salem, Camel, Doral, Vantage, More and Now cigarettes; Winchester Little Cigars; Prince Albert Smoking Tobacco. (Tobacco Workers International Union)

PRINTING
ENCYCLOPEDIA BRITANNICA & BRITANNICA, JR. — (International Allied Printing Trades Association)
KINGSPORT PRESS — Producers of World Book, Childcraft. (Printing & Graphic Communications Union; International Typographical Union; and International Association of Machinists)

TABLE GRAPES & LETTUCE
DO NOT BUY table grapes and lettuce which do not bear the Union Label of the UNITED FARMWORKERS OF AMERICA. (United Farmworkers of America)

PRESCRIPTION EYEGLASSES, CONTACT LENSES, OPTICAL FRAMES
DAL-TEX OPTICAL CO. — Eyeglass frames, lenses, contact lenses, sunglasses & safety glasses. Sold by many retail opticians, optometrists, vision centers, department stores, etc. including: Vision Centers, Inc.; Lee Vision Centers, Inc.; Lee Optical Corp.; King Optical Co.; Missouri State Optical; Douglas Optical; Opti-Cal of California; Goldblatt Optical Service; Capitol Optical (Does not include Capitol Optical of Cheyenne, Wyo.) and Mesa Optical. (International Union of Electrical, Radio & Machine Workers)

Sacramento Regional Transit Employees honored

The Sacramento Regional Transit District held its 16th Fleet Maintenance Award Dinner for the maintenance employees. The members of Local 1245 employed in the maintenance department of Regional Transit were congratulated and thanked for the outstanding work they have done on the bus fleet.

The Regional Transit District competes with other transit districts throughout the United States for this award and only a relatively small number of awards are given each year.

The award was especially significant this year because of the unusual conditions that existed. The district doubled its route mileage during the past two years and added some 62 buses to the fleet. Forty of the buses were old coaches from the Los Angeles area and they created some headaches as far as maintenance is concerned.

The additional work load necessitated the hiring and training of 37 new shop personnel and additional shop space was constructed to alleviate congested shop areas.

Business Manager Mitchell congratulated the employees, members and the Regional Transit District management on winning the award 16 different years and especially this year under the conditions which existed.

Advisory Council member Wilfred Nunez was instrumental in making the arrangements for the award dinner and handled the drawing for the $25.00 savings bond which was donated.


National Health Plan gets top billing

(WASHINGTON, D.C.) — The 30-year campaign for national health insurance received a double shot in the arm this month, placing the program within financial as well as political reach. With Carter and Mondale in the White House and the Democratic majorities in the House and Senate, passage of national health care legislation may be just around the corner.

In addition, a government-sponsored report revealed that of all the current national health insurance proposals, the labor-backed Kennedy-Corman bill offers the widest benefits, but not the highest costs.

The study — sponsored by the Department of Health, Education and Welfare — shows that health care legislation is not nearly as expensive as conservative opponents have argued. The report analyzed projected costs of five major health insurance plans plus the Long-Ribicoff Catastrophic Insurance proposal and compared them with present costs.

The study also pointed out that while the Kennedy-Corman Bill would cost about 11 percent more (Continued on page three)
Dateline: Coast Valleys
by Bob Gibbs

As of this writing, our Paso Robles unit has won the new Unit Social Fund Drawing 2 months in a row. I don't know what Chairman Jesse Armas and Recorder Terence Tweedie are doing, but it must be right. Keep up the good work.

We recently held a Shop Steward's Conference in Salinas for the Northern Area Stewards. We planned to have one in the Southern Area around the same time, but couldn't find a meeting place due to the holiday rush. So the stewards in that area will know, we plan to hold a conference in that area after the first of the year.

In closing, I would like to express my personal gratitude to Mark for his help, his concern for my education, and, most of all, his friendship. I commend him for a lifetime of “walking tall” and I wish him and his wife only the best things in life. They both have earned them.

Local 1245 and SMUD Negotiations begin

Local 1245 and the Sacramento Municipal Utility District exchanged proposals on December 1, 1976. The members employed by SMUD are encouraged to attend their Unit Meetings for information on the progress of negotiations.

The negotiating committee members are Roy Wyman, Bill Paynter, Rick Burns, Gene Curry, Rod Johnson and Business Representative Al Wolf with assistance from the Walnut Creek office when needed.

National Health Plan

(Continued from page two)

than the current haphazard approach, it would create “a system of complete, comprehensive care, emphasizing preventive medicine and health maintenance” for all citizens. Under the present system, 30 million Americans are forced by increasing health care costs, to remain without any health insurance protection.

Compared to other health care proposals, the Health Security plan (Kennedy-Corman) provides more care at less cost, the study revealed. Bills sponsored by the American Hospital Association (Ullman bill) and the American Medical Association (Duncan bill) would be more costly and less efficient than the labor-backed plan. They would also retain private insurance carriers, as opposed to the general tax revenue mechanism and limit preventive services to children.

Max W. Fine, executive director of the labor-backed Committee for National Health Insurance, said the study “should hopefully still the myth-makers, clarify the facts about costs and cause congressional opponents of NHI (Kennedy-Corman) to reexamine their positions.”

Fine also recalled that President Nixon once told the AMA that the Health Security bill would cost $57 billion. Since then, Ford revised the figure upwards to $100 billion without acknowledging that this was money already being spent and not new money.

The Republican Platform for 1976 attacked comprehensive health insurance and claimed it would boost government spending and require a personal income tax increase of approximately 20 percent.

What the Republicans neglected to consider, however, was that health care costs have risen twice as fast as the general rate of inflation. Physicians' fees have gone up 40 percent faster and hospital costs 105 percent faster than other consumer expenditures. In the past 25 years, medical costs have soared from $78 to $537 a year per person, an increase of 700 percent. Hospital costs in the past 10 years have increased from $37 to $113 a day.

Fine said he expected the HEW study to speed up action in the 95th Congress.
Local 1245 Shop Steward

SAN JOAQUIN

The Local 1245 Shop Stewards in the San Joaquin Division area met in Selma, California on October 2, 1976. Bus. Rep. Ron Van Dyke started the meeting at 9:00 a.m. by asking the Stewards to introduce themselves. Business Representatives Wayne Weaver, Vern Loveall and Ron Van Dyke co-chaired the meeting throughout the day.

The Stewards were given a test on their knowledge of the agreement and after they had completed the test they went through the test and the answers were given and contract sections and arbitration cases were cited in explaining the correct answer.

Business Manager L. L. Mitchell reported on his activities on behalf of the membership and thanked the stewards for giving up a Saturday.

There was also some discussion on the current problems in that area.

Some of the Shop Stewards from the San Jose Division area are shown in this photo.

Shown above from left to right are: Business Manager L. L. Mitchell and Business Representatives Wayne Weaver, Vern Loveall and Ron Van Dyke.

SAN JOSE DIVISION

Local 1245 Shop Stewards employed in the San Jose Division of PG&E and Davey Tree Co. met in San Mateo on November 13, 1976.

The meeting was opened with introductions and then a contract problem was posed to the stewards and they reviewed their contracts and came up with an answer.

Jack McNally, Asst. Bus. Mgr., reported on the status of negotiations with PG&E. Many general questions on bargaining as well as specific questions on the proposals were asked by the stewards. This discussion lasted until the lunch break.

The afternoon session began with a report from the Business Manager on his activities on behalf of the membership. Brother Mitchell outlined some of the problems that the local union faces today.

Asst. Bus. Mgr. Larry Foss discussed titles 24.7 and 107.1 with the stewards and what it provides. He covered some of the cases the Review Committee has handled which involved these sections and cited several arbitration decisions relating to these sections.

Some other contract sections were discussed later in the day, along with current problem areas in the San Jose Division. Business Representatives Ory Owen and Dale Turman answered some of the questions posed by the stewards.

The balance of the stewards attending the training session are shown in this photo.

Shown above and below are more of the stewards who attended the Shop Stewards training session.

This photo shows some of the San Joaquin area Shop Stewards.
The Shop Stewards from the General Office, North Bay and San Francisco areas met in San Francisco on October 16, 1976. This was the second session of a series of six scheduled meetings for training of Local 1245 Shop Stewards. The main area covered at this meeting was arbitration. The stewards were split into groups and given a case to prepare for a "mock" arbitration. Some were assigned to company's side and some to the Union's side.

Assistant Business Manager Larry Foss, in charge of Union's Fact Finding, Review and Arbitration cases spoke to the stewards on the subject of arbitration.

Business Representatives Corb Wheeler and Frank Quadros served as Co-chairmen of the stewards meeting and assisted the various groups in their preparation of the arbitration cases.


Shown above and below are majority of stewards who attended the San Francisco, General Office and North Bay Area Stewards meeting.

Bus. Rep. Frank Quadros is shown explaining what topics will be covered during the training session.

Larry Foss, Asst. Bus. Mgr. is shown discussing some of Local 1245's arbitration cases.

Shown above and the two photos below show more of the shop stewards from the Stockton Division.
LOCAL 1245 MOVES INTO NEW BUILDING

In the October issue of the Utility Reporter we ran a notice that Local 1245 would be moving into the new building on November 8, 1976.

The move was accomplished and aside from the normal "little problems" involved in any move we are back to normal.

We would like to emphasize that the mailing address and the phone numbers are the same.

The new building has approximately 10,000 square feet and provides much needed storage area, office space and conference room capability.

The photos on this page show some of the crowded conditions in the old building and a "from the ground up" photo history of the new building. In future issues of the Utility Reporter we will show some of the new office areas and conference rooms as they are being used.

The new headquarters is located in an Industrial Park near the intersection of Ygnacio Valley Blvd. and Oak Grove Rd. in Walnut Creek. The exact address is 3063 Citrus Circle, Walnut Creek, California.
Local 1245 Service Award Dinners

SACRAMENTO AREA

The members of Local 1245 employed in the Sacramento area, who during 1976 had a 5th year anniversary date of 20, 25, 30 and 35 years of membership in Local 1245 met in Sacramento on Oct. 1, 1976 to receive their Service award pins.

The members present work for such employers as P.G.& E., Sacramento Municipal Utility District, and the Sacramento Regional Transit District.

Introductions were made by Bus. Rep. Al Sandoval and then Bus. Mgr. L. L. Mitchell thanked the members and their spouses for the many years of service to Local 1245.

Bus. Mgr. Mitchell is shown thanking the pin recipients for their long and faithful support of Local 1245.

The photos above and to the right show all the people from the Sacramento area who received pins at the Service Award Dinner.

SAN JOAQUIN AREA

Shown above and below are the people from the San Joaquin area who received pins at the Service Award Dinner in Fresno.

Appointments

Negotiating Committees

CALIFORNIA PACIFIC UTILITIES - Lassen: Douglas Lindstrom, Ronald Stout
CALIFORNIA PACIFIC UTILITIES - So. Tahoe: Bob Baxter (replacing Larry Lynch)
PACIFIC GAS AND ELECTRIC COMPANY: Ron Goldsmith - Chairperson, Gary Abrahamson, Mary Ann Agler, Bill Attinger, Mike Del Rio, Ron Fitzsimmons, Pat Nickeson, Marvin Rubendall, Howard Steifer, Bill Twohey
PACIFIC GAS AND ELECTRIC COMPANY CLERICAL ADVISORY COMMITTEE: Mary Ann Agler - Chairperson, Bill Attinger, Jack Hill, Larry Hope, Louise Roche, Bob Salazar
PACIFIC GAS AND ELECTRIC COMPANY GENERAL CONSTRUCTION ADVISORY COMMITTEE: Bill Twoher - Chairperson, Don Findley, Joe Green, Marvin Rubendall, Roger Stalcup, Gene Wallace
PACIFIC TREE EXPERT COMPANY: Henry B. Lucas, Larry Lee Meek, Lee Becker
PACIFIC GAS TRANSMISSION: Frank Locati, Wallace Miller, John Highfill
SACRAMENTO MUNICIPAL UTILITY DISTRICT: Rod Johnson, Gene Curry, Rod Wyman, Rick Burns, Bill Paynter
SIERRA PACIFIC POWER COMPANY (Interim Cte.): Samuel Bronneke, James Cole, Russ Kuchler, Dewey Lambert
STATE TV CABLE: Michael J. Lindemann
THERMALITO IRRIGATION DISTRICT: Anthony Morgado, Dale Loomis
UTILITY TREE SERVICE: Darrel Mitchell, Kim Lawson

Miscellaneous Appointments

GENERAL CONSTRUCTION JOINT GRIEVANCE COMMITTEE - Pacific Gas and Electric Company: Raymond Friend
CLERICAL GRADING COMMITTEE: Joe Valentino, Demetrius (Jim) Kosta
FIVE COUNTIES CENTRAL LABOR COUNCIL: Billy Keys
PIPELINE OPERATIONS JOINT GRIEVANCE COMMITTEE: Mark Smith.
Bathroom Hazards

Cleanliness may be next to godliness, but in today's bathroom, cleanliness is also next to danger. According to a recent analysis by the U.S. Consumer Product Safety Commission, an estimated 120,000 injuries and more than 200 deaths occur every year in the bathtub and shower. For example, you find ways that bathtub and shower accidents are falls, burns, electrocutions and drownings. Here's how to put cleanliness next to safety.

FALLS

Smooth, non-porous surfaces and soapy water are a slippery combination. Newer products using more forgiving materials can make your bathroom floors safer, but don't let their smoothness lead you to become complacent. Use a caution slip on the floor. If you find ways to make the bathroom floor safer, be sure to let your child know to be careful.

Tub and shower enclosures and part of his fall is broken by breaking glass. Safety glazing should be a feature in all enclosures and around tubs and showers.

BURNS

Hot running water can be a serious burn hazard in the tub and shower, especially for the young, who are too frequent users. If a child is too hot, the water temperature must be tested. Never leave a child or small child alone in a bathtub — or even in the bathroom. They can be easily scalded if they turn on the hot water faucet or fall into a tub of hot water. Always test the tub water before bathing an infant or small child.

Ideally, the temperature of your home's hot water should be between 135 degrees F. and 140 degrees F., or no higher than about 40 degrees F. above body temperature.

In many homes and apartments, however, water temperatures may range up to 175 degrees F., which is hazardous. If you can't control the temperature at the water heater, thomostatic or pressure regulating control valves can be installed in showers and baths.

ELECTROCUTIONS

Water and electricity can be a dangerous combination. Never plug a radio in where it could fall into a tub or sink (battery models are safe). Follow all those precautions and danger need never become an invasion of privacy or safety.

Family Safety

Health's-A-Poppin

What are you communicating at home?

By Marion Wells

Research Director, American Physical Fitness Research Institute

Someone has said, "Your actions are speaking so loudly I can't hear what you're saying." That is quite true, yet the way we speak with and listen to each other has a lot of impact, too.

In your home, does communication SHORTEN OR LENGTHEN the distance between people? Is your home a place to return to, or a relief to get away from? Consider these questions honestly.

It's been written that "Human beings, whether children or adults, need to belong" in a close social relationship with others." Communication can be a powerful tool in encouraging an EMOTIONALLY HEALTHY home. This kind of 'belong' is ideally a family affair. Might any of these hints from experts make your home a happier place?

Dr. James Dobson, in his recent book "WHAT WIVES WISH THEIR HUSBANDS KNEW ABOUT WOMEN" (Tyndale House Publishers), observed that it is said, "...when you are tired you are attacked by ideas you thought you had conquered long ago." In good communication, like a good meal, the right timing is important to improve the results. Yet, the doorknob which announces someone's arrival from a tending day may also signal "round one" in the family sparring match. Why not set aside some emotional "quiet time" when complaints and grievances are temporarily off limits?

2. Can you find ways of expressing feelings of hurt and anger without attacking self-worth? Consider the difference in emotional impact between these two statements: (a) "I feel worried and angry when you don't let me know you'll be home late." (b) "You're so inconsiderate." Dr. Dobson points out that "Healthy communication...remains on a high floor around which the disagreement began.

Not expressing anger at all can be as unhealthy as lashing out in a destructive way. If we deny our anger it may show itself in more subtle, even subconscious ways. Daniel Sugarman, Ph.D., has said "Unresolved anger is like a time bomb. Unless it is defused, it can destroy a relationship, a life or an entire family." Many doctors believe it may be an important factor, at least some of the time, in such physical ailments as high blood pressure, ulcers, colitis and migraine headaches.

How can you handle anger more constructively? Dr. Sugarman's suggestions include not permitting it to build up, getting in touch with the real reason for it and, at times, working it off with physical activity. Children can learn by your example to express their irritations in a direct but non-violent manner.

3. ACTIVE LISTENING can help communicate respect and caring to our loved ones. When someone else cares, it can help us cope. Dr. Dobson explains, "...human beings (and particularly women), tolerate stresses and pressure much more easily if at least one other person knows they are enduring it." When it comes to letting someone know, "I understand something of what you're going through," there are times when attentive, loving support may speak louder than words.

On the other hand, we often sense when our listener's mind is half on the potroast, job problems or tomorrow's big test. This tip from famed psychologist Dr. Haim Ginott can apply in any two-way interaction: "A parent who listens with attentiveness conveys to his child that his ideas are valued and that he is respected."

4. When we know that a "special person" loves us or thinks well of us, it's nice to hear it once in awhile. Take the time to tell you loved ones when they've done something well. We all enjoy and NEED words of appreciation from people in our lives who matter. As Dr. Dobson points out, "EVERYONE needs to know that he is respected for the way he meets his responsibilities.

Bear in mind, also, that there are infinite variations of taste and opinion. Is there enough mutual acceptance and respect to disagree without putting each other down?

Of course, it's important to MAKE TIME to nurture important relationships. At times, counseling may facilitate the opening of new doors of communication.

In any event, the time you invest in caring communication can make home a happier and healthier place for your loved ones... AND FOR YOU!