



utility reporter

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OAKLAND, CALIFORNIA
MARCH, 1977
Official Publication of I.B.E.W.
Local Union 1245, AFL-CIO,
P.O. Box 4790,
Walnut Creek, Ca. 94596



Local 1245 Nominates all Officers this April

Nominations for all Local 1245 Officers will be open at the April Unit Meetings in accordance with the Local Union Bylaws. Article III of the Bylaws provides for the April nomination of Local Union President, Vice President, Recording Secretary, Treasurer, Business Manager-Financial Secretary, Southern Area Executive Board Member, Northern Area Executive Board Member, Central Area Executive Board Member and At Large Executive Board Member.

Under Article III, Section 2 of the Local Union Bylaws "The office of Financial Secretary shall be combined with the office of Business Manager and must be filled by a member holding membership in the EWBA as required by the IBEW Constitution". (The EWBA member is more commonly known as an "A" member.)

The offices of President, Vice President, Recording Secretary, Treasurer and Business Manager-Financial Secretary are elected by the entire membership. The Southern Area Executive Board Member, Central Area Executive Board Member, Northern Area Executive Board Member and the At Large Executive Board Member are elected by those employees in combinations of areas and groups which are outlined on page two.

Article III sets up the procedure for nominating candidates. (The following excerpt is from Article III; its specific language is controlling.)

Article III, Section 5. Members elected or appointed to office in the Local Union must be able and available to attend all regular and special meetings and to conduct the affairs of their office in the City of Walnut Creek without compensation or expenses other than provided for in Article X herein. Assistant Business Manager and/or Business Representatives shall not be eligible to hold any elective Unit or Local Union office. They shall, however, be eligible to run as delegates to the International Convention.

Article III, Section 6(a) provides that nominations shall be made under a special order of business at 8:30 p.m. at your April Unit Meeting.

Article III, Section 11 provides that nominees shall have been members in good standing for two years prior to April 1, 1977 and have tendered dues for the month of February, 1977. A nominee should not have his name recorded in the minutes as a candidate if he knows he does not qualify.

Article III, Section 12 provides that a member, in order to qualify as a candidate, must be in attendance at the Unit Meeting at which he is nominated. The only exception to this is if the member notifies the Local Union's Recording Secretary in writing, on or before April 1st, 1977, that he will run for a specific office if nominated.

Article III, Section 13 provides that a member shall not accept nomination for more than one office of the Local Union unless combined under these Bylaws. If a member is nominated for more than one office, he must notify the Recording Secretary promptly in writing not later than May 15 for which office he will be a candidate and decline all other nominations for Local Union offices. Candidates nominated for the Advisory Council or other Local Union offices may also be nominated as delegates to the International Convention.

You have a duty to encourage able members to be candidates for office keeping in mind the Officers you elect will guide Local 1245 for the next three years.

Attend your April Unit Meeting at the locations listed on pages four and five of the January 1977 issue of the **Utility Reporter**.

Article IX, Section 3(a) The Business Manager-Financial Secretary and the President, by virtue of their offices shall be delegates to the International Conventions of the I.B.E.W.

Revised offer of Settlement from PG&E

On March 16, 1977 at a negotiating session between the committees for Local Union 1245 and Pacific Gas and Electric Company, the Company made a revised offer of settlement the details of which are contained in the Negotiating Committee Statement found elsewhere on this page.

As previously reported, members of Local Union 1245 employed by Pacific Gas and Electric Company had voted to reject the offer of settlement dated February 8, 1977 which was printed in full in the February issue of the *Utility Reporter*. Voting on the February 8, 1977 offer of settlement was by a mail ballot conducted from February 16 through March 2, 1977, with clerical members voting 777-711 to reject and physical members voting 4164-2797 to reject.

Following the membership's action, the Union's negotiating committee met on March 14, 1977 to review the various reports received from unit meetings, special meetings, shop stewards' meetings, Business Representatives and other individuals in order to determine the basic reasons for the rejection and to prepare for meetings with Company in an effort to overcome the membership's concerns.

The parties met on March 15 and 16. During the meeting of March 15 Union's committee set forth the reasons for the rejection and set forth proposals to overcome the membership's concerns. On March 16 Company submitted its revised offer of settlement which responded in part to the concerns expressed by Union's committee.

The revised offer of settlement will be submitted to the membership for its consideration by means of a mail ballot in the near future.

See articles on this page and page 3 relative to the proposed settlement.

Negotiating Committee's Statement

A second offer of settlement to resolve contract negotiations was reached between Union and Company on March 16, 1977. Your negotiating committee returned to the bargaining table with proposals to improve those areas of the original offer in which the membership had indicated changes were desired. The Company maintained its previous position that due to the large dollar cost of the original settlement they were unable to grant any improvements which would result in higher cost. Due to this fact, and due also to the poor vote return on the first offer, the negotiating committee was unable to make those improvements the membership wanted which would have resulted in a greater Company expenditure. However, two changes in the original offer were achieved. One of the prime concerns of the membership: the term of the Retirement Plan, was reduced from 5 years to 4 years. However, in order to secure this change it was conditioned on extending the term of the remainder of the Benefit Agreement (LTD - Group Life Insurance - Savings Fund) from 5 years to 6 years. This movement was agreed to by the negotiating committee because the membership had strongly voiced a desire to shorten the Retirement Plan term, and because the committee had already achieved substantial improvements in the Group Life Insurance Plan and in the Long Term Disability Plan. It is the feeling of this committee that if an employee who is presently a member of the Insurance Plan or an employee who becomes a new participant in the Plan, exercises the options which will be available upon ratification (that of freezing the current amount of coverage, or by selecting the optional 1/3 or 2/3 of full coverage), when coupled with the 20% reduction in the premium amount, should leave the affected employee in a better position at the end of the six year term than is currently possible. Along with the adjustment which will be made to current recipients of LTD upon ratification, the committee has also obtained an open period for further adjustments in 1980 which should make a six year term in this plan more acceptable.

The other change achieved was that of having the Company agree to publishing a letter to all Division Managers which will set forth the intent behind the agreed to changes in Section 202.4 (Hours). The committee felt this was a needed addition to restrict any future misuse or abuse of what was negotiated across the bargaining table.

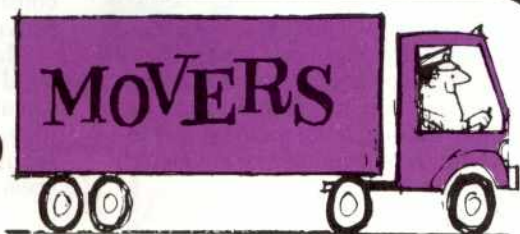
Your negotiating committee urges that before voting you reexamine the total package offer while keeping in mind that changes in sections and conditions which do not directly affect you are nevertheless needed improvements for fellow members and as such contribute to the overall value of the settlement. And further, the negotiating committee urges the membership to evaluate the worthiness of this package in the light that every improvement desired is not immediately achievable.

YOUR NEGOTIATING COMMITTEE

Gary Abrahamson
Mary Ann Agler
Bill Attinger
Michael Del Rio
Ron Fitzsimmons
Ron Goldsmith
Jack McNally

L. L. Mitchell
Pat Nickeson
Marv Rubendall
Howard Stiefer
Bill Twohey
M. A. Walters

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY # _____

RETURN TO:
P.O. BOX 4790, WALNUT CREEK, CALIF. 94596

Area Designations for Executive Board

Editor's note: Listed below are the areas and groups from which Executive Board members are elected. These areas and groups are referred to in the notice regarding the nomination of Officers found on page one.

Northern Area

- 30 Sacramento Regional Transit District
- 30a Citizens Utilities Company of California
- 30b Pacific Gas Transmission Company
- 31 Humboldt Division of Pacific Gas and Electric Company
- 32 Shasta Division of Pacific Gas and Electric Company
- 32a City of Redding
- 32b California Pacific Utilities Company - Lassen Division
- 33 Sierra Pacific Power Company
- 33a California Pacific Utilities Company - So. Lake Tahoe Division
- 33b Nevada Power Company, Elko Division
- 33c Truckee-Donner Public Utility District
- 33d Teleprompter of Reno
- 33e California Pacific Utilities Company - Winnemucca District
- 33f Mount Wheeler Power, Inc.
- 33g North Bay Cable T.V.
- 34 De Sabla Division of Pacific Gas and Electric Company
- 34a Paradise Irrigation District
- 34b State T.V. Cable
- 35 Drum Division of Pacific Gas and Electric Company
- 35a Plumas Sierra Rural Electric Cooperative
- 35b Nevada Irrigation District
- 35c City of Roseville
- 35d Placer County Water Agency
- 36 Colgate Division of Pacific Gas and Electric Company
- 36a Oroville-Wyandotte Irrigation District
- 36b Richvale Irrigation District
- 36c Thermolito Irrigation District
- 36d Yuba County Water Agency
- 36e City of Gridley
- 37 North Bay Division of Pacific Gas and Electric Company
- 37a City of Healdsburg
- 37b Teleprompter of Ukiah, Willits and Fort Bragg
- 37c Napa Valley Cable TV
- 38 Sacramento Division of Pacific Gas and Electric Company

- 39 Sacramento Municipal Utility District
- 39a United States Bureau of Reclamation, Region 2

At Large

- 41 General Construction of Pacific Gas and Electric Company
- 43 Utility Tree Service Company
- 44 Davey Tree Surgery Company
- 46 Sohner Tree Service, Inc.
- 47 Pacific Tree Expert Company
- 49 Outside Construction
- 49a Telephone Construction
- 49b CATV Construction

Southern Area

- 11 San Joaquin Division of Pacific Gas and Electric Company
- 11a Merced Irrigation District
- 11b Lindmore Irrigation District
- 12 Coast Valleys Division of Pacific Gas and Electric Company
- 12a City of Lompoc
- 12b Teleprompter of Lompoc
- 12c Teleprompter of Santa Maria
- 12d Monterey Peninsula T.V. Cable
- 12e Central California Communications Corp.
- 12f Ocean View Cablevision Inc.
- 13 Pipe Line Operations Department of Pacific Gas and Electric Company
- 13a California Pacific Utilities Company - Needles Division
- 14 City of Santa Clara
- 15 San Jose Division of Pacific Gas and Electric Company
- 15a Teleprompter of Santa Cruz
- 15b Teleprompter of Los Gatos

Central Area

- 20 Standard Pacific Gas Line Inc.
- 21 Material Distribution Department of Pacific Gas and Electric Company
- 22 Alameda-Contra Costa Transit District
- 23 East Bay Division of Pacific Gas and Electric Company
- 23a X-Ray Engineering Company
- 23b Concord T.V. Cable
- 23c Teleprompter of Milpitas
- 23d Tele-Vue Systems, Inc. East Bay Area
- 23e Bay Cablevision, Inc.
- 23f Teleprompter of Newark
- 24 San Francisco Division of Pacific Gas and Electric Company
- 24a General Office of Pacific Gas and Electric Company
- 24b Western T.V. Cable
- 25 Stockton Division of Pacific Gas and Electric Company
- 25a Turlock Irrigation District
- 25b Tri-Dam Project
- 26 City of Alameda, Bureau of Electricity
- 27 City of Berkeley
- 28 City of Lodi
- 29 City of Oakland

Local 1245 Nominates All Advisory Council Members this April

Nominations for all Local 1245 Advisory Council positions will be open at the April Unit Meetings in accordance with the Local Union Bylaws. Article V, Section 8 states that "To qualify as a candidate to the Advisory Council, a member must have at least two years continuous good standing in the Local Union immediately prior to June 1st of election year and six months in the department, division or company from which they are nominated. Exceptions to this rule shall be granted where such bodies have not been in existence long enough to meet this requirement."

Article V, Section 9 provides that the nominations and election for this Council shall be conducted in conjunction with the nomination and election for Constitutional Officers of the Local Union. (See the notice on page one - "Local 1245 nominates all officers this April," for the procedure for nominating candidates.)

National Health Insurance remains crucial

Any arguments against the labor-backed Health Security Act in terms of dollars and cents are no longer relevant.

The U.S. Department of Health, Education and Welfare, in their latest news release, has stated health care in spending in the United States reached \$139.3 billion in fiscal 1976, an increase of \$17 billion over 1975.

Coupled with this fact, HEW, in an earlier news release, stated the Kennedy-Corman Health Security Act would cost \$130.1 billion. That is \$9.2 billion less than what the American people paid out to private medical and insurance groups and hospitals last year.

No longer can the Republicans defend their friends in the medical and insurance fields by denouncing the Health Security Act as too costly.

The statements are at hand. It is apparent that the private insurance and medical lobbies who have been victorious during the past Republican administrations, have plunged us into a health care inflation.

Right now, the average wage earner is working well over one month every year to pay off insurance companies and medical groups for health care, and experts predict this cost could double in the next five years if left unattended.

The reason for this high cost is that the past Republican administrations

catered to the whims of the private insurance and medical lobbies which have reaped huge profits from the average wage earner through ever increasing costs.

In reality, all health care programs over the past eight years have been designed for the insurance companies and medical groups.

The time for the Health Security Act is now. It is the first and only piece of health care legislation designed for the consuming men and women — not the providers — of health care.

The act, sponsored by Senator Edward Kennedy (D-Mass.) and Representative James C. Corman (D-California), would be financed by social security taxes and federal general revenues which should increase substantially as the Democrats now have the power to forever close up the tax loopholes of the rich.

It would also be administered by the Federal government which could finally be made responsive to the needs of the average worker and put limits on what hospitals and doctors could charge and earn.

If passed, the bill would provide universal and mandatory medical coverage for every person in this country. There would be no payment on the consumer's part in the form of bills

(Continued on page seven)



the utility reporter

Telephone (415) 933-6060



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JACK McNALLY.....	Assistant Editor
DAVID REESE.....	Assistant Editor

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Appointments

Negotiating Committee

CITY OF BERKELEY: Charles E. Buckley, Veodis Stamps

Ballot Committee

PACIFIC GAS AND ELECTRIC COMPANY: Robert J. Azevedo, Chairman, Charles Bianco, F. O. Watkins, Lawrence W. Bruce, Joseph B. Graham, Jr., Frank De Maio, Debra J. Rocha, Felton G. Prescott, Raymond W. Milota, Laurence Hope, Victor Patton, Charles Larsen, Jr., James F. Parker, Gary E. Johnson, Rayphe Brewer. ALTERNATES: Robert A. Burchfield, Otisteen Youngblood, Cyndi Santaella

Letter outlining intent of 202.4

As a result of the 1976/77 general negotiations, Subsection 202.4(b) of the Physical Contract was added to provide for the scheduling of employees in the Electric T&D Departments during hours other than 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. The specific contractual language involved in this change is as follows:

202.4 Redesignate the present language as 202.4(a). (This Subsection establishes the customary 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. hours.)

202.4(b) "In addition to the hours and conditions outlined in Subsection 202.4(a) above, employees in the Electric Transmission and Distribution Departments and the Gas Transmission and Distribution Departments may be regularly scheduled to work the hours

of 7:00 a.m. to 11:30 a.m. and from 12:00 noon to 3:30 p.m. or the hours of 9:30 a.m. to 1:00 p.m. and from 1:30 p.m. to 6:00 p.m. The basic workweek of employees assigned either of the regular schedule of hours listed above shall be from Monday through Friday."

In negotiating the above schedule of hours, it is the Company's intent to adopt the specific schedule of hours outlined above primarily where specific operational or continuity of service requirements dictate the need for such hours and secondarily where there are other apparent needs justifying such hours. The example given during bargaining was the difficulty in obtaining crews during peak commute hours in urban areas. Reasons for adoption of the revised schedule are not limited to this example. However, in any situation

Company outlines revised offer

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, California 94596

March 17, 1977

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

This letter will confirm the Company's understanding of the settlement reached on March 16, 1977, between Company's Negotiating Committee and the Union's Negotiating Committee for the 1976/77 General, Benefit, and the Health and Dental Benefit Negotiations.

The entire settlement described in my letter of February 8, 1977, and its attachments, will be resubmitted to the membership with the following change in Item 39 — Term, on Page 8 of such letter:

It was agreed that the term of the Benefit Agreement will be six years — from January 1, 1977 through December 31, 1982, inclusive. The Agreement may be reopened by either party 120 days prior to December 31, 1982. Further, the Agreement may be reopened by either party 120 days prior to December 31, 1980 for the discussion of Part III — Retirement Plan, in its entirety. It is assumed that any changes which result from such discussion would be effective January 1, 1981.

If the foregoing is not in accord with the understanding of the settlement reached, please let me know immediately.

Yours very truly,
I. W. BONBRIGHT

the intent surrounding the negotiation of Subsection 202.4(b) must be considered in relation to assessing the need for the revised schedule of hours.

Once implementation of one or both of the schedules is justified, other conditions relative to their use are as follows:

1.) The number of employees assigned the revised schedule shall be in conformity with the following statement of intent:

"With respect to the capability of changing hours under new Subsection 202.4(b), the Company agrees that a substantial majority of the gas and electric transmis-

sion and distribution employees at any headquarters will continue to be scheduled from 8:00 to 4:30 or 5:00 in accordance with the provisions of Subsection (a) of this Section. The Company also agrees that where an employee who is scheduled to work other than 8:00 to 4:30 or 5:00 is absent, he will be replaced provided the normal crew complement is not greater than three employees."

A substantial majority referred to above means approximately two-thirds of the T&D crews and work units in either the Electric or Gas T&D Departments. Note should also be made of the requirement to replace an absent employee where the crew size is not greater than three employees. This does not mean that a two or three-man crew cannot be regularly scheduled on the revised hours but rather that the Company will make every reasonable effort to replace an absent employee. It does not mean, furthermore, that the remaining members of a work unit must wait for a third member to be assigned prior to their dispatch to the field for work. (However, each unit must work in conformity to the notes and job definitions.)

2.) Initial staffing of the crews will be accomplished in accord with the following:

"It was agreed that, in general, assignment to hours of other than 8:00 a.m.-5:00 p.m. would be offered to employees in order of Service. If there are insufficient volunteers, assignments will be made on the basis of least Service."

3.) Once the Subsection 202.4(b) schedules are implemented, they are to be considered regular hours and cannot be changed except on an annual or other regular basis. Also, once established, the assignment of employees to these schedules may be rotated among T&D employees at a location by prior local agreement between the Company and Union.

4.) The provisions in Subsection 202.4(a) relative to the advancement or delay of the regular lunch period apply also to the Subsection 202.4(b) schedule of hours.

In order to assure a uniform approach to the implementation of Subsection 202.4(b), clearance for the change must be obtained from either the General Office Electric Transmission and Distribution Department or the General Office Gas Distribution Department and the General Office Industrial Relations Department.

I. WAYLAND BONBRIGHT

EFFECTIVE DATE OF IMPROVEMENTS and SCHEDULE FOR FUTURE BARGAINING

	Wages and Conditions Agreement	Benefit Agreement	Health & Dental Agreement
1977	7.25% general wage increase. Vacation improvements. Additional Holiday. Additional Doubletime. Improved shift differential. Increased expenses-G.C. Improved promotion and demotion provisions - G.C. Improved transfer rights - Division. Improved demotion provisions - Division. Numerous other revisions as set forth in February issue of Utility Reporter.	Group Life Insurance 20% reduction in premiums with provisions for greater choice in amount of coverage. Long Term Disability 5 to 41.7% adjustments for those on L.T.D. Retirement Plan 2 new formulas which provide improved pensions. Improved Spouse's Pension. Reduced penalty for withdrawal of contributions. Savings Fund Plan Provides for immediate vesting of Company's contributions and permits withdrawal of such contributions at end of 2nd instead of 3rd calendar year. (One time 2 year withdrawal at end of 1977.) TRASOP - Savings Fund Plan to be amended during 1977 in order to take advantage of the additional 1/2% investment tax credit.	Dental - 70-30 copayment
1978	6% general wage increase. Vacation improvements. Shift differential adjustments.		
1979	Wage opener 120 days prior to 1/1/79. Shift differential adjustments. TERM ENDS 12/31/79		Dental - 80-20 copayment Medical - Opener 150 days prior to 12/31/78.
1980		L.T.D. Adjustments open in Fall of 1979 to be applied in 1980.	TERM ENDS 12/31/80
1981		Retirement Plan open 120 days prior to 12/31/80. TERM ENDS 12/31/82.	

Local 1245's Annual Financial

SIDNEY RUBIN
 Certified Public Accountant
 2525 Van Ness Avenue, Room 215
 San Francisco, California 94109
 Telephone: 771-2577
 January 27, 1977

Bank statement, less outstanding checks	\$ 288,409.01
Deposits cleared after close of bank statement	522.45
Wells Fargo Bank, savings account	883,347.81
Contingency, petty cash and change funds	3,700.00
Total per prior page	1,175,979.27

TO THE OFFICERS AND MEMBERS OF THE
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 WALNUT CREEK, CALIFORNIA

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1976

SCHEDULE 1

I have examined the Statements of Recorded Cash Receipts and Disbursements of your Local Union for the Year ended December 31, 1976 and the related Statement of Assets, Liabilities and Equity at December 31, 1976. My examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances. The following summarizes information included in these financial statements which are a part of this report:

Cash and Stock Fund at Cost at 12/31/75:		
General Fund	\$1,424,809.77	
Replacement Fund	51,562.76	
Scholarship Fund	18,919.33	
Fund for Organizing Expenses	509.57	
Supplemental Retirement-Severance Fund	113,834.23	
	<u>1,609,635.66</u>	
Receipts*	\$2,773,840.61	
Disbursements*	2,989,651.84	
(Decrease)		(215,811.23)
Cash and Stock Fund at Cost at 12/31/76:		
General Fund	1,175,979.27	
Replacement Fund	83,319.69	
Scholarship Fund	19,185.02	
Fund for Organizing Expenses	535.62	
Supplemental Retirement-Severance Fund	114,804.83	1,393,824.43
Liabilities and Other Assets Net		458,230.71
Equity		1,852,055.14

* Exclusive of transfers between funds.

Disbursements for the year included advances of \$434,634.41 to the Energy Workers Center, Inc. In my opinion the accompanying financial statements present fairly the recorded cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1976 and the equity of Local No. 1245 at December 31, 1976 in accordance with the accounting principles stated in Note 1 to the Statement of Assets, Liabilities and Equity and on a basis consistent with that of the prior year.

SIDNEY RUBIN

EXHIBIT A

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1976

GENERAL FUND

Cash Balance December 31, 1976	\$1,424,809.77	
Receipts:		
Local Union portion of receipts:		
"A" members' dues	\$ 50,420.05	
"BA" members' dues	2,106,060.63	
Initiation fees	5,363.94	
Reinstatement fees	181.00	
Difference in dues	155.30	
Agency fees	5,391.50	
Working dues - Outside line	11,124.88	
Total	2,178,697.30	
Reimbursements to General Fund:		
Receipts held for credit or to refund	5,399.09	
Members' credits applied to dues, etc.	(1,456.40)	
Interest	71,687.88	
Dividends	188.00	
Refunds and reimbursements:		
Group Life Insurance Policy	8,924.06	
Transfer from Replacement Fund	7,391.60	
From Supplemental Retirement-Severance Fund	6,001.76	
From Scholarship Fund	1,000.00	
International per capita	1,436.40	
Auto insurance	1,702.69	
Auto expenses	708.85	
Others, details in quarterly financial statements	2,301.78	
Total	105,285.71	
International Portion of Receipts:		
"A" members' per capita	87,457.60	
"BA" members' per capita	394,762.50	
Initiation fees	5,363.93	
D.B.A.F. fees	94.00	
Reinstatement fees	181.00	
Difference in per capita	237.30	
Agency fees	1,052.00	
Pension reinstatement fees	90.00	
Total	489,238.33	
Total Receipts	2,773,221.34	
Total Receipts and Balance	4,198,031.11	
Disbursements Schedule 1	3,022,051.84	
Cash Balance December 31, 1976	1,175,979.27	

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1976

GENERAL FUND

Details of Balance — General Fund:
 Wells Fargo Bank, commercial account:

GENERAL FUND		
Affiliation Fees:		
International Brotherhood of Electrical Workers	\$501,844.69	
San Francisco C.L.C.	1,080.00	
Santa Clara C.L.C.	79.20	
Alameda C.L.C.	4,800.00	
Joint Executive Conference of Nor. California Electrical Workers	100.00	
Nevada State AFL-CIO	1,296.00	
Nevada State Electrical Assn.	165.00	
Sacramento C.L.C.	505.68	
Contra Costa C.L.C.	3,600.00	
California Federation of Labor	27,000.00	
California State Assn. of Electrical Workers	1,800.00	
Marin County C.L.C.	468.00	
San Joaquin & Calaveras C.L.C.	1,200.00	
Butte-Glenn C.L.C.	368.97	
Napa-Solano C.L.C.	734.40	
Kern-Inyo-Mono C.L.C.	1,050.00	
Fresno-Madera C.L.C.	818.04	
Sonoma, Mendocino, Lake C.L.C.	480.00	
Merced-Mariposa C.L.C.	289.44	
Stanislaus-Tuolumne C.L.C.	602.40	
Marysville C.L.C.	60.00	
Humboldt-Del Norte C.L.C.	452.25	
Five Counties C.L.C.	225.00	
Monterey County C.L.C.	150.44	
Public Employees Council	30.00	\$549,199.51
Staff Expenses:		
Salaries	801,241.61	
Hotels	13,596.95	
Meals	23,695.51	
Other transportation	4,494.53	
Automobile Expenses	46,497.47	
Parking and tolls	3,341.36	
Transfer to Replacement Fund	32,400.00	
Mileage	2,602.36	
Auto Insurance	22,711.38	
Auto Licenses	1,322.50	
Moving expenses	2,154.87	954,058.54

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1976

GENERAL FUND

Research and Education:		
Utility Reporter	\$ 34,764.23	
Public relations	569.53	
Subscriptions and publications	5,832.98	
Miscellaneous meeting expenses	602.46	
Shop Stewards' Conferences	6,532.37	
Scholarship Awards and Expenses	1,116.57	
Educational materials and activities	650.25	
Film & recorder	50.25	
Dues for Membership to:		
International Labor Press Assn.	30.00	
International Society of Arboriculture	70.00	
Consumers Federation of California	100.00	
Western Labor Press Assn.	12.50	
I.R.R.A.	18.00	
National Safety Council	70.00	
Bay Area Union Prof. Center	10.00	
National Council of Senior Citizens	4.00	\$ 50,433.14
Office Expenses:		
Clerical salaries	134,176.44	
Rent	19,200.00	
Telephone and Telegraph	43,969.10	
Postage and meter expense	32,265.74	
Supplies and printing	30,666.97	
Equipment maintenance	4,954.69	
Equipment rental	209.00	
Furniture and equipment	63,954.43	
Data processing	36,814.72	
Janitorial	3,587.32	
Mileage	64.63	
Meals	10.00	
Personal property tax	1,751.32	
Moving of office	3,051.14	
Christmas cards	109.63	374,785.13

SCHEDULE 1
 (continued)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 LOCAL NO. 1245
 STATEMENT OF RECORDED CASH DISBURSEMENTS
 FOR THE YEAR ENDED DECEMBER 31, 1976

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Other Salaries and Expenses:			
Executive Board	\$27,916.05	\$15,437.99	\$ 43,354.04
Executive Board Committees:			

al Report for 1976 Reprinted

Communications		167.45	167.45
Policy and Resolution	879.14	170.65	1,049.79
Ways and Means	163.20	130.15	293.35
Benefit	4,878.43	2,188.47	7,066.90
Building Committee	596.71	19.35	616.06
Advisory Council	9,024.79	16,207.73	25,232.52
Trustee Committee	1,460.00	444.23	1,904.23
Conference and convention	9,515.48	14,541.05	24,056.53
Grievance Committee	64.99	6,158.08	6,223.07
Review Committee	1,960.54	1,385.28	3,345.82
P.G.&E. Arbitration	437.76	2,227.76	2,665.52
Local Investigating Committee	662.41	770.15	1,432.56
Industrial Safety	174.31	524.75	699.06
Shop Steward	60.37	68.06	128.43
Joint apprentice training — Safety		77.59	77.59
Joint Labor Management meeting	136.85	32.55	169.40
Administrative (benefit)	861.40	209.29	1,070.69
P.G.&E. Ballot	6,663.99	3,567.86	10,231.85
NLRB Hearings		160.93	160.93
USBR Arbitrations		1,052.00	1,052.00
Teleprompter arbitration		19.65	19.65
S.P.P. Ballot	3,739.77	39.94	3,779.71
Organizing Committee		232.46	232.46
S.P.P. Safety	80.42		80.42
USBR Apprentice Com.		105.40	105.40
Pacific Tree Arbitration		177.20	177.20
S.P.P. Apprenticeship		20.44	20.44
Central Cal. Com. Corp — Arbitration		50.00	50.00
SMUD Apprenticeship		8.07	8.07
Safety Advisory		53.40	53.40
Sohner Tree Ballot	46.24		46.24
Total Various Committees	69,322.85	66,247.93	135,570.78

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1976

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Other Salaries and Expenses: (continued)			
Negotiating Committees:			
Calif-Pacific Utility Co.	\$ 565.55	\$ 596.84	\$ 1,162.39
Sacramento Municipal Utility Dist.	1,784.52	1,524.00	3,308.52
Citizens Utility		35.26	35.26
X-Ray Engineering	426.56	125.19	551.75
City of Healdsburg		152.05	152.05
Teleprompter	123.44	168.86	292.30
State Cable TV	155.00	176.75	331.75
Outside Line Construction	453.20	1,943.22	2,396.42
Nevada Power		124.74	124.74
City of Redding		34.18	34.18
Concord TV Cable	230.00	33.64	263.64
Outside Telephone Construction	429.44	179.10	608.54
City of Gridley		2.60	2.60
City of Santa Clara	524.14	295.77	819.91
Nevada Irrigation District		359.95	359.95
Mt. Wheeler Power	292.72	316.74	609.46
Silver King Video	26.08	98.30	124.38
Konocti TV Cable	126.05	195.20	321.25
Napa Valley CATV		3.35	3.35
Oceanview Cable	342.44	50.13	392.57
Yuba City Water Agency		8.65	8.65
Plumas-Sierra R.E. Coop.	60.24	21.00	81.24
U.S. Bureau of Reclamation	2,451.01	2,956.02	5,407.03
Oroville-Wyandotte Irrigation Dist.		104.74	104.74
Tri-Dam		42.60	42.60
City of Roseville		25.62	25.62
City of Alameda		106.48	106.48
Truckee Donner PUD.	35.85		35.85
Monterey Peninsula Cable TV		78.10	78.10
Pacific Gas Transmission	939.97	1,407.01	2,346.98
Sohner Tree	242.40	343.50	585.90
City of Lodi	244.41	186.50	430.91
Davey Tree	284.32	108.00	392.32
Bay Cablevision		39.12	39.12
Sacramento Transit Authority	2,235.43	217.60	2,453.03
Storer Cable TV	142.40	34.25	176.65
Western TV Cable	211.40	54.08	265.48
Turlock Irrigation District		78.50	78.50
Jones Cable TV	58.25	102.10	160.35
Utility Tree		40.00	40.00
Pacific Tree	183.84	97.70	281.54
Merced Irrigation District		26.50	26.50
Total Various Negotiating Com.	12,568.66	12,493.94	25,062.60

SCHEDULE 1
(continued)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1976

GENERAL FUND

	Salaries Paid or Reimbursed	Expenses	Total
Other Salaries and Expenses: (continued)			
P.G.&E. Company:			
Wage and Contract	\$ 26,936.14	\$ 21,616.56	\$48,552.70
Departmental:			
Substation Operations	870.92	230.77	1,101.69
PLO Reorganization	105.31	50.10	155.41
Nuclear Power Plant Operators	1,917.66	686.13	2,603.79
Clerical Job Grading	1,992.97	2,118.85	4,111.82
Steam	117.26	28.50	145.76
Bldg. Dept.	269.32	45.67	314.99

Material Handling	1,573.82	266.34	1,840.16
Geysir Power Plant	128.82	30.88	159.70
Gas Service	58.12		58.12
Total P.G.&E. Company	33,970.34	25,073.80	59,044.14
S.P.P. Company:			
Wage and Contract	13,396.48	3,722.53	17,119.01
Membership Supplies:			
Membership Cards		706.12	706.12
International Supplies		3,478.43	3,478.43
Election Expenses		142.80	142.80
Agreements:			
Sierra Pacific Power		2,842.20	2,842.20
Citizens Utility		675.21	675.21
Total Membership Supplies		7,844.76	7,844.76
Total Other Salaries and Expenses	129,258.33	115,382.96	244,641.29

SCHEDULE 1
(continued)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1976

GENERAL FUND

Membership Benefits:			
Group Life Insurance		\$86,571.24	
Flowers		275.28	
Pin award Dinners		7,081.36	
Unit Meeting Prizes		600.00	
Life Savings Award		8.00	
Readership Contest		50.00	
Memorial Bibles		143.45	
Local Union Unit Social Fund		200.00	
Donations in Lieu of Flowers:			
American Cancer Society		40.00	
Heart Fund		20.00	\$94,989.33
Donations:			
KQED		200.00	
KEET		100.00	
TV - Channel 18		100.00	
Committee for Yes, Proposition 14		1,000.00	
Committee for Clean Water		100.00	
41 contributions, candidates California			
Assembly and Senate elections		3,700.00	
8 contributions candidates Nevada assembly and senate elections			
Castro and Hursh for SMUD Board of Directors		400.00	
Cal. Council for Environmental & Economic Balance		1,000.00	
NAACP		500.00	
Hanna Boys Center		100.00	
City of Hope		100.00	
R.A. Legion Testimonial		332.00	
Nelson Pagon Benefit		200.00	
Five others, under \$100 each, details in quarterly financial statements		255.00	8,437.00
Payroll taxes:			
Employee Portion:			
US income tax withheld		(170,687.26)	
California income tax withheld		(33,874.17)	
FICA withheld		(39,901.96)	
SDI withheld		(4,306.56)	
US income tax forwarded		170,585.31	
California income tax forwarded		33,245.60	
FICA forwarded		39,958.94	
SDI forwarded		4,213.39	
Local Union Portion:			
FICA		39,958.95	
California Unemployment Ins.		7,430.67	
Nevada Unemployment		214.80	
US Unemployment		1,011.84	47,849.55

SCHEDULE 1
(continued)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1976

GENERAL FUND

Employee Benefits:			
Health and Welfare plan		\$ 37,765.54	
Group life insurance withheld		(8,130.71)	
Group life insurance forwarded		18,122.08	
Staff pension plan		80,739.00	
Clerical Pension plan		12,852.00	\$ 141,347.91
Other Disbursements:			
Legal fees		41,258.99	
Audit fees		3,500.00	
Hall rentals		16,107.50	
Refunds		5,201.10	
PRD service charges (Various employers)		1,560.75	
Workman's comp. Ins.		34,019.17	
Funds advanced — to be reimbursed		719.78	
Dues advanced		280.25	
Bond and insurance		2,209.25	
Advances to Energy Workers Center, Inc.		434,634.41	
Forward Supplemental Retirement-Severance payments		6,001.76	
Hearing transcripts		262.31	
Purchase 2 autos, price \$10,053.60, less trade-in allowance \$2,850., cash paid		7,203.60	
Consultant fees		1,465.00	
Trustee fee — pension plans		1,843.67	
Write off returned check		42.90	556,310.44
Total Disbursements			3,022,051.84

1976 Financial Report Reprinted

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1976

REPLACEMENT FUND

Cash Balance December 31, 1975		\$51,562.76
Receipts:		
Transfers from General Fund	\$32,400.00	
Interest	3,193.53	
Insurance recovery—auto	3,255.00	
Fleet rebate	300.00	
	<u>39,148.53</u>	
Total of Receipts and Balance		90,711.29
Disbursements:		
Transfer to General Fund to purchase 2 autos	7,391.60	
Cash Balance December 31, 1976		<u>83,319.69</u>
Details of Balance:		
Wells Fargo — savings account	83,319.69	

SCHOLARSHIP FUND

Cash Balance December 31, 1975		18,919.33
Receipts:		
Interest	1,265.69	
Total of Receipts and Balance		20,185.02
Disbursements:		
Transfer to General Fund for Scholarship Awards	1,000.00	
Cash Balance December 31, 1976		<u>19,185.02</u>
Details of Balance:		
Twin Pines Federal Savings & Loan Assn.:		
Certificate	9,722.76	
Savings Account	7,949.29	
Savings Account	1,512.97	
Total As Above	<u>19,185.02</u>	

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1976

FUND FOR ORGANIZING EXPENSES

Cash Balance December 31, 1975		\$ 509.57
Receipts:		
Interest	26.05	
Total of Receipts and Balance		535.62
Disbursements:		
	NONE	
Cash Balance December 31, 1976		<u>535.62</u>
Details of Balance:		
Wells Fargo Bank, savings account	\$ 535.62	

SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

Balance December 31, 1975		113,834.23
Receipts:		
Interest	6,109.30	
Dividends	863.06	
Total of Receipts and Balance		120,806.59
Disbursements:		
Transfers to General Fund to pay benefits to retired employee	6,001.76	
Balance December 31, 1976		<u>114,804.83</u>
Details of Balance:		
Fifteen American Savings and Loan Accounts	91,524.50	
Three Dodge & Cox Stock Fund accounts — at cost	23,280.33	
Total As Above	<u>114,804.83</u>	

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF ASSETS, LIABILITIES AND EQUITY
AT DECEMBER 31, 1976 (See Note 1)

ASSETS		
Cash Accounts and Stock Fund at cost:		
Commercial Account — General Fund	\$ 288,409.01	
Cash Funds and deposits cleared after close of bank statement — General Fund	4,222.45	
Savings account — General Fund	883,347.81	
Savings account — Replacement Fund	83,319.69	
Savings accounts and certificate — Scholarship Fund	19,185.02	
Savings account and Stock Fund at Cost — Supplemental Retirement-Severance Fund	114,804.83	
Savings account — Fund for Organizing Expenses	535.62	
Total Cash and Stock Fund at Cost		\$1,393,824.43
100 shares P.G.&E. common stock — at cost	3,388.17	
Air Transportation Deposit	425.00	
Advances to Energy Workers Center, Inc.	518,934.34	
Fixed Assets:		
Automobiles (26) at cost	115,863.54	
Less allowance for depreciation	75,600.00	
	<u>40,263.54</u>	
Furniture and office equipment — at cost	112,089.18	
Less allowance for depreciation	19,544.00	
	<u>92,545.18</u>	
Total Assets		<u>2,049,380.66</u>

LIABILITIES AND EQUITY

Liabilities:		
IBEW per capita portion of November & December receipts to forward	79,535.51	
Payroll taxes	3,846.22	
For Supplemental Retirement-Severance (Note 2)	<u>113,943.79</u>	
		197,325.52
Equity:		
General Fund	1,748,153.77	
Replacement Fund	83,319.69	
Scholarship Fund	19,185.02	
Fund for Organizing Expenses	535.62	
Supplemental Retirement-Severance Fund	<u>861.04</u>	
		1,852,055.14
Total Liabilities and Equity		<u>2,049,380.66</u>

Notes: 1. The accounts are maintained on a cash basis. Assets and liabilities consist of those arising from cash transactions and all other material assets and liabilities. Depreciation has been computed on depreciable assets, at \$100. per month on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid operating expenses are not included in this statement.
2. The amount shown as a liability for supplemental retirement-severance has been computed on the basis of amounts previously established and vested percentages.

EXHIBIT C

Energy Workers Center, Inc. Annual Financial Report

TO THE BOARD OF DIRECTORS
I.B.E.W. LOCAL UNION 1245
ENERGY WORKERS CENTER, INC.
WALNUT CREEK, CALIFORNIA

JANUARY 27, 1977

I have examined the Statement of Assets, Liabilities and Net Worth of the I.B.E.W. Local Union 1245 Energy Workers Center, Inc. at December 31, 1976 and the related Statement of Income and Expense for the year then ended. My examination was made in accordance with generally accepted auditing standards and included such tests of the records and such other auditing procedures as I considered necessary in the circumstances.

In my opinion the accompanying financial statements present fairly the assets, liabilities and net worth of the I.B.E.W. Local Union 1245 Energy Workers Center, Inc. at December 31, 1976 and its income and expenses for the year then ended in accordance with generally accepted accounting principles applied on a basis consistent with that of the prior year.

SIDNEY RUBIN

EXHIBIT D

I.B.E.W. LOCAL UNION 1245
ENERGY WORKERS CENTER, INC.
STATEMENT OF ASSETS, LIABILITIES AND NET WORTH
DECEMBER 31, 1976

ASSETS		
Wells Fargo Bank:		
Commercial Account	\$ 2,370.89	
Savings Account	<u>18,712.12</u>	
		\$ 21,083.01
Fixed Assets:		
Building in use:		
Land	78,077.78	
Building, cost less depreciation of \$1,830	<u>353,641.11</u>	
		431,718.89
Land and building being sold, Cost less accumulated depreciation		<u>167,608.14</u>
Total Assets		<u>620,410.04</u>

EXHIBIT E

LIABILITIES AND NET WORTH

Liabilities:		
Wells Fargo Bank loan, including accrued interest of \$151.89	30,530.52	
Lease deposit	<u>795.00</u>	
		31,325.52
Net Worth:		
Cash advanced by I.B.E.W. Local Union 1245	518,934.34	
Gain through December 31, 1975	61,096.00	
Gain for year, per Statement of Income and Expenses (Below)	<u>9,054.18</u>	
Total Liabilities and Net Worth		<u>620,410.04</u>

**STATEMENT OF INCOME AND EXPENSE
YEAR ENDED DECEMBER 31, 1976**

Income:		
Rents	25,680.00	
Interest and other	<u>1,442.35</u>	
		27,122.35
Expense:		
Interest	1,991.68	
Property Tax	4,235.91	
Depreciation	4,485.00	
Utilities and Gardener	5,466.20	
Maintenance and repairs	768.82	
Insurance, bond and other	<u>1,120.56</u>	
		18,068.17
Gain for year		<u>9,054.18</u>

Bay Cablevision and Local 1245 reach agreement

Members employed by Bay Cablevision voted on March 2, 1977 to accept the results of this year's bargaining. The one year agreement provides for a general wage increase of 7% (in addition to some inequity increases); increased inclement weather provision

from 2 to 4 hours; vacation may be taken at any time of year instead of just during summer months; equal distribution of standby and an increase in standby pay of \$15 per week; and a test was agreed upon for Installers and Technicians.

North Coast Comments

by Darrel Mitchell

On February 26th stewards from Humboldt Division attended a training session. The main topic was arbitration. A film on an arbitration hearing was shown. Assistant Business Manager Larry Foss gave a presentation on the arbitration process and answered questions from the stewards. Stewards in attendance were Rich McKenna, Clark Fleming, Jim Russell, John Grant, Barry Jensen, John Mitchell, Ken Haycraft, Bob Hixson, and Butch Parton. The next training session is scheduled for April 2, 1977. See below for photos of persons who attended the training session.

On April 2 the Local Union will hold a pin dinner for members residing in Humboldt Division. Members in the 20th, 25th, 30th, 35th, and 40th years of membership will be invited.

Brother Grady Ford has been off work due to illness. The membership of Local 1245 wish Grady a speedy recovery.

Shop Stewards Jack Collings, Jim Russell and Ken Haycraft have represented their fellow members very well in recent grievance proceedings in the Humboldt area.

In the Ukiah area Al Loewen, Bob Wattenburger, Larry Finch, Russ Swinney, and John Trunnel have done a fine job as stewards involved in the grievance procedure. Al Loewen is leaving Clearlake Highlands where he has been a steward for a number of years. Thanks for a job well done, Al. Stan Fahnholz has been very active in the Highlands area and will do a fine job replacing Al as the steward.

Shop Steward Gary Sullivan has been off work for a period of time now. The members of our local hope Gary returns to work shortly.

We are currently in the process of getting proposals for bargaining from members employed by Teleprompter of Fort Bragg, Ukiah and Willits. We will be negotiating with this employer in the near future.



The photos above and below show the Shop Stewards from Humboldt Division that attended a recent meeting.



National Health Insurance

Continued from page two

because it would be publicly financed. That means medical care would be free at the time of need.

It is ironic indeed to see that without help of the ousted Republican presidents, both insurance companies and medical groups are lobbying widely with their own bills. The American Hospital Association has one, the American Medical Association has one, the insurance industry has one, and even Ford has one, appropriately anagrammed CHIP.

In other words, we're tired of the medical and insurance groups dictating to us how much we have to pay to maintain our own health. We want to dictate to them. The time has come for these groups to shape up and give back what they have had a free hand to take.

Different people have different health needs and we need legislation that will cover all people equally. The Health Security Act guarantees this.

Service Union Reporter

LETTER OF AGREEMENT SUMMARIES

Editor's note: A copy of the full text of these letters is available to the members upon their written request to the Local Union.

Pacific Gas and Electric Co.

No. 2265 signed 2-10-77

Provides for placement of a helper who was injured on the job into a vacant Pressure Operator position in San Jose.

No. 2270 signed 2-10-77

Provides for placement of a Gas Serviceman who was injured on the job, into a vacant Service Operator position in San Rafael and waives the residence requirements for this position.

No. 2274 signed 3-11-77

Provides for merging the employees in the Pittsburg and Antioch Offices as one, on paper, for the purposes of all relevant contractual matters. The two offices will be combined into a new headquarters some time between April and July 1, 1977.

No. 77-6-PG&E signed 3-2-77

Provides for placement of a Lineman who was injured on the job, but currently working as an Assistant Foreman's Clerk, into a vacant Inspector position in San Rafael.

No. 77-12-PG&E signed 2-22-77

Provides for clarification of procedures to be followed in regards to Union's Petition for certification of certain clerical employees of the Design-Drafting Department.

No. 77-13-PG&E signed 2-25-77

Provides for deletion of paragraph C-Age, of the Master Apprenticeship Agreement, based on recent legislation and the Attorney General's Opinion on that subject.

Sierra Pacific Power Co.

No. 77-4-SPPC signed 3-10-77

Provides for a schedule change at Tracy Station due to a scheduled outage at Unit No. 3.

No. 77-5-SPPC signed 3-11-77

Provides for revised schedule of work hours for five employees in the Reno Clerical Department.

No. 77-6-SPPC signed 3-11-77

Provides for a revised schedule of work hours for two employees in the Reno Clerical Department.

Bargaining Roundup

IN NEGOTIATIONS

CENTRAL CALIFORNIA COMMUNICATIONS CORPORATION: Negotiations have opened and Union has presented Company with its proposals. Next meeting set for March 10, 1977.

OCEAN VIEW CABLEVISION: Union and Company committees have been meeting since October on wage opener and the subject of job definitions. The membership has rejected one offer. Next meeting scheduled for March 18, 1977.

NAPA VALLEY CABLE TV: No progress to report. Still in negotiations.

PACIFIC GAS TRANSMISSION: Company and Union have reached a tentative settlement. Ballots have been mailed to the membership with a return date to Local Union headquarters of March 24, 1977. Business Representative Wayne Weaver will make a tour of properties the week of March 14th through 18th to explain the package to the members.

CALIFORNIA-PACIFIC UTILITIES COMPANY JOINT BENEFIT COMMITTEE: Still in negotiations. Next meeting scheduled for March 15, 1977.

PACIFIC TREE EXPERT COMPANY: Company and Union Committees have met five times since the first of the year with no progress to report at this time. Next meeting scheduled for early in March.

INTERIM BARGAINING:

CITY OF LODI: Following withdrawal from Social Security, interim negotiations have been in progress regarding the utilization of employer and employee contributions to Social Security for improvements to the PERS Retirement Plan (a mandatory diversified compensation plan) and a Long Term Disability Plan. Next meeting is scheduled for March 9, 1977 and it is expected that a tentative settlement will be reached at that time, with approval by the City Council at its next regular session.

CITY OF LOMPOC: Interim bargaining with the City of Lompoc on automatic progression to Electrical Line Worker is in progress. Next meeting is March 14, 1977.

NOTICE TO NEGOTIATE:

CALIFORNIA-PACIFIC UTILITIES COMPANY - Needles District of the Colorado River Division: Union has served notice to negotiate on Company. No proposals have been exchanged and no first meeting date is set as yet.

The Safety Scene

Medical follow-up of high-voltage linemen working in AC electrical fields

Editor's note: The following article appeared in the December, 1976 issue of Hotline. This is the publication of I.B.E.W. Local 258, located in Vancouver, British Columbia. The subject of the effects of high voltage upon the health of linemen is one which Local 1245 is following very closely. We are printing this article to keep the membership informed on the subject.

**M.L. Singwald, M.D.
O.R. Langworthy, M.D.
W.B. Kouwenhoven, Dr. Ingr.
M.D. (Hon.), Fellow IEEE**

**The John Hopkins University
Baltimore, Maryland**

INTRODUCTION

This paper presents the final results of the effects upon the health of linemen engaged in the maintenance of energized electrical transmission over a period of nine years. An initial report was presented in 1966 at the IEEE Summer Meeting in New Orleans, and the study has been continued to 1972. The evaluation was begun in December 1962 with ten linemen, four from the Ohio Power Company and six from the Appalachian Power Company (American Electric Power System).

In order to assure reliable and continuing electric service most of the present day low voltage lines and all of the HV and EHV lines are kept energized during maintenance work. The linemen have the duty of working on these lines while energized. They are exposed to electrical fields of various intensities while carrying out their duties. They are not substation operators. The American Electric Power Company and many other U.S. companies operate their switching stations by electric relays controlled from distant load centers.

Various maintenance techniques have been developed that permit this live-line maintenance to be done safely and efficiently. Two distinct techniques are employed today, the hot stick method and the bare hand method. A lineman using the hot stick method is separated from the high field surrounding the energized line conductor by the effective length of the hot stick (10 feet for 345kV) and is exposed only to a field strength of around 2 kV per inch (70 kV/M) when working 345 kV. The small 60 Hz AC electrical currents which the electric field produces enter the entire surface of his body and flow to ground through his feet which are usually in contact with ground.

In case of bare hand work, the lineman is adjacent to the energized conductor, in fact is bonded to it, and is exposed to a strong electric field (up to 12 kV/inch) (450 kV/M). He is protected

from the electric field either by wearing conductive clothing and gloves or by Faraday screens. If his head is not screened from the field, a current of a few microamperes enters his face and passes out the back of his head.

Because of undocumented statements of ill effects to men working in the electric field, a medical study was undertaken under the direction of members of the Staff of The John Hopkins Hospital to determine the possibility of any effects. In 1966 and 1967, a total of five IEEE transaction papers were published reporting on the results of the study to 1965. That paper presenting the medical evaluation of the linemen included data on the field intensity and body currents encountered by men working in the 345 kV electric field with no shielding and with partial shielding.

The examinations were conducted in the Private-Out-Patient Department of the John Hopkins Hospital between December 17, 1962 and June 23, 1972. During this period of nine years, the men were examined completely seven times. The men selected were all linemen who were in excellent health. The age range at the beginning of the examinations was 30 to 47, which places the men now in the range from 39 to 56. Table I gives some general information concerning the linemen. The men from the Ohio Power Company worked bare handed on the 765 kV lines and, also, performed so-called hot stick maintenance work. The men from the Appalachian Power Company worked very little bare handed, but accumulated a large number of hours with the hot stick technique. The hands of linemen working bare handed on high voltage lines were protected from the electric field by conductive gloves as they are subjected to an intense electric field. The men normally worked a forty hour week on maintenance service. Eight of the group are now in supervisory positions. However, they are still exposed to high voltage gradient as they climb the towers to better supervise the repairs. In our earlier publications, after three and one-half years, we had reported on eleven men. The eleventh subject (No. 3 in earlier publication) entered the study late (1965) and gave up his employment after 1967, so he is not included in this survey. His withdrawal from the study

does not constitute any major loss, since his accumulated data covered such a brief period. No physical defects were found in him.

NATURE OF THE STUDY

The examinations consisted of a complete medical history and physical examination, and a repeat interval history and physical examination on each of the linemen performed at intervals over the nine years. There were a total of seven examinations for each of the linemen over the years. The histories and physical examinations were performed by the same physicians (M.L. Singwald, M.D.) an internist, who also supervised the complete medical and laboratory survey of each of the men. The medical survey consisted of consultations with an ophthalmologist, an otolaryngologist, a urologist, and a neuro-psychiatrist (O.R. Langworthy, M.D.) at each of these examinations.

The laboratory survey consisted of a complete hematological study and blood chemical studies, which included serum urea nitrogen, blood sugar, and serum cholesterol, uric acid, urine analysis and stool examination. Thyroid function was measured by the protein bound iodine test up to 1968 and the T-4 test thereafter. Kidney function was evaluated by Phenolsulfonphthalein test and urea clearance test up to 1968, and the creatinine clearance test thereafter. The function of the liver was evaluated by the bromsulfalein test up to 1968 and also the Cephalin Flocculation and Thymol Turbidity tests. After 1968, chemical screening battery was used, which includes Bilirubin and the series of enzymes and alkaline phosphatase. The test in addition includes calcium phosphate, glucose, urea nitrogen, uric acid, cholesterol, total protein, and albumin. Twelve lead electrocardiograms were obtained at each of the examinations. Electroencephalograms were recorded, using 18-21 electrodes with both bipolar and common reference techniques. Awake recordings were augmented with sleep tracings when possible. Hearing was tested by the audiometer technique, using the air conduction pure tone test. X-rays of the chest and hands were obtained at each of the examinations. The urologist obtained a sperm count at each examination. Each of the seven complete medical examinations at the Hopkins Hospital required three and one half days.

RESULTS OF THE STUDY

There were no significant changes of any kind found in the general physical examinations. The men remained essentially healthy. They all gained weight over the nine years, the median weight gain was 14.8 pounds. Subject No. 7 developed a "coin lesion" in the lung between the examination of 1970 and 1972. This lesion was biopsied and proved to be a benign inflammatory granuloma. There was no malignancy.

Specifically, in this nine year follow-up there was no change in the skin or

hair. The hands remained normal by examination and by X-rays. There was no change in the cardiovascular function or respiratory system. Eye examinations were normal. No evidence was unearthed of any malignancy of any kind that could be detected by the methods of the study. There were no significant abnormalities in any of the laboratory studies. The consultants found no disease states which could be in any way related to the exposure to HV lines. Hearings, as measured by the audiometer test, showed no change. Electroencephalograms remained normal. There were no significant visual problems. The psychiatrist could not detect any significant change in emotional status in any of the men that could be related to this study.

Dr. Langworthy, the psychiatrist, saw each of the men at each of their seven examinations and, thus, had the opportunity of rapport becoming quite familiar with them, and learned much of their emotional background and life adjustment. He rated them from 2 plus to 4 plus as to their emotional grading with 4 plus being the highest. Four of them rated 2 plus, four rated 3 plus, and two rated 4 plus. It is of interest that the ratings of these men using another method, by the three authors nine years before, correlates very closely to the present rating. These observations are clinically relevant, and are directly opposite to the comments of Asanova and Rakov of Russia. These authors mention "disorders of the functional state of the nervous and cardiovascular system." Our ten subjects did not complain of anything in this realm over the nine years of observation. Comparison of two diverse populations with entirely different cultures, working conditions, and environment, should be viewed with great caution. However, we have mentioned the Russian paper to document the fact that we are aware of it.

We learned that sperm counts are quite variable, depending on time of collection in relation to sexual habits. Sperm counts in a number of the men were abnormal one day, and above normal two days later. With such a variability, it would be hazardous to draw any conclusions, particularly from this small sample. In several of the subjects, the counts were up one year and down the next, but it is of real interest that in 1970 (at the seven year point in the study), every man had a normal sperm count. In 1972, there were three abnormal counts, one of these occurring in a man who had been told some years before the study began (13 years), that he had low counts and that he was clinically sterile. In spite of this, he had a normal count in 1970. We must conclude that sperm counts were not influenced by the exposure to electrical fields. The Urologist, was unable to find any evidence of genitourinary disease in these ten men.

Work Safely