



# utility reporter

VOL. XXV NO. 6  
OAKLAND, CALIFORNIA  
JUNE, 1977  
Official Publication of I.B.E.W.  
Local Union 1245, AFL-CIO,  
P.O. Box 4790,  
Walnut Creek, Ca. 94596



## Improved offer from PG&E to be voted upon

On June 15, 1977 ballots will be mailed to the membership employed by PG&E to conduct a ratification vote on the third offer of settlement to conclude the 1976-77 negotiations with PG&E. This improved offer, with specific improvements set forth in Company's letter of May 13, 1977, which is reprinted on pages two and three, (the entire settlement described in the letter of February 8, 1977 was printed in the February issue of the *Utility Reporter*.) is recommended for acceptance by the Union's Negotiating Committee. **See Committee Statement on page five.**

This offer of settlement results from long and sometimes tedious negotiations which got under way on October 19, 1976, when the parties exchanged proposals. Some 4 months and 23 meetings later, a tentative settlement was reached between the negotiating committees. **Offer of February 8, 1977:** this offer was submitted to the membership without recommendation and was rejected by 58½% of those members voting. Your Negotiating Committee returned to the bargaining table and after 2 additional meetings with the Company obtained a revised offer of settlement that responded in part to two of the basic reasons for the first rejection. **Revised offer of March 17, 1977:** an improvement was made in the term of the Retirement Plan and a clarification was obtained on the application of the proposed new Section 202.4(b), and your Negotiating Committee submitted this revised offer to the membership without recommendation. The lack of recommendation being primarily because no improvement was made in the wages for the second year of the proposed Agreement. This second offer was also rejected by the membership. Your Negotiating Committee again returned to the bargaining table and after 3 more meetings was successful in obtaining an improved wage offer, further movement on Section 202.4(b) and flex time for application to the Vice President and Comptroller's Organization. **Offer of May 13, 1977:** this offer came after 7 months and 28 meetings between the parties.

When viewed in the total, the offer of May 13, 1977 is a good one. It provides improvements worth over 90 million dollars, which amounts to 33.69% of the straight time payroll for the IBEW bargaining units which comes to \$2.524 cents per hour of the straight time weighted average.

A number of long-sought improvements are obtained in the Agreement covering working conditions, for example:

- Shift premium is now on a % basis,
- Replacement of stolen tools is provided for,
- The 3 year bar for promotions and demotions in General Construction is broken and provisions for preferential rehire in G.C. are established,
- The physical wage structure is revamped to provide a reasonable differential of \$2.00 per week between wage rates.

### Other improvements gained include:

- An additional holiday,
- An employee's grandparents are included in the 3 day funeral leave provision,
- Improved provisions for second shift employees called for jury duty,
- Meal is to be provided one hour beyond regular work hours,
- Entitlement for 4 weeks vacation comes 2 years earlier and in 1978 entitlement for 5 weeks vacation will come 2 years earlier,
- Provisions are made to take vacation in increments of one day or more on any day of the week,
- Actual one for one transfer rights are established,
- Requirements for being considered at the top of the rate for bidding under the Clerical Agreement are reduced from 36 to 30 months,
- The Demotion and Layoff Procedures are rewritten in a more orderly manner and the rights of employees who are subject to layoff are expanded (this is even more true in General Construction)
- Moving expenses are increased from \$750 to \$900.

(Continued on page two)

## Pacific Tree members on strike

On Wednesday, May 11, 1977 Local Union 1245 members employed by Pacific Tree Expert Company went on strike. The basic issue leading to the strike was management's insistence that certain provisions relating to paid time off be deleted from the Agreement. These included the total elimination of paid sick leave, the deletion of two paid holidays, a two week limitation on pay for jury duty, reductions in the funeral leave provisions, a reduction in the show-up time in connection with inclement weather from 4 to 2 hours, and the elimination of the provisions for 3 weeks vacation after 10 years, and 4

weeks after 20 years (those previously qualified would continue to receive 3 to 4 weeks vacation, but no future improvements would be made beyond 2 weeks after 2 years of service).

The Company did offer a 7% general wage increase and improvements in the meal allowance (\$4.25 to \$5.00) and a \$1.00 per day improvement, to \$11.00 per day, in subsistence for each day worked at a temporary headquarter. However, on balance, these improvements were not sufficient, particularly when viewed together with the take-aways demanded by the Company.

The action taken on May 11 came after over 6 months of negotiations in an

effort to reach a satisfactory conclusion for revision of the Agreement, which terminated on 12/31/76. The parties had agreed to self-renewing 10 day extensions of the Agreement, with provisions for 2 days notice of termination of any such extension. Union served notice of termination of the last extension on May 5, following a fruitless negotiation session with the Company.

For the first 3 weeks of the strike, Company's line clearance tree trimming for P.G. & E. was completely shut down. Starting the week of May 30, 1977, Company did start using crews utilizing non-bargaining unit supervisors. These jobs are being picketed by striking

Local 1245 members.

At its May meeting the Executive Board authorized the payment of \$25.00 per day for picket duty and authorized the Business Manager to solicit voluntary donations from the membership to provide financial assistance to the striking members.

The \$25.00 per day for picket duty affects only a very limited number of individuals per day and your striking fellow members are in real need of financial assistance in order to sustain their families. Each working member of Local Union 1245, regardless of where employed, is urged to make a donation to assist those on strike.

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME \_\_\_\_\_

STREET \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

SOCIAL SECURITY # \_\_\_\_\_

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



Shown above from left to right are: Al Sandoval, Bus. Rep., Hank Lucas, Bus. Rep., John Macri, Jim Wilson, Richard Morris, Mike Pittman, Leonard Jennings, Larry Lee Meek, John "Willie" Hagins and Larry Jennings as they picket a service station in Sacramento where Pacific Tree park their trucks.



# Improved offer from PG&E to be voted upon

(Continued from page one)

Increased doubletime for overtime is provided for and the provisions of Title 212 are improved.

**Additionally, General Construction obtains:**

- Substantial total improvements in expense provisions, together with
- Improved grievance procedure, and
- Provisions for apprenticeship training, as well as
- Improved promotion and demotion procedures.

Collective bargaining is a process wherein both parties to an Agreement may make proposals to amend the existing contract and then the parties attempt to work out the terms of a mutually agreeable settlement. With respect to the Agreement covering working conditions, this year's negotiations were no exception to this general application. Union's Committee made numerous proposals and, as set forth above, was successful in obtaining many of the Union's goals in full and, in many other areas, the Union's proposals were agreed to in some modified form. Company made three basic proposals. The first related to payment of witnesses who appear against the Company. While the Company obtained its goal, the provisions for payment of witnesses was expanded to include administrative as well as court appearances. The second Company proposal was to discontinue payment for overtime meals. This goal was not obtained and instead the time to qualify for overtime meals was reduced. The final proposal was to amend the hours provision to give the Company the unrestricted right to schedule crews at the straight time rate of pay to work on weekends and between 6:00 a.m. and 6:00 p.m. The only change in the tentative settlement is to permit the Company, on a limited basis, to schedule T&D crews to work between 7:00 a.m. and 6:00 p.m., Monday through Friday.

The **general wage increases** contained in the proposal are substantial and continue the long standing record of Local Union 1245 of negotiating wages which provide real improvement above and beyond increases in the cost of living. See **article on page five, WAGE INCREASES VS. COST OF LIVING.** These wage increases, which are protected by provisions for a wage opener in the event the cost of living should rise at an annual rate in excess of 6.9% from November 1976 to October 1978, result in a total increase of 22.5%. Starting with the December 31, 1976 weighted average of \$7.49 per hour for the I.B.E.W. bargaining units, the average increases are as follows:

	HOURLY		ANNUAL	
	Weighted average	Increase	S.T. Earnings	Increase
12/3/76	7.49		\$15,580	
1/1/77	8.033	54.3¢	16,709	\$1,129
1/1/78	8.595	56.2¢	17,878	1,169
1/1/79	9.175	58.0¢	19,084	1,209
total		\$1.685		3,504

Improvements are made in all Plans covered under the **Benefit Agreement** with the total improvements being worth 2.52% of the straight time weighted average or 18.9 cents per hour. The cost to employees for **Group Life Insurance** is reduced 20%. Provisions are made wherein employees may elect lesser amounts of group life insurance and still qualify for **Long Term Disability Insurance** coverage. This will be of considerable benefit to younger employees with family responsibility who are in beginning or training classifications. **Adjustments of from 5 to 41.7%** are provided for those employees who are receiving long term disability insurance. The **Savings Fund Plan** is amended to provide for withdrawal of stock purchased with Company's contributions after 2 instead of 3 years with provisions for a one time two year withdrawal at the end of 1977. In addition Company and Union have agreed to amend the Savings Fund Plan in order to take advantage of the additional 1/2% investment tax credit - **TRASOP** as soon as the I.R.S. issues its rules on this provision. The **Retirement Plan** is substantially improved particularly by providing an increased opportunity for the spouse of a deceased participant to qualify for a spouse's pension and by the establishment of two new formulas which provide for increased benefits for employees who retire with more than 20 years of credited service. See **article on pages three and four, FACTS ON RETIREMENT PLAN PROPOSAL.**

As a result of this year's negotiations PG&E's immediate costs for the **Health and Dental Agreement** are increased 1.41% of the straight time weighted average or 10.6 cents per hour. \$2,543,000 to pay for increased premium costs for the Health Plan and \$573,000 for increased premium costs for the Dental Plan. \$660,000 is utilized to improve the **Dental Plan** by increasing the basic benefit from 60% of covered benefits to 70% with an additional \$792,000 being applied on January 1, 1979 to further in-

crease the basic benefit to 80% of covered benefits. While there is no change in the 80-20 payment of Health Plan premium costs, the maintenance of this feature, in the face of fast rising hospital and medical costs, into the new term of the Agreement maintains a major membership benefit. Further, provisions are made to open this feature for negotiations in the fall of 1978.

In summation, your Committee believes this offer of settlement represents a fair and reasonable apportionment of benefits and wage considerations for this set of negotiations. The variable terms provide 2 bargaining sessions on the pension plan within the term of the benefit agreement and at a time when other benefits will not be at issue; wage adjustments are guaranteed within the term of the wage and conditions agreement and bargaining ability within 18 months if the wage adjustments prove to be less than the guarantee provided by a trigger on cost of living relationships. Hospital and Dental premium increases are protected by a formula of cost sharing and a number of principled issues have been gained in the areas of job security.

In making a recommendation to accept this package your Committee considered the contractual protection this settlement afforded in terms of the trend of losses in benefits which have occurred in bargaining settlements which have been the result of strikes. There is also the question of economic loss which can result from any further delay in reaching a conclusion on many of the issues such as pension, health and welfare, vacations and the effective date of wage applications. Your Committee is firmly convinced that the offer is the best which can be obtained. The alternative is prolonged negotiations until notice of termination can be served 60 days prior to January 1, 1978.

## PG&E's revised offer of settlement

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

May 13, 1977

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

Gentlemen:

This letter will confirm the Company's understanding of the settlement reached on May 12, 1977, between the 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 certain changes as listed below and in the attachments hereto. The numbering system used below corresponds to the item numbers in my letter of February 8, 1977, or, as it applies to attachments, to the contract section numbers in the order in which they appear in the Labor Agreement applicable to operation, maintenance and construction employees.

**1. General Wage Increase**

- a. Company will grant a general wage increase of 7.25 percent, effective upon the date of ratification and retroactive to January 1, 1977, for those employees who are still on the payroll on the date of ratification and who remain on the payroll for at least 10 days thereafter, or who retired under the provisions of Company's Retirement Plan, or who died during the retroactive period. The 7.25 percent increase will be applied to wage rates after the application of the adjustments agreed to with respect to the rationalization of wage schedules referred to in 2 below and the application of the classification wage adjustments contained in certain of the attachments. The new weekly rates will be computed by adding 7.25 percent to the present weekly rates and rounding the results to the nearest five cents.
- b. Effective January 1, 1978, Company will grant a general wage increase of 7 percent applicable to all employees who are on the payroll on that date. The 7 percent increase will be applied to wage rates after the application of any adjustments which may have been agreed to in interim bargaining that are to be effective on January 1, 1978. The new weekly wage rates will be computed by adding 7 percent to the weekly rates in effect on December 31, 1977, and rounding the result to the next higher five cents. The general increase described herein is also provided for in Subsections 500.3(a) and 24.3(a) of the amended Physical and Clerical Agreements which are attached.
- c. Effective January 1, 1979, Company will grant a general wage increase of 6.75 percent applicable to all employees who are on the payroll on that date. The 6.75 percent increase will be applied to wage rates after the application of any adjustments which may have been agreed to in interim bargaining that are to be effective on January 1, 1979. The new weekly wage rates will be computed by adding 6.75 percent to the weekly rates in effect on December 31, 1978, and rounding the result to the next higher five cents. The general increase described herein is also provided for in Subsections 500.3(b) and 24.3(b) of the amended Physical and Clerical Agreements which are attached.

The foregoing subsections also provide that should the Consumer Price Index for the United States - all cities - for the month of October, 1978, (1967 = 100 base) exceed 196.0, or if such Index for any month prior to October, 1978, exceeds 196.0, Union may reopen this Agreement with respect to the sole subject of wages by giving written notice of such reopening to Company prior to November 30, 1978. A letter agreement is also attached describing the procedure to cover whether or not there will be a reopening should the Index, as described above, no longer be available.

**22. Amount of Coverage (Group Life Insurance)**

The Group Life Insurance has been modified to provide that regular employees entering the Plan may elect full coverage (i.e., approximately two times the employee's annual base rate) or one-third or two-thirds of that amount. The employee may raise, but not lower, his coverage on the basis of subsequent annual

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### the utility reporter

Telephone (415) 933-6060



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Published monthly at 1918 Grove Street, Oakland, California 94612. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, Ca. 94596. Second Class postage paid at Oakland, California.

**POSTMASTER:** Please send Form 3579, Change of Address, and all correspondence to the Utility Reporter, to P.O. Box 4790, Walnut Creek, Calif. 94596.

Subscription price . . . . . \$1.20 per year Single copies, 10 cents



# PG&E's revised offer of settlement

(Continued from page two)

elections. If he does not make such an election within five years, any future increase will be subject to passing an insurance company physical examination. For present participants covered by Group Life Insurance, an open period will be scheduled during which an employee who is presently a participant in Group Life Insurance may elect the one-third or two-thirds' option by freezing his present coverage until such time as the coverage is the fraction of the full coverage which has been elected. It was the intent of the Negotiating Committees that present regular employees who were not covered by Group Life Insurance may join during the open period as though they were first eligible at that time. The open period will be held during the calendar month of 1977 which follows ratification by at least 15 days.

**39. Term** (This paragraph applies to the Benefit Agreement dated January 1, 1954, as amended.)

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.

**Flextime**

The Committees agreed to refer to an interim committee appointed for such purpose the subject of the institution of flexible work hours for those portions of the Vice President and Comptroller's Organization where such flexible work hours are at all practical. It is our understanding that the committee will agree on the necessary conditions for the institution of flextime and on a schedule for the institution of flexible work hours in various departments and subdepartments of the Comptroller's Organization. In all probability, groups working hours other than between 8:00 AM and 5:00 PM will be the last to be so scheduled if, in fact, it is practical to institute such a schedule.

In addition to the items listed above, an amendment to Title 202 - Hours, specifically, Subsection 202.4(b), is attached.

If any of the foregoing or the attachments are not in accord with your understanding of the settlement reached, please let me know immediately.

Yours very truly,  
I.WAYLAND BONBRIGHT  
Manager of Industrial Relations

**TITLE 202. HOURS**  
(Revised May 13, 1977)

**Amend TITLE 202 — HOURS, Section 202.4, to read as follows:**

**202.4** Redesignate the present language as 202.4(a).

**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. Company shall notify the Union of any change in hours provided for by this subsection thirty days prior to the institution of work hours which differ from those previously in effect at a headquarters.

Company further proposes to revise the clarifications of Title 202.

**NOTE:** 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.

**Floating Holiday Titles 14 and 103** - The provisions requiring selection of the floating Holiday before July 6, and the non-read day for meter readers have been waived for 1977. Selection of the floating holiday will begin after ratification.

The changes in 202, Hours, are in addition to the letter to Division Managers which was agreed to prior to voting on the 2nd offer of settlement.

The changes in Titles 24 and 500 Term - are outlined in PG&E's offer of settlement dated 5-13-77.

## Facts on Retirement Plan proposals

The proposed improvement in the retirement plan this year is the largest cost item in this year's proposed package outside of the wage increase. The pension improvement alone is worth 17 1/4¢ per hour for the average employee.

The Company is currently paying 72 1/4¢ per hour or 9.6% per employee for the retirement plan. With the improvement, the total cost of the retirement plan per employee would come to 11.9% or 89 1/2¢ per hour or \$1861.60 per year!

The proposed change in the benefit formula will provide an increase in pension for every employee who retires with more than 20 years of service. Listed below are some examples of what the improvement provides. Assume the employee has been at the top rate of present classification for 5 years and retires April 1, 1977 and no general increase for the first three months of 1977. Social Security benefits are **not** included in these figures.

Classification, Rate per Week, & Years of Service	Retires at Ages 62 thru 65		Retires at Age 60	
	Present per month	Proposed per month	Present per month	Proposed per month
<b>Subforeman-Electric, Maintenance &amp; Watch Engineer \$371</b>				
25 years	\$486.65	\$521.41	\$457.45	\$490.13
30 years	556.05	590.93	522.69	555.48
40 years	625.69	741.38	588.15	696.90
<b>Lineman, Electrician, Sr. Meterman, Machinist, Electrical Machinist, Certified Welder, First Operator-B, etc. \$341.85</b>				
25 years	\$444.29	\$476.03	\$417.64	\$447.48
30 years	507.76	539.50	477.30	507.13
40 years	571.23	675.33	536.96	634.81
<b>Gas Serviceman, Service Operator \$318.30</b>				
25 years	\$413.18	\$442.69	\$388.40	\$416.13
30 years	472.20	501.72	443.87	471.61
40 years	531.23	628.03	499.36	590.35
<b>Fitter \$300.95</b>				
25 years	\$391.04	\$418.98	\$367.58	\$393.84
30 years	446.91	474.84	420.09	446.35
40 years	502.77	594.39	472.61	558.72
<b>Clerk C, etc. \$277.45</b>				
25 years	\$360.49	\$386.24	\$338.86	\$363.06
30 years	411.99	437.74	387.27	411.47
40 years	463.49	547.94	435.68	515.06

These improvements provide an increase in pension from 7.1% to 18.5% There is no proposed improvement on the early retirement discount factors. However, the improvement in the pension formula does provide an improvement for early retirement. Presently the journeyman (lineman, machinist etc.) with 25 years of service at age 62 would receive \$444.29 per month. With the improvement, the journeyman with 25 years of service could retire at age 60 and still receive a pension of \$447.48. This means he could retire 2 years earlier and still receive \$3.19 per month more than if he retires at age 62 under the present plan!

Since the first of the year there have been a number of employees who have retired. Some of these employees are listed below to illustrate the effect of the retirement proposal.

Calculations Do Not Include any Survivor's Options Elected

Classification	Age	Service Yrs. Mos.	Present Pension plus Social Security and Total	Proposed Pension plus Social Security and Total
Helper	65	46 10	\$ 437.75 389.60 \$ 827.35	\$ 560.57 389.60 \$ 950.17
Meter Reader	62	32 2	\$ 395.83 313.90 \$ 709.73	\$ 430.43 313.90 \$ 744.33
Materials Leadman	59	28 2	\$ 414.76 297.60 * \$ 712.36	\$ 442.04 297.60 * \$ 739.64
Light Crew Foreman	60	30 4	\$ 495.63 313.20 * \$ 808.83	\$ 528.44 313.20 * \$ 841.64
T&D Driver	62	37 5	\$ 441.76 318.50 \$ 760.26	\$ 504.51 318.50 \$ 823.01
Clerk B	62	31 3	\$ 467.46 321.60 \$ 789.06	\$ 503.48 321.60 \$ 825.08
Line Subforeman	61	40 9	\$ 630.07 319.40 * \$ 949.47	\$ 752.70 319.40 * \$1072.10
Communication Technician	63	42 3	\$ 649.65 353.30 \$1002.95	\$ 791.50 353.30 \$1144.80
Serviceman	65	37 7	\$ 526.05 408.80 \$ 934.85	\$ 601.62 408.80 \$1010.42
Materials Facility Man	64	42 8	\$ 563.96 395.60 \$ 959.56	\$ 690.80 395.60 \$1086.40

\*Payable at age 62

(Facts on Retirement plan proposed continued on page two)



COST ITEMS  
1976-77 BARGAINING

In Thousands of Dollars

Item	Cost for IBEW Units	% of ST
<b>1977</b>		
Funeral Leave - Grandparents	\$ 3.5	0.002
Witness Exclusion	-	-
Holidays (added floater)	824	0.31
Meals (reduce time for payment)	-	-
Tools (replace stolen)	10	0.004
GC Apprenticeships - to be covered by later approvals	-	-
Shift Premium (see 1978 also)	179	0.05
Vacation (see 1978 also)	321	0.12
GC Expenses	603	0.23
GC Wage Adjustments	165	0.06
Div. Wage Adjustments	25	0.009
Rationalize Wage Structures	65	0.02
Double Time	1,900	0.7
General Wage Increase	24,106 (7%)	9.0
<b>Health &amp; Dental</b>		
Health Premium Increase	2,543	0.95
Dental Premium Increase	573	0.21
Improve Dental (see 1979 also)	660	0.25
Group Life - 40c/1000	697	0.26
<b>Long Term Disability</b>		
Offsets	(175)	(0.07)
Adjustments (see 1980 also)	238	0.09
<b>Retirement Plan</b>		
Formula	4,912	1.84
Spouse's Pension (70 points)	458	0.17
Minimum Pension	440	0.16
Totals for 1977	\$38,449	14.37% \$1.076/hr.

<b>1978</b>		
Shift Premium	\$ 50	0.02
Vacation	262	0.1
General Wage Increase	24,962 (7%)	9.3
1978 Totals	\$25,274	9.42 70.5c/hr.
<b>1979</b>		
General Wage Increase	\$25,758 (6-3/4%)	9.6
Dental	792	.3
Reopen Medical	-	-
1979 Totals	\$26,550	9.9 74.2c/hr.
<b>1980</b>		
Reopen Wage & Working Conditions Agreement		
Reopen LTD Adjustment		
<b>1981</b>		
Reopen Health and Dental Agreement		
Reopen Retirement Plan		
<b>1982</b>		
Reopen Benefit Agreement		
Group Life and LTD Retirement Plan		
Savings Fund Plan		

During the three year term of the Wage and Working Conditions Agreement (1/1/77-12/31/79) the value of the total improvements applied to the I.B.E.W. bargaining units amounts to \$90,273,000 or 33.69% of the straight time hourly earnings as of 12/31/76. This total amounts to \$2.524 per hour. With respect to straight time earnings the total increase comes to \$1.685 per hour or 22.5% of the 12/31/76 straight time weighted average of \$7.49 per hour.

# Facts on Retirement Plan proposals

Another very important improvement proposed in Company's offer of settlement is the new formula that provides the spouse's pension. The spouse's pension provides a pension for the spouse of an employee in the event the employee dies during active employment. Currently an employee will have to be at least 55 years of age and have 15 years of service before his or her spouse would qualify for the pension. The proposed changes the method or formula for qualifying for the spouse's pension. It is based on the employee's age and service or in other words a point system. An example would be where an employee who has 25 years of service and is 45 years old. 25 years of service and 45 years of age equals 70. The table below illustrates the various combinations which qualifies an employee for the spouse's pension.

## SPOUSE'S PENSION

IF AGE AND SERVICE EQUAL 70, PARTICIPANT QUALIFIES FOR SPOUSE'S PENSION BENEFIT

AGE	SERVICE		AGE	SERVICE
55	15	=	70	= 54 16
56	14	=	70	= 53 17
57	13	=	70	= 52 18
58	12	=	70	= 51 19
59	11	=	70	= 50 20
60	10	=	70	= 49 21
61	9	=	70	= 48 22
62	8	=	70	= 47 23
63	7	=	70	= 46 24
64	6	=	70	= 45 25

This proposed change will immediately qualify 2,486 additional employees in the bargaining unit.

## Current costs per hour for wages and fringe benefits Prior to application of proposed settlement

The following is a breakdown of cost on an hourly basis for the straight time average hourly rate. (Weighted average of physical and clerical bargaining units.)

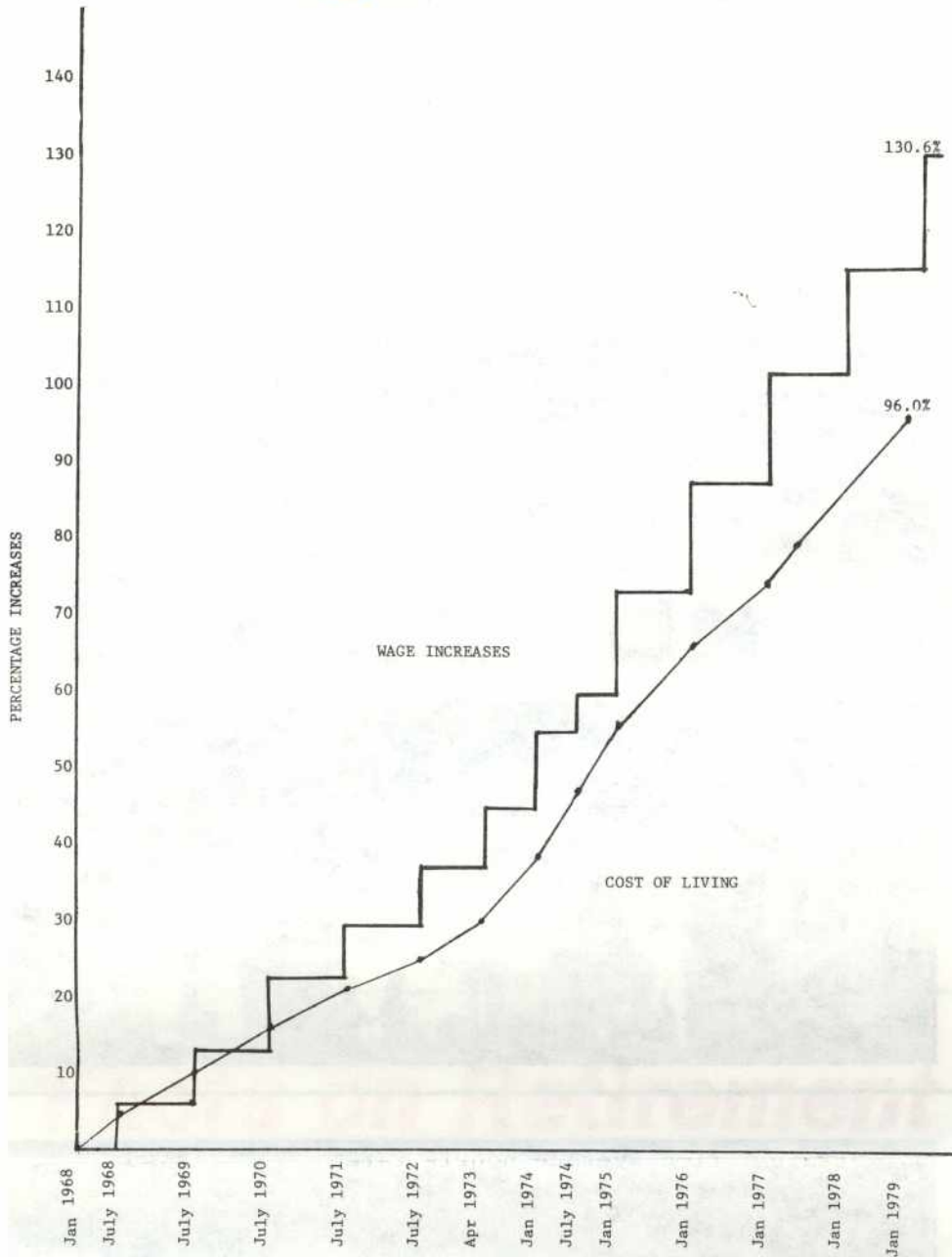
Straight time average hourly rate	7.49
Vacation	.50
Holidays	.29
Sick Leave	.23
Other paid time off	.03
Shift Premium	.01
Employee Rates	.05
Supplemental Benefits	.02
Medical Plans	.22
Dental Plan	.06
Retirement Plan	.72
LTD and Group Life	.06
Savings Fund Plan	.12
*Other Benefits	.05
Sub Total	9.85
<b>Mandatory Benefits</b>	
Worker's Compensation	.11
Social Security	.37
Unemployment Insurance	.06
Total Cost Per Hour	10.39

\*Includes military training, P.S.E.A. inclement weather work performed on holidays.

This breakdown does not include costs for overtime and G.C. expenses.



# Wage Increase versus cost of living



Since 1967 when the currently utilized Consumers Price Index for the United States - all cities (1967 = 100 base) was established, there has been a 74.3% increase in the cost of living. This through December 1976. During this same period, Local Union 1245 has negotiated wage increases with Pacific Gas and Electric Company which amounts to an increase of 101.9. This includes 7-1/4% effective January 1, 1977 and reflects a 27.6% increase in wages over the rise in the cost of living, an average of 3.07% per year.

When the current offer of settlement is fully included, the wage increases, up to and including January 1, 1979, result in a total increase of 130.6% above the 1967 base. At the same time provisions are made for a wage reopener if the cost of living increases 96.0% on or before October 1978. Thus provisions are made to protect 34.6% of the total wage increase, an average of 3.15% per year, above the cost of living.

The above is more fully set forth in the chart below and the graph on the left. Looking at the current offer of settlement by itself, wages will be increased a total of 22.5% above the rates in effect on December 31, 1976. This with provisions for a wage opener if the cost of living increases 12.45% above the December 1976 CPI on or before October 1978.

WAGE INCREASES			C.P.I. INCREASES			
Date	Amount	Compounded	Date	C.P.I. Index	Amount (2)	Compounded
7/1/68	6.5%		June 1968	104.0	4%	
7/1/69	6.5%	13.4%	June 1969	109.7	5.5%	9.7%
7/1/70	7.5%	21.9%	June 1970	116.3	6.0%	16.3%
7/1/71	6%	29.2%	June 1971	121.5	4.5%	21.5%
6/25/72	6%	37.0%	June 1972	125.0	2.9%	25.0%
4/1/73	6%	45.2%	Mar 1973	129.8	3.8%	29.8%
1/1/74	7%	55.3%	Dec 1973	138.5	6.7%	38.5%
7/1/74	3%	59.9%	June 1974	146.9	6.1%	46.9%
1/1/75	8.5%	73.5%	Dec 1974	155.4	5.8%	55.4%
1/1/76	8.5%	88.2%	Dec 1975	166.3	7.0%	66.3%
1/1/77	7 1/4%	101.9%	Dec 1976	174.3	4.8%	74.3%
1/1/78	7%	116.0%	Apr 1977	179.6		79.6%
1/1/79	6 3/4%	130.6%	Oct 1978	196.0	12.4%	96.0%

- (1) Subject to wage opener if CPI for U.S., all cities, reaches 196.0 on or before October 1978.
- (2) Reflects increase above CPI for the United States, all cities, 1967=100 base.
- (3) Is latest CPI figure available.
- (4) If cost of living increases more than 12.4%, while wages increase 14.25%, wages are subject to negotiations for an additional increase.

## Negotiating Committee's Statement

After 28 meetings held between Union and Company over a period spanning seven months with two ballot rejections, your negotiating committee has achieved a tentative settlement on the 1976-77 General Negotiations which is worthy of our recommendation and of your acceptance.

Over this extended period of time the Union Committee has tenaciously sought improvements in almost every section of the contract and in the benefit plans. We have achieved many of the improvements our membership directed us to secure and many partial improvements in our members' goals. As with any set of negotiations, all the changes desired by the Union were not made nor were all changes desired by the Company made. However, it is the feeling of this Committee that the Company has responded in a responsible manner to a clear majority of this Committee's goals.

Substantial improvements have been achieved in the following sections of the contract: Leaves of Absence, Holidays, Shift Premiums, Vacations, Job Bidding, Promotion and Transfer, Demotion, Overtime, Emergency Duty, G. C. Expenses and Term.

## 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.

77-8-PG&E signed 5-20-77

Provides for the return of a troubleman, who was injured on the job, from Long Term Disability to the classification of Troubleman in Antioch.

77-17-PG&E signed 4-11-77

Provides for revision of the Apprentice Equipment Mechanic training program.

77-30-PG&E

Provides for expansion of transfer rights of employees of the vice president and comptroller's organization and the Design Drafting Clerical Unit allowing 18.5(b)(1) rights between these groups.

77-31-PG&E

Provides for an hours change of a clerk D in the San Jose Division Service Group.

The wage structure of Physical employees in both Division and G.C. has been revamped to reduce the number of wage rates existing in a manner that resulted in no incumbent fixed wage classification suffering a loss, and other classifications experiencing an increase in the wage rate. The benefit plans have also been substantially improved by the addition of two new formulas in the pension, an improved spouse's pension, a 20% increase in the cost of covered benefits in the dental plan, an immediate adjustment in the LTD payments with an opening for another adjustment and a 20% reduction in the group life insurance premium cost with options to freeze or in some cases to elect 1/3 or 2/3 of full coverage. In addition to these improvements, three years of wage increases, the last of which is protected from a larger than expected rate of inflation increase, have been secured and are substantial.

We believe that these and the other improvements in the package represent a very large cost to the Company and should be evaluated by the individual on the basis of what is achieved by the total membership. Besides these obvious improvements, the Committee's decision to recommend this package was necessarily influenced by our understanding of the Company's statement that this would be the last offer they would make which would include retroactivity.

In light of the fact that this Committee believes that the offer is a good one and that a rejection could mean bargaining under notice of termination in the fall we urge that you consider the package as a whole and the alternatives before casting your ballot.

With the foregoing in mind your Negotiating Committee again recommends your acceptance of this offer.

### 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



# Local 1245 Service Award Dinners

## SAN JOSE AREA



During the last month, Local 1245 has held three service award dinners. The purpose of the dinner is to pay tribute to the members of Local 1245 who reach their 20th, 25th, 30th and 35th years of membership in the I.B.E.W. during this year.

These people joined the Union at a time when they didn't have to and when some were putting their job on the line by joining the Union. Many of those honored at the dinners have served as officers, shop stewards, unit officers, etc. to help build the organization into the sound, effective Local Union it is today.

The recent service award dinners were held in San Joaquin, Coast Valleys, and San Jose. The photos shown on this page and on page seven will show some of the people who attended these functions.



## SAN JOAQUIN AREA



## Proposed bylaw amendment to be voted on at July Unit Meetings

Amend Local Union 1245 Bylaws, Article XIV, Section 18 to read as follows: The President may spend a sum for a suitable tribute, as determined by the Local Union, upon the death of a member. He may also select a committee to extend the sympathy of the Local Union to the family of any deceased member. The President may also authorize a suitable tribute, as determined by the Local Union, to a deceased person who was a member at the time of his or her retirement.

The June meeting reading of the above proposed Bylaw amendment shall constitute the first reading, and the Units will vote by secret ballot under Special Order of Business at the July meeting, as provided for under Resolution No. 6.



# Boycott Coors Beer

Golden, Colorado — Working without a contract since December 31, 1976, brewery workers struck the Adolph Coors Company April 5, 1977. Local #366 of the Brewery Workers union AFL-CIO represents 1,472 workers at the world's largest single brewery.

On April 11 the workers appealed to the public to support the strike by boycotting Coors beer. Union pickets not only patrol the entrances to the plant, but informational pickets march in front of retail liquor outlets in the Denver area.

Fifty strikers have been dispatched in teams travelling in the 13 western states where Coors is sold to build support for the boycott. On April 14, George Meany announced that the boycott has been endorsed by the national executive committee of the AFL-CIO.

The major issue in the strike is not wages. Company and Union negotiators are close to agreement on economic issues.

"The issue is human rights," says Dwight Sickler, member of the executive board and of the negotiating committee for Local 366. "The company wants to be able to require workers to take a physical exam and a lie detector test at any time, and to discharge them if they refuse."

## IMPORTANT LEGISLATION

The Executive Board of Local 1245, during the May, 1977 meeting, voted to oppose two bills which would adversely affect members of Local 1245 and they also voted to support two Assembly Bills which would benefit members of Local 1245.

Legislators encourage input from their constituents and they do respond. While the Assembly Bills listed below may not directly affect you, it does have a tremendous impact on your brothers and sisters in Local 1245 and other union members. Please write to your legislator and let them know what you think about these Bills. Letters should be addressed to the individual legislator at the State Capitol, Sacramento, CA. 95814.

### WE SUPPORT THE FOLLOWING BILLS:

**AB 1295** Existing law does not prohibit an employer from terminating an employees employment for refusal to work overtime. This bill would impose such prohibition. This bill would not apply in cases of emergency overtime involving public health or safety.

**AB 1590** Public employees in California do not have true collective bargaining rights under existing law. This bill would provide collective bargaining rights for public employees. This measure would extend to public employees most of the rights which have been enjoyed by employees in the private sector for many years.

### WE OPPOSE THE FOLLOWING BILLS:

**AB 1399** This measure will require a Public Agency to contract maintenance of service (e.g. street lights) to other than a public utility. This could eliminate all street light work currently performed by Local 1245 members working for PG&E.

**AB 1931** This Bill would severely restrict public agencies in the use of their own employees in the repair, alteration, addition, improvement, or maintenance, as well as construction, erection or demolition of any publicly owned property or publicly operated facility. This bill was covered in depth in the May issue of the Utility Reporter.

## COAST VALLEYS AREA



Such an outrageous demand is particularly ironic in view of the fact that the company has been lying to workers in letters sent to try to convince them to become scabs. The company has been misrepresenting to workers its offer to the union negotiating committee, and the union has charged the company with an unfair labor practice.

As one worker told a packed union meeting hall, "If we lied like that we'd be fired immediately." Oddly, no officer of the company is willing to submit to a lie detector test.

The company has long had a practice of requiring a lie detector test for new workers as a condition of employment. Workers report the following questions are often asked:

"Are you a homosexual?"

"Have you committed crimes you were never convicted of?"

"Do you smoke pot?"

"How often do you change your underwear?"

Another battery of tests given to new employees asks "Whom do you respect the most?" and "Could you give orders to a friend?"

Many of these questions are clear invasions of privacy. Most are derogatory and demeaning and are designed to create a climate of intimidation. Some aim at identifying loners, people who are anti-organization, anti-union. "They are looking for people who agree with their philosophy," says Sickler.

The Coors family, which tightly controls the company, is notorious for its rabidly reactionary views. Joseph Coors has been linked in the news media with right-wing extremist groups. Chicanos have boycotted Coors for nearly ten years to protest its racist hiring policies.

The women's movement has denounced the Company as sexist in its hiring, and has drawn attention to the family's financial contributions to groups which oppose the ERA. High on the family's hate list are unions, and the company is clearly out to destroy Local 366.

Union negotiators report that the company has refused to bargain in good faith. The company is trying to roll back gains which the workers had won in previous contracts.

For example, the company wants to be able to change shifts and force longtime employees to work week-ends at the "sole discretion" of the company, regardless of the seniority of the worker.

When negotiations resumed after the boycott was announced, the company escalated its demands to include an open shop, which means that the union would have to represent and bargain for workers who were not union members.

"The company wants to keep the union label, but make us so weak that we could not defend our rights," said Don Bodemann, vice-president of the Local.

The company adopted a take-it-or-leave-it negotiating position in order to leave the union no choice but to strike. Soon after the strike began the company announced it was hiring scabs to replace strikers.

It also began phoning union members to try to coerce them to return by misrepresenting the union's position. The company claims more than half of the union members have returned to work, while the union contends the actual figure is closer to a third. Those who return are pressured by the company to resign from the union.

The company says hundreds have applied to work as scabs. Coors obviously hopes to take advantage of the great number of unemployed workers looking for jobs to try to destroy the union.

Still, despite those willing to become scabs and the defections from the union, strikers think they have a fighting chance to beat the company. Over 700 strikers filled the union hall the night before negotiations resumed and enthusiastically supported those who called for standing firm in the negotiations and for building the boycott.

Vice president Bodemann says that without a successful boycott, the union is in danger of losing seniority rights, the union shop, and the ability to defend its members against company which would like to see workers leave their rights at the plant gate.

The strikers need the public's SUPPORT for the boycott. By taking on Colorado's leading union-buster, the brewery workers are showing the way for all Colorado workers.





# The Safety Scene

## Job Protection for Public Workers

The critical need for safety and health protection for public employees has been forcefully documented in a comprehensive study recently released by the AFL-CIO Public Employee Department. The results of the PED report conclusively show that public employees in federal, state and local governments and the United States Postal Service face far more hazardous working conditions than their counterparts in private industry.

Data recorded by the U.S. Bureau of Labor Statistics and the National Safety Council prove that deaths and injuries among fire fighters, police, sanitation, maintenance and other public workers are, and continue to be, extraordinarily high. The commitment of public sector managers to a safe and healthful work environment simply has not been followed by the affirmative action programs or funding necessary to achieve this goal.

Although the 1970 Occupational Safety & Health Act should be viewed as landmark legislation for private sector workers, the law must be considered a promise unfulfilled for public employees. Just as they are denied the benefits of other protective federal legislation, so, too, are public workers denied elementary protection from unsafe workplaces which threaten their lives and health.

The AFL-CIO and the Public Employee Department vigorously advocate complete coverage of federal, state and local government and Postal Service workers under the mandatory provisions of OSHA. Subjected to job conditions which pose serious risk of illness or death, public workers are in dire need for maximum legal protection.

As the PED study concludes: "Workers are the backbone of effective government. When public employees are exposed to excessively hazardous job conditions, the American people cannot expect efficient delivery of public services. These working conditions represent an intolerable violation of basic human rights, and demonstrate the need for immediate national attention and action."

## Health's-a-Poppin

### Are we eating ourselves sick?

By Marion Wells  
Research Director, AMERICAN  
PHYSICAL FITNESS RESEARCH  
INSTITUTE

What WENT UP NEARLY FOURTEEN PERCENT for the fiscal year ended June 30, 1975? This country's health costs.

What might be our country's LEADING health problem? NUTRITION, said the head of the Senate Select Committee on that subject recently.

Is half of what you eat keeping you alive while the other half is killing you? A 1971 government report estimated that JUST BY IMPROVING OUR DIET we might achieve decreases varying from TEN TO EIGHTY PERCENT in the incidence, severity, associated costs, disability or death from a whole list of major health problems. These included cancer, heart disease, obesity, respiratory and infectious ailments, arthritis, diabetes, alcoholism and mental and emotional illness.

Two key places to save on medical bills and improve the family's nutrition may be the grocery store and the dinner table. How does that relate to the last batch of grocery bags you brought home? Think back to what you bought in light of the following.

Recent evidence suggests that "Cancer of the colon, the most common life-threatening cancer among Americans, is related to an 'affluent' diet, particularly the excessive consumption of animal fats and the relatively low consumption of fibrous foods."

Compared to 1900, today's "average" American reportedly consumes some THIRTY PERCENT more fat and FIFTY PERCENT more refined sugar. Consumption of fresh fruits and vegetables was down thirteen percent and seven percent respectively over a recent ten year period.

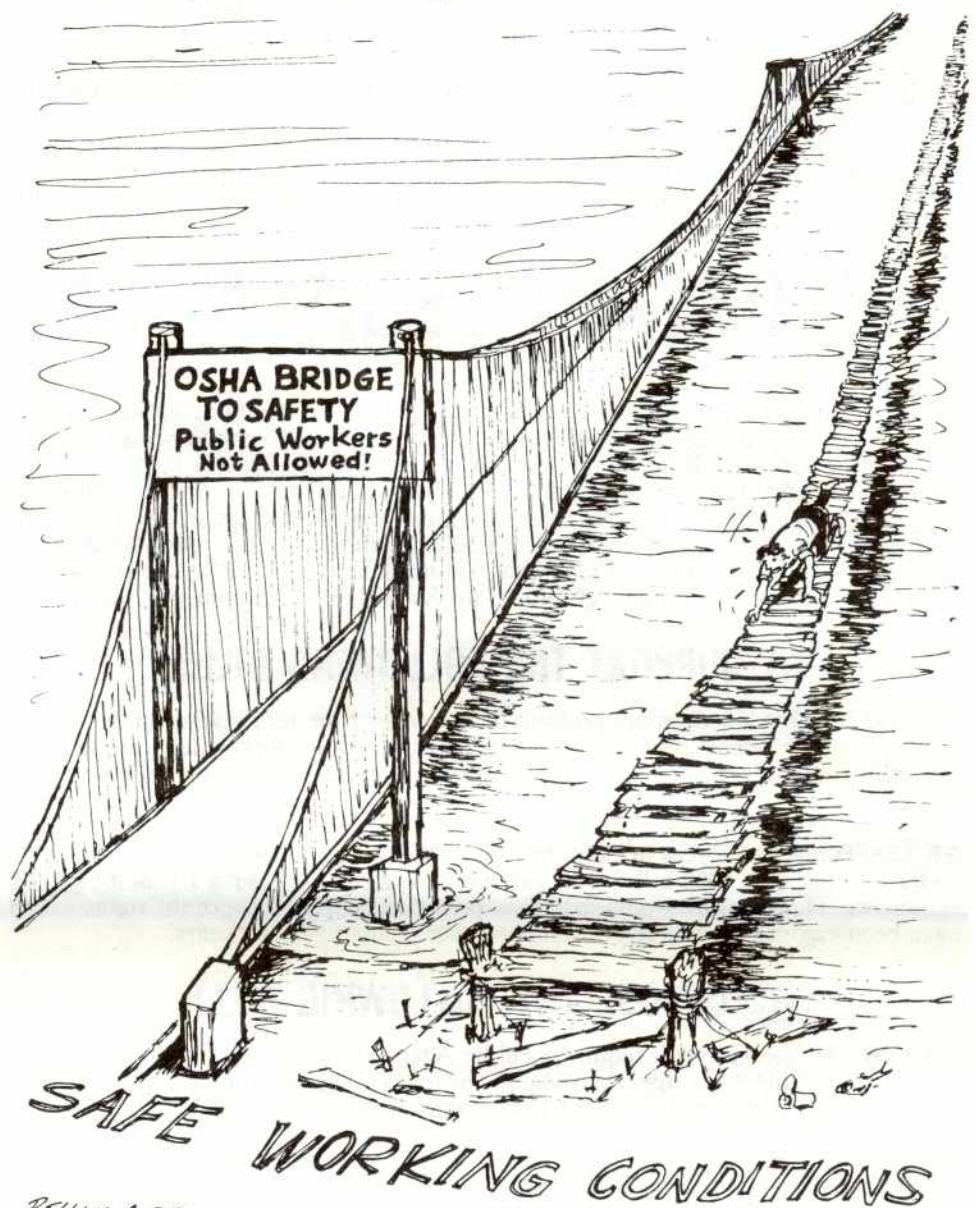
Sugar not only comes openly in sweets, but sneaks into our shopping cart in a wide variety of processed foods. It provides predominantly "naked" calories. "Refined sugar makes up about twenty percent of the diet of the average American," says Henry A. Schroeder, M.D. "Therefore, his diet is unbalanced to start with."

Can you be overfed and undernourished at the same time? "The 1965 Household Food Consumption Survey indicated that twenty-two percent of the diets (surveyed) were below the recommended allowances in one nutrient, thirteen percent in two nutrients, and fifteen percent in three or more nutrients."

Various vitamins play important roles in metabolic processes. Lawrence Lamb, M.D., points out, "There is a sound physiological basis for the observation that vitamin deficiencies can result in fatigue. Without adequate vitamins, our whole energy system is handicapped."

The effects of nutrient deficiencies on our health may be hard to trace. For instance, memory loss, irritability, nervousness, confusion, depression and insomnia are among many symptoms associated with B vitamin

## Job Safety Discrimination



BELLAND for PED 2-77

deficiencies. But they are also associated with other health problems.

Not only are you what you eat, but your baby is too. Recent data has reportedly contradicted "the assumption that the fetus is able to compete with the mother when nutrients are in short supply..."

There is some concern that even MARGINAL nutrient deficiencies in pregnancy may have subtle effects on the child's health which don't show up till later in life.

What can you do? READ LABELS CAREFULLY. Minimize your intake of foods loaded with added salt, sugar or chemical additives. Favor WHOLE GRAIN breads and cereals over refined flour products. Seize op-

portunities to save on fresh fruits and vegetables in season.

Serve chicken or fish instead of meat at least part of the time. Favor the leaner cuts of poultry and meat. Trim away visible fat before and after cooking. Broil or bake in preference to frying.

Choose wisely from the four basic food groups each day.

An ounce of prevention is not only worth a pound of cure, it's also a lot cheaper!

Provided as a public service by the AMERICAN PHYSICAL FITNESS RESEARCH INSTITUTE (APFRI), 824 Moraga Drive, West Los Angeles, Calif. 90049.

# Work Safely