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 procedures 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 available 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 election pursuant to the Bylaws. 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 declare 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 electrical members voting 777-711 to reject and physical members voting 416-2797 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 make those 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, which included 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 was made to current recipients of LTD upon ratification, the committee has also obtained an open period for further adjustments in 1980 which would 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 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
Marc Rubendall
Howard Stiefer
Bill Trowey
M. A. Walters

... HAVE YOU MOVED?

MY NEW ADDRESS IS:

NAME

ADDRESS

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
- 31 Sacramento Municipal Utility District
- 32 Shasta Division of Pacific Gas and Electric Company
- 33 Sierra Pacific Power Company
- 34 Paradise Irrigation District
- 35 Drum Division of Pacific Gas and Electric Company
- 36 Nevada Irrigation District
- 37a Plumas Sierra Rural Electric Cooperative
- 37b Nevada Irrigation District
- 38 Sacramento Division of Pacific Gas and Electric Company

Southern Area
- 11 San Joaquin Division of Pacific Gas and Electric Company
- 12 San Joaquin Division of Pacific Gas and Electric Company
- 13 Pipe Line Operations Department of Pacific Gas and Electric Company
- 14 City of Santa Clara
- 15 San Jose Division of Pacific Gas and Electric Company
- 16 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
- 24 San Francisco Division of Pacific Gas and Electric Company
- 25 Stockton Division of Pacific Gas and Electric Company
- 26 City of Alameda, Bureau of Electricity
- 27 City of Berkeley
- 28 City of Lodi
- 29 City of Oaklnd

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.

Couched 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 last year.

No longer can the Republicans defend their friends in the medical and insurance fields from 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 would 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)
Letter outlining intent of 202.4

As a result of the 1976/77 general negotiations, Subsection 202.4(a) 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 5:00 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 (a) "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 requiring such a change, the revised schedule shall be in accordance with the specific requirements (as set forth in February issue of Utility Reporter) as outlined above in Subsection 202.4(b). (This Subsection shall 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.)

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 transmission 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 is scheduled to work other than 8:00 to 4:30 or 5:00, he shall 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 also that 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. to 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 in 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.

Yours very truly,
I. W. BONBRIGHT

March 17, 1977

Company outlines revised offer

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

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. Further, 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

March 17, 1977

Effective Date of Improvements

Wages and Conditions 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.

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

1980

L.T.D. Adjustments open in Fall of 1979 to be applied in 1980.

Retirement Plan open 120 days prior to 12/31/80.

TERM ENDS 12/31/82.

1981

Benefit Agreement

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.

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.)

Health & Dental Agreement

Dental

- 70-30 copayment

Medical

- 80-20 copayment

TERM ENDS 12/31/80
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 in tabular form the results of my examination:

### General Fund

<table>
<thead>
<tr>
<th>Receipts</th>
<th>Disbursements</th>
<th>Balance</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,424,809.77</td>
<td>$2,989,651.84</td>
<td>1,852,055.14</td>
<td>(215,811.23)</td>
</tr>
</tbody>
</table>

### Cash and Stock Fund at Cost at 12/31/76:

<table>
<thead>
<tr>
<th>Receipts*</th>
<th>Disbursements*</th>
<th>Balance</th>
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</thead>
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<tr>
<td>$2,773,840.61</td>
<td>2,899,651.84</td>
<td>1,609,635.66</td>
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### Local No. 1245

<table>
<thead>
<tr>
<th>Receipts</th>
<th>Disbursements</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
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<td>$1,424,809.77</td>
<td>$2,989,651.84</td>
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### International Brotherhood of Electrical Workers

<table>
<thead>
<tr>
<th>Receipts</th>
<th>Disbursements</th>
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<td>$1,424,809.77</td>
<td>$2,989,651.84</td>
<td>1,852,055.14</td>
</tr>
</tbody>
</table>

### Accountability

- **Cash Balance December 31, 1976:** $1,424,809.77
- **Disbursements:** $2,989,651.84
- **Balance:** 1,852,055.14
- **Difference:** (215,811.23)

### Schedule 1

<table>
<thead>
<tr>
<th>Affiliation Fees</th>
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<tr>
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<tr>
<td>San Francisco C.L.C.</td>
<td>1,080.00</td>
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<td>Santa Clara C.L.C.</td>
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<tr>
<td>Alameda C.L.C.</td>
<td>4,800.00</td>
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</table>

### Schedule 1 (continued)

<table>
<thead>
<tr>
<th>Salaries and Expenses</th>
<th>General Fund</th>
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</thead>
<tbody>
<tr>
<td>Executive Board Expenses</td>
<td>$27,916.05</td>
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<tr>
<td>Office Expenses</td>
<td>374,785.13</td>
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<tr>
<td>Total</td>
<td>$43,354.04</td>
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</table>
### SCHEDULE 1 (continued)

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

**STATEMENT OF RECORDED CASH DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1976**

<table>
<thead>
<tr>
<th>Category</th>
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<tbody>
<tr>
<td><strong>GENERAL FUND</strong></td>
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**OTHER SALARIES AND EXPENSES:**

- **Joint Apprentice Training - Safety Shop Steward**
- **Grievance Committee**
- **S.P.P. Apprenticeship**
- **Pacific Tree Arbitration**
- **S.P.P. Safety**
- **S.P.P. Ballot**
- **P.G.E. Ballot**
- **Administrative (benefit) Review Committee**
- **Conference and convention Advisory Council**
- **Sohner Tree Ballot**
- **SMUD Apprenticeship**
- **Central Cal. Corn. Corp - Arbitration**
- **USBR Apprentice Corn**
- **USBR Arbitrations**
- **NLRB Hearings**
- **Turlock Irrigation District**
- **Western TV Cable**
- **Sacramento Transit Authority**
- **Nevada Power**
- **State Cable TV**
- **City of Redding**
- **Utility Tree**
- **Davey Tree**
- **City of Lodi**
- **Sohner Tree**
- **Citizens Utility**
- **Calif-Pacific Utility Co.**
- **Monterey Peninsula Cable TV**
- **Concord TV Cable**
- **Truckee Donner PUD**
- **Silver King Video**
- **City of Santa Clara**
- **City of Roseville**
- **City of Alameda**
- **Mt. Whitney Power**
- **Silver King Video**
- **Konocti TV Cable**
- **Napa Valley CATV**
- **Oceancable**
- **Yuba City Water Agency**
- **Plumas-Sierra R.E. Coop.**
- **U.S. Bureau of Reclamation**
- **Grovell-Wyandotte Irrigation Dist.**
- **Tri-Dam**
- **City of Roseville**
- **City of Alameda**
- **Truckee Donner PUD**
- **Monterey Peninsula Cable TV**
- **Pacific Gas Transmission**
- **Sohner Tree**
- **City of Lodi**
- **Davis Tree**
- **Bay Cablevision**
- **Sacramento Transit Authority**
- **Storer Cable TV**
- **Western TV Cable**
- **Tullock Irrigation District**
- **Jones Cave TV**
- **Utility Tree**
- **Pacific Tree**
- **Merced Irrigation District**
- **Total Various Negotiating Com.**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245**

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**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 1245**

**STATEMENT OF RECORDED CASH DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1976**

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- **Oceancable**
- **Yuba City Water Agency**
- **Plumas-Sierra R.E. Coop.**
- **U.S. Bureau of Reclamation**
- **Grovell-Wyandotte Irrigation Dist.**
- **Tri-Dam**
- **City of Roseville**
- **City of Alameda**
- **Truckee Donner PUD**
- **Monterey Peninsula Cable TV**
- **Pacific Gas Transmission**
- **Sohner Tree**
- **City of Lodi**
- **Davis Tree**
- **Bay Cablevision**
- **Sacramento Transit Authority**
- **Storer Cable TV**
- **Western TV Cable**
- **Tullock Irrigation District**
- **Jones Cave TV**
- **Utility Tree**
- **Pacific Tree**
- **Merced Irrigation District**
- **Total Various Negotiating Com.**

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

REPLACEMENT FUND

Cash Balance December 31, 1975:  $509.57
Receipts: Transfers from General Fund: $32,400.00
Interest: 3,195.53
Fleet rebate: 300.00
Total of Receipts and Balance: 45,905.10

Disbursements: Transfer to General Fund to purchase 2 autos: 7,391.60
Cash Balance December 31, 1976: 38,513.50
Details of Balance: Wells Fargo — savings account: 83,319.69

SCHOLARSHIP FUND

Cash Balance December 31, 1975:  $18,919.33
Receipts: 100 shares P.G.& E. common stock — at cost: 3,388.17
Total as Above: 22,307.50

Disbursements: Scholarship Fund: 19,185.02
Transfer to General Fund for Scholarship Awards: 1,000.00
Cash Balance December 31, 1976: 19,185.02
Details of Balance: Savings account: 13,575.99

SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

Cash Balance December 31, 1975:  $18,712.12
Receipts: Interest: 6,109.30
Total as Above: 24,821.42

Disbursements: Transfer to General Fund to purchase 2 autos: 7,391.60
Cash advanced by I.B.E.W. Local Union 1245: 3,128.00
Transfer to General Fund to purchase 2 autos: 795.00
Cash Balance December 31, 1976: 14,007.52
Details of Balance: Savings Account: 9,722.76

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

FUND FOR ORGANIZING EXPENSES

Cash Balance December 31, 1975:  $18,712.12
Receipts: Interest: 6,109.30
Total as Above: 24,821.42

Disbursements: Transfer to General Fund for Scholarship Awards: 1,000.00
Cash Balance December 31, 1976: 19,185.02
Details of Balance: Savings Account: 13,575.99

STATEMENT OF ASSETS, LIABILITIES AND NET WORTH

ASSETS

Wells Fargo Bank:  
Commercial Account:  
Savings Account:  
Total as Above:  

Savings Accounts and Loan Accounts: 91,524.50
Three Dodge & Cox Stock Fund accounts — at cost: 23,280.33
Total as Above: 114,804.83

LIABILITIES AND EQUITY

Total Cash and Stock Fund at Cost: 620,410.04

STATEMENT OF INCOME AND EXPENSE

YEAR ENDED DECEMBER 31, 1976

Income: 
Rents: 27,122.35
Interest and other: 2,122.35

Loss: 
Depreciation: 7,391.60
Utilities and Gardeners: 4,645.60
Maintenance and repairs: 778.62
Insurance, bond and other: 13,612.75
Total as Above: 25,600.12

STATION OF INCOME AND EXPENSE YEAR ENDED DECEMBER 31, 1976

Income: 
Rents: 27,122.35
Interest and other: 2,122.35

Loss: 
Depreciation: 7,391.60
Utilities and Gardeners: 4,645.60
Maintenance and repairs: 778.62
Insurance, bond and other: 13,612.75
Total as Above: 25,600.12

STATEMENT OF ASSETS, LIABILITIES AND EQUITY

AT DECEMBER 31, 1976 (See Note 1)

ASSETS

Cash and Accounts:  
Savings Accounts and Loan Accounts:  
Three Dodge & Cox Stock Fund accounts — at cost: 23,280.33
Total as Above:  

LIABILITIES AND EQUITY

Total Liabilities and Equity: 620,410.04

EXHIBIT B

LIABILITIES AND EQUITY

Liabilities: 
Supplemental Retirement-Severance Fund: 861.04
Total Liabilities: 2,049,388.66

Exhibit C

Energy Workers Center, Inc.
Annual Financial Report

TO THE BOARD OF DIRECTORS
JANUARY 27, 1977

I.B.E.W. LOCAL UNION 1245
ENERGY WORKERS CENTER, INC.
WALNUT CREEK, CALIFORNIA

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

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:  
Savings Account:  
Total as Above:  

Savings Accounts and Loan Accounts: 91,524.50
Three Dodge & Cox Stock Fund accounts — at cost: 23,280.33
Total as Above: 114,804.83

LIABILITIES AND NET WORTH

Total Liabilities and Net Worth: 620,410.04

EXHIBIT D

LIABILITIES AND NET WORTH

Total Liabilities and Net Worth: 620,410.04

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 the 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 Hixon, 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 Wattenbarger, Larry Finch, Russ Swaney, 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.

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 wildly with their own bills. The American Hospital Association has one, the American Medical Association has one, the insurance companies have one, and even Ford has one, appropriately anagrammed CHIP.

National Health Insurance

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 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 Serviceman 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-PGE signed 3-2-77
Provides for clarification of procedures to be followed in regard to Union's Petition for certification of certain clerical employees of the Design-Drafting Department.

No. 77-13-PGE 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-SPC signed 3-10-77
Provides for a revised schedule of work hours for five employees in the Reno Clerical Department.

No. 77-5-SPC signed 3-11-77
 Provides for placement of a Line 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-PGE signed 2-22-77
Provides for a revised schedule of work hours for five employees in the Reno Clerical Department.

No. 77-6-SPC signed 3-11-77
Provides for placement of a Line Lineman who was injured on the job, into a vacant Line Lineman position.

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 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.

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.

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.

Utility Reporter—March, 1977—Page Seven
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 of the subject.

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

The Johns 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 lines 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 at 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. Five IEEE transaction papers were published reporting on the results of the study in 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 42 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 lineman 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 eleven 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.

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 number of special examinations for each of the linemen over the years. The histories and physical examinations were performed by the same physicians. M. L. Stingwalt (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 screening battery, which included serum urea nitrogen, blood sugar, and serum cholesterol, uric acid, urine anlaysis. Four days after work, a urinalysis was performed. Function was measured by the protein bound iodine test up to 1968 and the T-4 test thereafter. Kidney function was evaluated by Phenolsulphonephthalein 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 phosphatase, blood sugar, serum nitroge, 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 conduction pure tone test. X-rays of the chest and hands were obtained at each of the examinations. The urologist obtained a specimen at each examination. Each of the seven complete medical examinations at the Hopkins Hospital required three and one-half days.

RESULTS AND TESTS
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 when screened on the other subject and this 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 renal function. However, we have noted two values which were normal. No evidence was unearthed of any malignancy of any kind. The test was not able to detect any significant change in emotional well being, or any disease in the men that could be related to this study.

Dr. Langworthy, the psychiatrist, saw each of the men at least one time each year and had, through the years, had the opportunity of rapport becoming quite familiar with them, and learned much of their personal background and adjustment. He rated them from 2 plus to 4 plus as to their emotional grading with 4 being the highest rating. Four were 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. We shall not pursue the discussion here.

As far as the comments of Asanova and Rakov of Russia, 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. We shall not pursue the discussion here.

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

Work Safely