



more jobs at stake

State fed urges action on bill to bar forced overtime

State legislation to prohibit employers from forcing their employees to work overtime should be enacted not only because the worker, as a free individual, should have that choice, but because such a law would help create jobs.

That was the thrust of testimony given by John F. Henning, executive officer of the California Labor Federation, AFL-CIO, at an interim hearing held by the Senate Industrial Relations Committee in Los Angeles on **AB 1295**.

Citing a study that showed that the hours involved in overtime are really "very small," averaging three hours a week over the last 20 years, Henning pointed out, to begin with, that not all employees would object to overtime.

But, he declared, "in light of the vast unemployment problem that's the continuing plague of the nation, this is one of the factors that would help reduce it and the bill should be enacted."

Henning recalled a study conducted by Walter Reuther of the United Auto Workers more than a decade ago that found that if just 25 percent of the amount of overtime worked were allowed to remain it would create 650,000 new jobs.

"The validity of that analysis remains today," Henning said, adding that since California represents roughly 10 percent of the nation's labor force it could result in the creation of 65,000 jobs.

He also pointed out that the total cost of caring for the unemployed in the nation in 1975 was **\$32 billion**, an amount exactly equal to the deficit in the federal budget that year.

The need for the legislation, he said, is also reflected in the fact that

"California has to generate more than 400,000 jobs a year to keep up with the growth in the labor force." Some 200,000 new workers come into the state's labor force every year and another 240,000 workers are displaced by productivity increases and must seek other jobs, he explained.

The California AFL-CIO-sponsored legislation, introduced by Assemblyman Tom Bates (D-Oakland), would prohibit an employer from firing or disciplining workers who refuse to work overtime.

Bates advised Henning that he would be happy to meet with union representatives who believe that the ban on forced overtime would create a hardship in their industry.

At the outset of the hearing Assemblyman Bates explained the bill saying:

"The issue is simple to understand: Do people have any right to say 'No' to an employer's order that they work beyond the normal work-day?"

"Does an employee have the right to say: 'I'm exhausted,' or 'it's my son's birthday,' or 'I have kids to pick up,' or 'I want to get home to have dinner with my family?'"

"The answer is 'yes' and this legislation protects that basic right."

Another union official rebutted a charge leveled by a representative of the Pacific Telephone Co. who said that the legislation might raise the cost of telephone service.

INDENTURED SERVANTS?

Ian McIntyre, executive vice president of Local 11502 of the AFL-CIO Communications Workers of America, said that the phone company's excessive

(Continued on page two)

Eight pending bills peril rights of workers hurt on the job

Eight state legislative measures due for interim hearings next month "would virtually repeal all the gains we have obtained over the last half century" in the state's workers' compensation program.

That's how the California Applicants Attorneys' Assn. described a series of bills opposed by the California Labor Federation, AFL-CIO, that are being touted as "reform bills" by employer and insurance interests.

The threat posed by the bills and the powerful interests pushing them have

prompted the California Labor Federation to schedule a special two-day conference at the Fairmont Hotel in San Francisco on Monday and Tuesday, November 14-15 to be devoted to an in-depth study of the growing attack on existing protections for California workers under the workers' compensation program.

In an analysis of the impact of the bills sent out to interested parties last week, the CAAA warned that all of

(Continued on page two)

YOUR Business Manager's COLUMN

HAPPY THANKSGIVING



DEAN COFER

The balance of 1977 will be spent in continuing the job of rebuilding your Union's public image, and "moving ahead" in the areas of organizing, communications, Staff and Steward education, etc.

Undeserved, or otherwise, our image in the eyes of many of our members in recent years has been that of a "Company union" that knuckled under to the employers every demand. Part of this unfair stereotype might have come about through a misreading of the Union's conscientious efforts to do the best job possible for its members while trying to avoid work stoppages. Whatever the reason, or reasons for the application of the "Company union" label: **I assure you that your Union will, in the future, not only talk and act like a Union, but will actively defend, protect and advance Union principles.**

In the area of organizing: We have been involved, up to this point, in the planning stages for organizing endeavors on existing properties represented by Local Union 1245 and on unorganized properties within our jurisdictional boundaries. It is our intention that within a short time, our organizing plans will be completed and put into effect.

In-house communication has always been a hard nut to crack, but we are attempting to improve the methods and procedures of communicating with the dues paying members of the Local Union. Preliminary steps in better communications have been taken by improving the content of the **UTILITY REPORTER**, and in the adoption of a

policy of responding to all correspondence directed to the Business Manager's office.

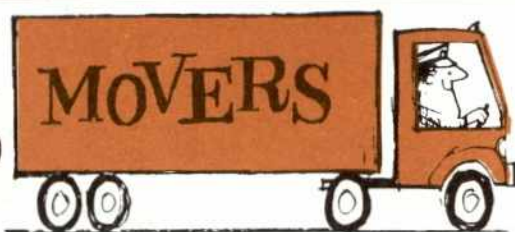
I've covered Staff and Shop Steward's training in recent columns, so it will be sufficient to say we are "moving ahead" in the area of training (see story on page five).

Your Local Union is involved heavily in negotiations on a number of public and privately owned properties at the present time (see Bargaining Round-up on page four). Interim bargaining on flex-time for P.G.&E. General Office employees is progressing in a timely manner. However, a number of other P.G.&E. interim bargaining issues are being held in abeyance until we have the time and manpower to do the issues justice. Please bear with us during this transition period while we shake the system down and get reorganized.

for letters in last month's column was good, so I am going to repeat it: "If you have any recommendations to improve your Union or its operations, take pen in hand and write to me. Your letter can be constructive, or it can give us hell, but either way I encourage you to write." In addition I'd like to add this thought: **Your Union needs your support and concern, so PLEASE ATTEND YOUR UNION MEETINGS.**

In closing, on behalf of the officers and employees of Local Union 1245, I'd like to wish you, and yours, a Happy Thanksgiving and a pleasant holiday season.

... HAVE YOU MOVED?



MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY # _____

RETURN TO:

P.O. BOX 4790, WALNUT CREEK, CALIF. 94596

Bar forced overtime

(Continued from page one)

use of mandatory overtime makes many employees "feel more like an indentured servant rather than a free man."

The phone company spokesman Norman J. Philips, general manager of the Pacific Telephone Company's Northern California Section, said that the phone company would have to expand about \$60 million in additional wages to hire workers to comply with the law that telephone service must be provided under all conditions.

"I must treat every request for service or repair as an emergency to comply with the law and I would not be willing to depend upon voluntary overtime," he said.

SQUEEZE ON WORKERS

But McIntyre charged that the increased demand for service on Pacific Telephone has caused the company to attempt "to get two days' worth of work for the price of one" on a regular basis.

THE CWA official charged that the phone company's overtime policies minimize the time workers have to spend with their families and leads to marital problems and illnesses such as ulcers and alcoholism.

The Bates bill won Assembly approval last June by a vote of 43 to 29.

It would prohibit forced overtime for approximately two-thirds of California's 7.7 million workers in the private sector but would not apply to private employers with 50 or fewer workers or in emergency situations as defined by the State Industrial Welfare Commission.

Several employer representatives charged that the legislation would be "anti-business" but labor spokesmen repeatedly pointed out that the legislation could have a significant impact in increasing job opportunities, thereby reducing both unemployment and welfare benefit payments.

"Employers tend to label anything that helps workers at the expense of corporate profits as 'anti-business' but it ain't necessarily so, particularly where the state's general welfare is concerned," a union spokesman said.

—Calif. AFL-CIO News

FIRST UNION SHOP

The first union shop card? The earliest recorded strike was staged in 309 B.C.E. by Aristos, an ancient Roman band leader. The dispute was over meal breaks.

pending bills peril workers hurt on the job

(Continued from page one)

these bills are "adverse to employee interests" and said that they would:

- "Completely destroy the possibility of asserting virtually every claim for cumulative injury or occupational disease;

- "Redefine 'apportionment' in such a way as to greatly reduce permanent disability benefits in almost every case;

- "Reduce already inadequate death benefits by eliminating presumptions of total dependency, permitting apportionment of benefits, allowing the taking of credit for other survivor benefits, terminating the benefits with changed circumstances of survivors, and removing the presumption that the benefits must be paid at the maximum temporary indemnity rate;

- "Deny all permanent disability benefits where the worker has been forced to retire, even if it is on disability, hence further punishing the most severely injured worker;

- "Limit pain factors in a permanent disability rating to 25 percent;

- "Eliminate all permanent ratings based on pain factors alone if they are under 10 percent;

- "Greatly restrict the scope of presumptions of industrial causation of heart disease for policemen, fire fighters, and other safety members;

- "Deprive the injured employee of the right to permanent disability benefits where the treatment of the employee-designated physician has aggravated the condition;

- "Greatly emasculate the employee's right to a penalty for unreasonable delay in providing benefits;

- "Eliminate Labor Code Section 3202 mandating liberal construction of the workers' compensation laws, and,

- "Introduce another administrative level of determination by a staff of three physicians which would deprive injured applicants of due process, and, effectively deprive many applicants of any representation at all."

The eight measures at issue are: **AB 1665; AB 1728; AB 1958; AB 1968; AB 1988; SB 864; SB 924; and SB 1291.**

All of the measures will be heard by the Workers' Compensation Subcommittee of the Assembly Finance, Insurance and Commerce Committee.

Local 1245's New Staff Assignments



Pat Rutherford
Administrative Assistant

Pat Rutherford joined Local 1245's staff on November 1, 1977 as an Administrative Assistant. Her primary assignment is to update and coordinate the Local Union Library. She will also assist the Business Manager in research and education.

Before coming to work for Local 1245, Pat taught in the Hayward School District. She has completed various labor and urban studies courses at the Center for Labor Research and Education in Berkeley and is currently working on her M.A.



Scott Thomas
Business Representative

Scott Thomas joined Local 1245's staff on November 7, 1977. He replaces Manny Mederos, who was given a new assignment. Scott's assignment is: East Bay Division (Diablo District, including Steam Plants), Davey Tree (Diablo District); Pipeline Operations (East Bay Division and McDonald Island), Standard Pacific Gas Line, Inc., and General Construction (Diablo District).

Over the last nine years Scott has been employed by Pacific Gas and Electric Company as an Apprentice Electrician at the Contra Costa Power Plant and an Assistant Chief Operator (Relief) at the Pittsburg Power Plant. He has served as Shop Steward, grievance committee member and safety inspection committee member.

The subcommittee is chaired by Assemblyman Richard Robinson (D-Garden Grove). Other members of the subcommittee are Assembly members Alister McAlister (D), who is chairman of the full committee; Bruce Young (D); Tom Bane (D); Richard Hayden (R), Bruce Nestande (R), and Louis J. Papan (D).

Other members of the full committee are Assembly members Art Agnos (D), Paul Bannai (R), Victor Calvo (D), Levoy Greene (D), Eugene Gualco (D), Walter Ingalls (D), Bill Lancaster (R), and John Miller (D).

In concluding its analysis, the CAAA warned that these eight bills, "if enacted, will destroy 60 years of progress in improving benefits for injured workers."

—Calif. AFL-CIO News



Manny Mederos
Business Representative

Business Representative Manny Mederos' new assignment at Local Union 1245 is to aid Assistant Business Manager Lawrence N. Foss. Manny will specifically assist Larry with the preparation and presentation of the Union's position in Fact finding Review and Arbitration hearings. His new job will require extensive field coverage of the Pacific Gas and Electric-System.

NLRB decisions set record high

The National Labor Relations Board, in the busiest year of its 42-year history, issued a record 1,827 formal decisions in its 1977 fiscal year ended on Sept. 30.

The five-member panel handed down 1,127 decisions in contested unfair labor practice cases filed by workers, employers or unions. In addition, the board gave out 700 decisions in representation cases in which workers voted to select or reject a union as their bargaining agent.

Each of the figures was a new high, and their combined total was 149 more than the previous record of 1,678 rulings issued in the 1976 fiscal year.

Last year, the agency handed down decisions in 1,033 unfair labor cases and 645 rulings in representation cases. The overall total number of case decisions this year was 9 percent higher than in 1976.

About 55,000 cases of all types were handled by the NLRB at its regional offices around the country in fiscal 1977. Most were dismissed or disposed of there, and only a relatively small percentage of the total reached the agency's Washington headquarters. The panel said it expected some 57,000 cases to be filed in the 1978 fiscal year.

The steady increase each year in the NLRB's caseload underscores the need for expansion of the five-member panel and other reforms proposed by the AFL-CIO. Under the Administration's labor law reform bill recently passed by the House, the NLRB membership would be increased to seven.

—Calif. AFL-CIO News

OFF YOUR LIST!

The Amalgamated Clothing and Textile Workers Union has announced that Fruit of the Loom and Big Mama hosiery are no longer to be listed as J. P. Stevens products to be boycotted.



the utility reporter

Telephone (415) 933-6060

DEAN COFER Executive Editor
DOROTHY FORTIER Managing Editor
WILLIE STEWART Assistant Editor

Executive Board: Howard Darington, Ron Fitzsimmons, C. P. "Red" Henneberry, Marv Rubendall, Howard Stiefer, Bob Thomson and Kathy Tindall.

Published monthly at 3063 Citrus, Circle, California 94598 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 Walnut Creek and at additional mailing offices.

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



The following new applications were received in this office September 17, 1977 to October 26, 1977:

SAN JOAQUIN DIVISION

ALFORD, Harvey D.
 CONNERS, James L.
 DELANTY, Terry M.
 DOBRENEN, David A.
 DYSON, Kathleen E.
 FARLEY, Ken W.
 HOPKINS, Bryan P.
 HULL, Greg R.
 KEAVENY, Alberdina F.
 McNAIR, Sheridan E.
 RENO, Nancy E.

COAST VALLEY'S DIVISION

KISER, Richard A.
 LUCIDO, Anthony L.
 MANLEY, Dennis W.
 ROMERO, Ruben
 TURNBULL, Thomas W.

PIPELINE OPERATIONS

BOWERS, Robert L.

CAL-PAC (NEEDLES)

OSTER, Harold S.

SAN JOSE DIVISION

ALBAR, Sylvia A.
 GIGUIERE, Doris L.
 HAMILTON, Rita J.
 MASON, Theresa M.
 NELSON, Robert
 SAKODA, Harold
 STEIN, Harold A.
 WILLIAMS, Jan A.

MATERIAL DISTRIBUTION

ADDIEGO, James M.

EAST BAY DIVISION

ANDERSON, Carlotta D.
 BALKE, Carl L.
 BEGA, Linda A.
 GARCIA, Robert M.
 GRIGGS, Roger D.
 HARRIS, Kent N.
 OTT, Roger W.
 REED, Winston D.
 SIEBER, Lori L.

X-RAY ENGINEERING

CUNNINGHAM, George S.

CONCORD TV CABLE

BROOKS, Craig E.
 CHASE, Nicholas A.
 GONZALES, Matthew L.
 HALL, Kevin E.
 OLSON, Steven R.
 STEWART, Robert M.

TELEPROMPTER OF MILPITAS

GILL, James R.

BAY CABLEVISION

KIZER, Edward J.

SAN FRANCISCO DIVISION

ARTIS, Linda M.
 FRANKE, James T.
 GUTTERRES, Lionel H., Jr.

MARTINEZ, Reiko J.
 NEPOMUCENO, Paul M.
 RIDER, Harmon E.
 YANEZ, Joe W.

GENERAL OFFICE DIVISION

AHLQUIST, Margaret L.
 AYERS, Valerie D.
 DIALOGO, Saniata E.
 DIAZ, Jesus A.
 FOK, Betty
 GALBAN, Karen B.
 HU, Julie W.
 JUNG, Deborah K.
 LOVELL, Roselyn C.
 MASANGCAY, Evangeline A.
 McNAY, Jennifer N.
 ORTIZ, Nelia C.
 PAYAWAL, Amor V.
 VEDAR, Rosalinda P.

STOCKTON DIVISION

BARNES, Stephen P.
 NEUVERT, Mark S.
 PERALTA, Larry D.
 SHAFFER, Karl S.
 URETA, Willie M.
 VAUGHN, Franklin H.

HUMBOLDT DIVISION

NEEDHAM, Bob B.

SHASTA DIVISION

BROOKS, Adeen P.
 PADILLA, Benseslado C.

CAL-PAC (LASSEN)

ROBERTSON, Gary B.

SIERRA PACIFIC POWER CO

GRIFFIS, Allen D.

COLGATE DIVISION

OKROI, Debra L.

NORTH BAY DIVISION

ALLAN, Lauren D.
 FARRIS, Kenneth J.
 HINELY, Randolph W.
 MOORE, Wendy E.
 SILVA, Deborah A.
 THOMAS, Majory L.

TELEPROMPTER OF UKIAH, WILLITS, & FORT BRAGG

PHILLIPS, Cindy A.

SACRAMENTO DIVISION

KAWASAKI, Edward R.
 SUGIMOTO, Judy A.

SMUD

BLAINE, Ronald G.
 BURKLE, Robert P.
 CHAN, Robert
 EDMUNDS, David J.
 HOPKINS, Bernard C.
 LEMIEUX, Peter C.
 MINOR, Andrew W.
 POMPEY, Christopher C.
 WALKER, Dwayne C.

**FOR LEGAL ADVICE
 PHONE TOLL FREE
 IN CALIFORNIA
 800/652-1569**

THE LOCAL UNION'S LAW FIRM (NEYHART AND ANDERSON) HAS MADE THIS TOLL FREE NUMBER AVAILABLE FOR USE BY OUR LOCAL UNION MEMBERS IN NEED OF LEGAL ADVICE.

IT'S NOT TOO LATE!

There is still time to submit your application to the IBEW Founders' Scholarship Program for 1978. You may qualify as one of the winners of a four-year scholarship to do your undergraduate studies at the college of your choice.

Rules and other important information regarding the scholarship program are available upon request. Please direct

all such requests and inquiries to the Scholarship Administrator at the IBEW's International Office, 1125 - 15th Street, N.W., Washington, D.C. 20005.

All application forms, student records and other required materials must be received by the Selection Committee by January 31, 1978.

NEVADA NEWS

Nevada AFL-CIO CONVENTION

— On October 21 and 22, 1977, Local 1245's delegates attended the Nevada AFL-CIO Convention at Incline Village. Local 1245's delegation included Senior Assistant Business Manager, Willie R. Stewart, Assistant Business Manager, John J. Wilder, Executive Board Member Kathy Tindall, Unit Recorder, Jay Killgore and Business Representative John Stralla.

The convention focused on improved industrial compensation coverage and better employee-working conditions. Numerous resolutions were carried, and a scholarship fund to honor past president Al Brammlet was established.

Guest speakers included Lt. Governor Robert Rose, Labor Commissioner Stan Jones, Claude Evans from the Nevada Industrial Commission and various other distinguished labor leaders.

RCA — The certification of representation election held for bargaining unit employees, working out of the Ely, Nevada headquarters, is scheduled November 30, 1977.

1977 Nevada Legislature — The legislature passed laws requiring contractors who perform public work to furnish the Labor Commission with copies of their pay records. Prior to the enactment of this law, in July 1977, the Commission was solely responsible for the enforcement of payment of prevailing wages on all public works jobs.

The new law is anticipated to allow more equitable bidding by all contractors bidding on public works jobs.

Editor's note: This is the first attempt at developing a regular monthly column devoted to Nevada News. Please do not hesitate to send in your suggestions and/or news tidbits.

USBR

CROUCH, Lena J.
 McFATE, Ross W.
 RENICK, Evan
 TELLEZ, Albert
GENERAL CONSTRUCTION
 ALLEN, Thomas W.
 APPLETON, Roger D.
 ARNETT, Steven L.
 ARTIS, Shane E.
 BEARD, Gary A.
 BECKMAN, Thomas L.
 BOBIAN, Joseph D.
 BOWEN, James R., Jr.
 BREWER, Aaron F.
 BROWN, Russell O.
 BYERS, Marion E.
 CAMPBELL, James R.
 CANEPA, David A.
 CARRERAS, John M.
 CHAPMAN, Michael D.
 CHAVEZ, Jacob J.
 CONCELLO, Denise M.
 DIONNE, Lex Alan
 FREGULIA, Frank A.
 FULLER, Jeff
 GURULE, Salvador M.
 HAIRFIELD, David B.
 JONES, Gary E.
 KATSARES, Daniel J.
 KAUTH, Robert M.
 McEUN, Karen J.
 McKELVEY, Ursula E.
 MOLFAT, Joseph T.
 MONAGHAN, Gregory J.

MOWRER, Sheridan E.
 OJEDA, Joe E., Jr.
 PASTRYK, Daniel M.
 POSEY, Ronald S.
 POTTER, W. Robinson
 REY, Joe W.
 ROSENSTEEL, Richard G.
 RUDELLE, Bradley C.
 SAVAGE, Jerome V.
 SAVERIEN, Gary A.
 SCHULTE, Donald C., Jr.
 SEMM, Craig A.
 SOTO, Danny L.
 STAHL, John M.
 STEARNS, Jeffry D.
 STIVERS, Ronald L.
 SYLVIA, Valerie A.
 TAYLOR, Walter L.
 WALKER, Michael L.
 WANN, Gregory W.
 WHATLEY, Jimmy
 WILSON, Robert B.

DAVEY TREE COMPANY
 CARPENTER, James W.
 O'NEAL, Herbert D.
 SCOTT, Violet
 WILLIAMS, Gary B.

PACIFIC TREE COMPANY
 BEEBE, Carl R.
 CHAVEZ, Antonio R.
 LINDVIG, Cliff L.
 SHORT, Delbert E.
 SHORT, Michael V.
 SUMNER, Ezekiel J., Jr.

Bargaining Roundup

IN NEGOTIATIONS

CALIFORNIA-PACIFIC UTILITIES COMPANY (LASSEN DIVISION): Still in bargaining. The next meeting is scheduled for November 15, 1977.

CITY OF ALAMEDA: Still in bargaining.

CITY OF ROSEVILLE: Bargaining is still in progress.

LINDMORE IRRIGATION DISTRICT: Bargaining is still in progress.

MERCED IRRIGATION DISTRICT: Still in bargaining.

NEVADA IRRIGATION DISTRICT: Bargaining is still in progress. The next meeting is scheduled for November 25, 1977.

ORANGE COVE IRRIGATION DISTRICT: Still in bargaining.

PACIFIC TREE EXPERT COMPANY: Open for bargaining. No meetings have been scheduled.

PLACER COUNTY WATER AGENCY: Bargaining is still in progress.

RICHVALE IRRIGATION DISTRICT: In bargaining. The first meeting is scheduled November 2, 1977.

SIERRA PACIFIC POWER COMPANY: The Water and Power Productions Department's interim negotiations are still in progress. The last meeting was held in October. No future meetings are scheduled.

SMUD: Open for negotiations. No meetings scheduled at this time.

TELEPROMPTER OF LOS GATOS: Union served notice to Company of its desire to amend the agreement and start negotiations. No meetings are scheduled.

TELEPROMPTER OF RENO: The first meeting is scheduled for November 22, 1977.

THERMALITO IRRIGATION DISTRICT: In bargaining. The next meeting is scheduled November 22, 1977.

TRI-DAM PROJECT: The last meeting with representatives of the Company was held October 5, 1977. No conclusions have been reached and no meetings are scheduled. Both parties are still in the process of studying each other's proposals.

USBR, REGION 2: Still in bargaining.

WELLS REA: The first meeting is scheduled for November 22, 1977.

YUBA COUNTY WATER AGENCY: Union is preparing its initial proposals. No meetings are scheduled.

SETTLED

MT. WHEELER POWER COMPANY: The results of contract negotiations between Mt. Wheeler Power Company and Local Union 1245, were ratified by Local 1245's membership employed at Mt. Wheeler. Improvements in the agreement include: language clarifications, a new job bidding procedure, an increased meal allowance provision which allows reimbursement up to \$3.00 for breakfast, \$4.00 for lunch and \$6.00 for dinner, including tax and tip, and an improved and fully paid medical plan. Three new job classifications were established to facilitate the flow of work. They are data processing coordinator, billing coordinator and accounting coordinator. Employees received a substantial wage increase, effective September 1, 1977 with additional increases slated February 1, 1978, August 1, 1978 and February 1, 1979, plus a cost of living allowance clause.

MONTEREY PENINSULA TV CABLE: The results of contract negotiations between Monterey Peninsula TV Cable and Local Union 1245, were ratified by Local 1245's membership employed at Monterey Peninsula TV Cable. The new contract provides an approximate seven percent general wage increase, improved medical insurance benefits and many other benefits. Commissioner Bill Sabatino of the Federal Mediation and Conciliation Service assisted in the attainment of the settlement offer.

TELEPROMPTER CORPORATION: Teleprompters of Lompoc, Milpitas, Newark, Reno, Santa Cruz, Santa Maria and Ukiah, Willits and Fort Bragg are tentatively settled. The new contracts will provide an approximate eight percent wage increase, an additional holiday, improved pension benefits and provisions for a better on-the-job training program. The agreement will cover a three-year term. At press time, only agreements for Teleprompter of Ukiah, Willits and Fort Bragg are ratified by the membership. Ballots will be cast by the employees of the other facilities in the near future.

Citizens Utilities Strike Settlement

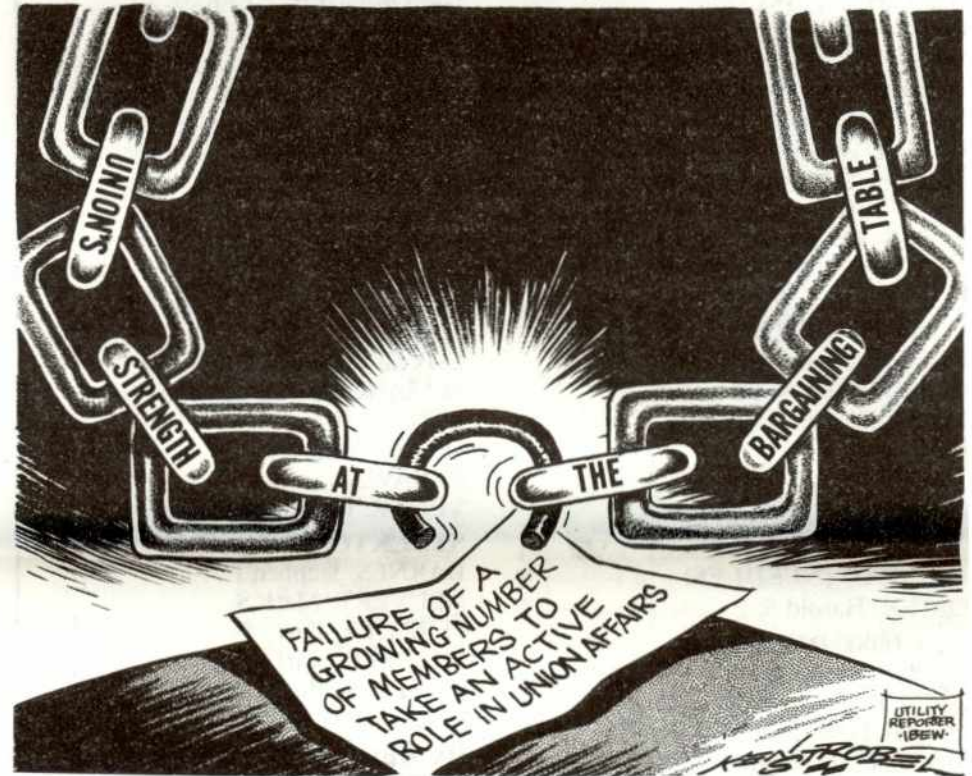
On October 24, 1977, Local 1245 successfully ended its 14-day strike against Citizens Utilities Company of California. The settlement included, effective October 24, 1977, a 8.33% general wage increase; effective September 1, 1978, a 2.16% general wage increase and COLA; and effective March 1, 1980, a 1.35% general wage increase. In the second year of the new agreement, the cost of living allowance provides an additional six-tenths of one percent for each one point rise in the CPI. In essence, the settlement provides 95-100% parity for all employees by the end of the three-year term agreement. As you will recall, parity was the major issue in this labor dispute and we are happy to have come

so close to gaining it.

Strikers were granted amnesty, allowed to use accrued vacation to compensate for pay losses while on strike, and paid at the straight time rate, plus time and one-half if they reported to work on October 24, 1977, which was a paid holiday under the new agreement.

Local 1245 members at Citizens really put forth a united effort against the Company and as a result, were victorious. This strike not only demonstrated the unity of the members at Citizens, it showed that when faced with a crisis, Local 1245's Staff and Executive Board act quickly and efficiently to resolve the problem.

WEAK LINK!



LETTER OF AGREEMENT SUMMARIES

Editor's note: A copy of the full text of these letters is available to Local 1245 members upon their written request to the Local Union.

Pacific Gas and Electric Company

77-51-PG&E

Provides for the placement of an employee, returning from long term disability, in a vacant fieldman position in San Francisco Division.

77-57-PG&E

Provides for the placement of an employee in an inspector vacancy at the San Jose Service Center.

77-55-PG&E

Provides for the reclassification of an East Bay Division equipment operator to chartman.

77-58-PG&E

Provides for the establishment of an assistant utility operator (incumbent only) classification, job definition, and rate of pay in San Francisco Division.

77-59-PG&E

Provides for the reclassification of a lineman, who suffered an industrial injury, to apprentice communication technician in San Jose Division.

Sierra Pacific Power Company

77-19-SPPC

Provides for the reclassification of an employee, returning from industrial disability leave, to inspector at the Reno Service Center.

1245 LABOR LAW SEMINAR

The first, in a series of specially designed labor courses, was conducted for 1245 staff members at Local Union headquarters on October 17-21 and October 25-28, 1977. The Labor Law Seminar was run for two consecutive weeks in order to allow 100% staff participation without interfering with field coverage. Well known experts in the field were recruited to instruct various portions of the one-week seminars. The sessions dealt with some of the many aspects of the National Labor Relations Act, i.e., concepts, definitions, rights of

employees, strikes, picketing, enforcement, filing complaints, election petitions, board procedures, unit determinations, hearings, appeals, unfair labor practices, illegal boycotts, etc. Other subjects discussed included: California's laws governing collective bargaining of government employees, duty of fair representation, laws pertaining to grievance and arbitration, Title VII, workers' compensation, occupational safety and health and internal Local 1245 affairs.



Standing from left to right in the photo shown above are: Staff members Larry Hope, Arlie Baker, Bob Gibbs, Roger Stalcup, Charlie Gadzik, Jack McNally, Corb Wheeler, Orv Owen and John Stralla and U.S. B.R. negotiating committee member Bill Pietz. Seated are Business Representative Ed Vallejo, Attorney John L. Anderson, Chairman of the Center for Labor Research and Education Norman Amundson and Business Representative Manny Mederos.



Standing from left to right in the photo shown above are: Staff members Frank Quadros, Veodis Stamps, Ron VanDyke, Rich Hafner, Jim McCauley, Mike Davis, Hank Lucas, Ed Fortier, Darrel Mitchell, Al Sandoval and Rose Guellid. Seated are Asst. Business Manager, Larry Foss, Chairman of the Center for Labor Research and Education Norman Amundson, Attorney John L. Anderson and Business Manager Dean Cofer.

Outside construction hot line

By John J. Wilder

Line work has not improved much since my last report. There are a few men working, but not more than twenty in the area of power-line construction.

Overhead Electric is still working on the small job for Sierra Pacific Power Company in Reno; and they were recently awarded several other jobs. However, if they do not resolve their problems with another IBEW Local Union, we may find ourselves in the midst of the dispute as a result of the "Mutual Assistance Clause" in the Outside Line Construction Agreement.

New Melones is still working on a substation job outside of Oakdale. We have three men working on the job.

Slater Electric started work on a job at the Carmichael Substation. At present, they have about six men working. They were recently awarded a similar job for the City of Roseville, but there is a 35-40 day holdup as a result of problems with obtaining materials.

City of Redding — There is no further word on when the substation and transmission line work for the City of Redding will go out for bid.

230 KV Transmission Line — **Sierra Pacific Power Company** — There is nothing new to report on the 230 KV Transmission line work for Sierra Pacific Power Company.

Telephone Construction — Since the Citizens' strike is over, contractors Com-Con-Ex and Hinkel and McCoy are back at work on Citizens Utilities' properties.

Price Electric is still working on underground duct projects. The Laborers are contesting their right to the work and have placed pickets at our job site in Richmond. However, the job is continuing.

Pension Contributions — I am sincerely sorry to report, still no word from the Internal Revenue Service regarding the return of pension contributions.

Notes of Interest

Business Representative John Stralla was elected Vice President of the Nevada State Electrical Workers Association at its last convention in October, 1977.

Al Souza, long-time Local 1245 member, is creating cartoons for use in the UTILITY REPORTER. (See story on page ten.)

Peter Nussbaum, one of the attorneys at our San Francisco based law firm, was elected Director of the board that oversees police, parks and other community service activities in the Kensington Community Service District Election on November 8, 1977. He will serve in his new post for four years.

Assistant Business Manager Mert Walters was invited to speak on behalf of Assembly Bill 1295, at the Senate Committee on Industrial Relations' Interim Hearing on November 7, 1977.

Shop Steward Gary Weaver was appointed Co-Chairman of the COPE Activities Committee at the last regular executive session of the Kern-Inyo-Mono Counties CLC. Brother Willie Stewart's son, Terry was awarded "ALL-LEAGUE" LINEBACKER in the Westside Football League in Northern California. Terry is a senior at Corning High School.

Sister Dorothy Fortier's son, Alfred was awarded "MOST VALUABLE PLAYER" in the Berkeley Recreation and Parks Football League. Alfred goes to Columbus Elementary School in Berkeley.

Editors Note: All employees and members of Local 1245 are invited to submit "notes of interest" for publication.

Clerical Woes

by Ed Vallejo

There is a growing concern among our clerical bargaining unit employees at PG&E that job opportunities for promotion is rapidly diminishing. There is a concrete basis for this concern. First, the membership should be aware that the Union's Clerical Job Grading Committee has made every effort to stem the tide of the recent reclassifications begun by PG&E throughout its system. Since the Job Grading Committee came into existence in 1974, there has been numerous meetings with the Company to investigate and resolve grievances through the procedure agreed to during General Negotiations; i.e., the Clerical Job Grading Grievance Procedure. That procedure allows the Union, jointly with a Company committee from the Wage and Salary Department, to sit down and reach agreement on the final settlement of those grievances having to do specifically with reclassifications. It should be understood that the PG&E Clerical

Cross Hatch Index System was developed solely by the Company in 1969 for use as the one method of determining a grade level for clerical jobs within the Company. The Union reluctantly agreed to the use of the Cross Hatch System in the grievance procedure in order to clear up the backlog of grievances in the Review Committee having to do with job evaluations. Once this was accomplished, however, the Company began a systemwide program to evaluate all clerical jobs in all its divisions. Using the Cross Hatch System, there have been very few instances where the Union's Committee has been able to reverse the Company's evaluation. Although both committees have been meeting to modify the Cross Hatch System, there has been little progress in this area.

We now find ourselves at a cross-roads, with the question being do we continue to agree to the downgrading of our members' jobs, eliminate promotional op-

portunities, establish wage rates through a grievance procedure: and in so doing frustrate our members? Or, do we investigate and seek out some other solution to the rapidly growing cancer of restructuring, reclassifying, and "reviewing when vacant" the few remaining higher level classifications? The Union's Business Manager has set a policy course to make very effort possible to remedy this situation through the collective bargaining process. With this in mind, the Union's Committee begun research into the situation and developed some statistics to substantiate our concerns. The following is the result of a twenty-year history at PG&E:

CLERICAL WORK FORCE - COMPARISON PERCENTAGES		
	Number of Employees	Percentage of Work Force
6-30-55		
Supervising Clerk B	40	= 2%
Clerk A	238	= 11%
Clerk B	514	= 23%
Clerk C	724	= 33%
Clerk D	660	= 31%
Total	2176	

12-31-76		
Supervising Clerk B	3	= .10%
Clerk A	181	= 7%
Clerk B	369	= 14%
Clerk C	936	= 34%
Clerk D	1242	= 45%
Total	2731	

1977 CLERICAL WORK FORCE WITH PROJECTED "RWV" RECLASSIFICATIONS BASED ON COMPANY EVALUATIONS JANUARY 1975-DECEMBER 1976		
"RWV" Projected		
	No. Employees	% Work Force
Supervising Clerk B	0	= 0%
Clerk A	151	= 6%
Clerk B	306	= 11%
Clerk C	961	= 35%
Clerk D	1289	= 47%
Total	2707	

1977 CLERICAL WORK FORCE WITH 1955 PERCENTAGES MAINTAINED		
	Number of Employees	Percentage of Work Force
Supervising Clerk B	55	= 2%
Clerk A	300	= 11%
Clerk B	628	= 23%
Clerk C	901	= 33%
Clerk D	847	= 31%
Total	2731	

Meetings are being scheduled with PG&E to explore possible alternatives to the present Cross Hatch Index System.

PG & E's Employee - provided tool lists

As a result of 1970 general negotiations, Pacific Gas and Electric Company agreed to furnish specific hand tools to employees working in certain **Division, Materials Distribution and General Construction** classifications.

We are printing the three lists in this edition of the **UTILITY REPORTER** in order to assure that our members have convenient access to them. You should be aware that the Company will only replace lost or stolen tools which appear on these lists.

In addition to tools required for apprenticeship training, all apprentices are required to accumulate, prior to progression to journeyman, all remaining tools which a

journeyman is required to furnish. Additional requirements concerning the accumulation of tools by apprentices are shown in the lists.

Employees in classifications above the journeyman level are also required to provide those tools listed for journey men who are engaged in their same type of work or activity.

Any member desiring additional information, concerning the PG&E employee-provided tool lists shown below, should contact Assistant Business Manager Tony Morgado at Local Union headquarters (415/933-6060).

DIVISIONS

APPRENTICE LINEMAN AND LINEMAN

- | | |
|---|--|
| 1. Body Belt | 6. Skinning Knife |
| 2. Safety Strap (Employee Provides first strap; Company provides replacements.) | 7. 6' Non-Metallic Folding Ruler |
| 3. Climber with Pads and Straps | 8. Gauge for Gaffs which cannot be measured on the Fargo Gauge provided by Company |
| 4. 8' Klein Pliers or Equivalent | |
| 5. Pliers — Channel Lock No. 420 or Equivalent | |

APPRENTICE CABLE SPLICER AND CABLE SPLICER

- | | |
|--|----------------------------------|
| 1. 8' Klein Pliers or Equivalent | 4. Skinning Knife |
| 2. Long Nose Pliers | 5. 6' Non-Metallic Folding Ruler |
| 3. Pliers — Channel Lock or Equivalent | |

COMMUNICATION TECHNICIAN AND APPRENTICE COMMUNICATION TECHNICIAN

- | | |
|--|--|
| 1. Box, Tool and/or Tool Pouch (8½" x 6¼") | 15. Screwdriver, Stubby |
| 2. Hammer, Ball Peen, Small | 16. Screwdriver, Ratchet |
| 3. Knife, Electrician's | 17. Screwdriver, Holding, Small |
| 4. Level, Torpedo, 9' | 18. Screwdriver, Holding, Large |
| 5. Mirror, Inspection | 19. Screwdrivers, Phillips Head — 1 Set |
| 6. Pliers, Channel Lock, 9½" | 20. Spintight Nut Drivers, Hollow Shank, Miniature — 1 Set |
| 7. Pliers, Diagonal 6" | 21. Stripper, Wire |
| 8. Pliers, Diagonal, Miniature | 22. Tweezers |
| 9. Pliers, Long or Needle Nose, 6" | 23. Wrenches, Allen Key — Short Arm, .05" — 3/16" — 1 ea. |
| 10. Pliers, Long or Needle Nose, Miniature | 24. Wrench, Crescent, 4" — 6" — 8" or Equivalent — 1 ea. |
| 11. Punch, Center, ¼" | 25. Hemostat (Surgical Scissor) |
| 12. Rule, Wood Folding, 6' | |
| 13. Screwdrivers, Electrician's — 1 Set | |
| 14. Screwdriver, Offset | |

Apprentice Communication Technicians are expected to accumulate all required tools during the first 6 months of classification.

ELECTRICIAN AND APPRENTICE ELECTRICIAN

- | | |
|--|--|
| 1. Box, Tool | 33. Screwdrivers, Phillips Head — 1 Set |
| 2. Bar, Pry | 34. Screwdrivers, Offset — 1 Set |
| 3. Chisel, Cold, ½" | 35. * Screwdriver, Stubby, Small |
| 4. Chisel, Small Wood | 36. * Screwdriver, Stubby, Large |
| 5. Clamps, 4' C — 2 | 37. Scribe |
| 6. Frame, Hacksaw, 12" | 38. Snips, Tin |
| 7. Gauges, Thickness .0015" — .2" — 1 Set | 39. Spintight Nut Drivers, Deep Hollow Shank — 1 Set |
| 8. Hammer, Ball Peen, 12 Oz. | 40. Square, Combination Try and Mitre |
| 9. Hammer, Small Ball Peen or Plastic Head | 41. Square, Carpenter's Claw Ripping |
| 10. Hammer, Carpenter's Claw Ripping | 42. Stone, Carborundum, Sharpening |
| 11. * Knife, Electrician's | 43. * Stripper, Wire |
| 12. Knife, Putty | 44. Tweezers |
| 13. Level, Aluminum, 24" | 45. Wrenches, Allen Key — Short Arm, .05" to 5/8" — 1 Set |
| 14. Level, Torpedo, 9' | 46. Wrenches, Allen Key — Long Arm, 5/64" to 3/8" — 1 Set |
| 15. Mirror, Inspection | 47. Wrenches, Box End, 3/8" to 7/8" by 16ths — 1 Set |
| 16. Pin Drift, 3/16, 1/4, 5/16, 3/8" — 1 Set | 48. Wrenches, Open End, 3/8" to 7/8" By 16ths — 1 Set |
| 17. * Pliers, Klein (Lineman) 8" | 49. Wrenches, Combination, 3/8" to 7/8" by 16ths (Alternate for Box End and Open End Sets) — 1 Set |
| 18. * Pliers, Channel Lock, 9½" | 50. Wrenches, Open End Midgets — 1 Set |
| 19. * Pliers, Diagonal, 6" | 51. * Wrenches, Crescent, 4", 6", 8", 10", 12" or Equivalent (* 6" only) — 1 Set |
| 20. * Pliers, Long or Needle Nose | 52. Wrench, Pipe, 8" |
| 21. Pliers, Vice Grip | 53. Wrench, Pipe, 10" |
| 22. Punch, Center, 1/4" | 54. Wrench, Socket Set, Deep, ½" Ratchet Drive with Extensions, 3/8" to 7/8" by 16ths — 1 Set |
| 23. Punch, Center, 3/8" | |
| 24. Punch, Pin, 1/16" to 3/8" by 16ths — 1 Set | |
| 25. Retriever, Flexible | |
| 26. * Rule, Wood Folding, 6' | |
| 27. Scissors | |
| 28. Scraper, Paint | |
| 29. Screwdriver, Angle with Ratchet | |
| 30. * Screwdrivers, Electrician's — 1 Set | |
| 31. Screwdriver, Holding, Small | |
| 32. * Screwdriver, Holding, Large | |

ELECTRICAL TECHNICIAN AND APPRENTICE ELECTRICAL TECHNICIAN

- | | |
|--|--|
| 1. Box, Tool | 25. Screwdriver, Holding, Large |
| 2. Drafting Equipment: Triangle, Protractor, Compass, Engineer's Scale — 1 Ea. | 26. Screwdrivers, Jeweler's — 1 Set |
| 3. Files, Jeweler — 1 Set | 27. Screwdrivers, Phillips Head — 1 Set |
| 4. Frame, Hacksaw, 12" | 28. Screwdrivers, Offset — 1 Set |
| 5. Gauges, Feeler — 1 Set | 29. Screwdriver, Stubby, Small |
| 6. Hammer, Ball Peen, 12 oz. | 30. Screwdriver, Stubby, Large |
| 7. Hammer, Small Ball Peen or Plastic Head | 31. Scribe |
| 8. Knife, Electrician's | 32. Snips, Tin |
| 9. Level, Torpedo, 9' | 33. Spintight Nut Drivers, Deep Hollow Shank — 1 Set |
| 10. Mirror, Inspection | 34. Slide Rule |
| 11. Pliers, Klein (Lineman), 8" or Equiv. | 35. Square, Combination Try and Mitre |
| 12. Pliers, Channel Lock, 9½" or Equiv. | 36. Stone, Carborundum, Sharpening |
| 13. Pliers, Diagonal, 6" | 37. Stripper, Wire |
| 14. Pliers, Long or Needle Nose | 38. Tweezers |
| 15. Pliers, Jeweler's | 39. Wrenches, Allen Key — Short Arm, .05" to 5/8" — 1 Set |
| 16. Pliers, Vice Grip | 40. Wrenches, Box End, 3/8" to 7/8" by 16ths — 1 Set |
| 17. Punch, Center, 1/4" | 41. Wrenches, Open End, 3/8" to 7/8" by 16ths — 1 Set |
| 18. Punch, Pin, 1/16" to 3/8" by 16ths — 1 Set | 42. Wrenches, Combination, 3/8" to 7/8" by 16ths (Alternate for Box End and Open End Sets) — 1 Set |
| 19. Retriever, Flexible | 43. Wrenches, Open End Midgets — 1 Set |
| 20. Rule, Wood Folding, 6' | 44. Wrenches, Crescent, or Equivalent — 1 Set |
| 21. Scissors | |
| 22. Screwdriver, Angle with Ratchet | |
| 23. Screwdrivers, Electrician's — 1 Set | |
| 24. Screwdriver, Holding, Small | |

Apprentice Electrical Technicians are expected to accumulate all required tools during first 6 months in classification.

ELECTRICAL MACHINIST AND APPRENTICE ELECTRICAL MACHINIST

- | | |
|--|--|
| 1. * Box, Tool | 33. Screwdrivers, Offset — 1 Set |
| 2. Bar, Pry | 34. Screwdrivers, Phillips Head — 1 Set |
| 3. Bar, Pinch Aligning | 35. Screwdrivers, Quick, Wedge, Small, Medium and Large — 1 Set |
| 4. Calipers, 6" Inside | 36. * Screwdrivers, Stubby, Small & Large 1 Ea. |
| 5. Calipers, 6" Outside | 37. Scribe |
| 6. Chisel, Cold, 3/8" & 5/8" — 1 Ea. | 38. Snips, Tin — 1 Pr. |
| 7. Frame, 12" Hacksaw | 39. Sockets, 1/2" Drive, Set, Deep |
| 8. Gauges, Thickness .0015" — .2" — 1 Set | 40. Square, Combination Center Head and Protractor, 12" |
| 9. Gauge, Wire & Drill No. 1260 | 41. Tweezers, Heavy Duty |
| 10. Hammer, Ball Peen | 42. Wrenches, Allen Key — Short Arm .05" to 5/8" — 1 Set |
| 11. Hammers, 12 & 16 oz. — 1 Ea. | 43. Wrenches, Allen Key — Long Arm 5/64" to 3/8" — 1 Set |
| 12. * Knife, Electrician's | 44. Wrenches, Box End, 3/8" to 7/8" by 16ths — 1 Set |
| 13. Knife, Putty | 45. * Wrenches, Crescent, 4", 6", 8", 10", 12" or Equivalent — 1 Ea. |
| 14. Mallet, Rubber/Rawhide | 46. Wrenches, Open End, 3/8" to 7/8" by 16ths — 1 Set |
| 15. Mirror, Inspection | 47. Wrench, Pipe, 12" — 14" — 1 Ea. |
| 16. * Pliers (Channel Lock, 9½") or Equiv. | 48. Spintight Nut Drivers, Deep Hollow Shank — 1 Set |
| 17. * Pliers, Diagonal, 6" | 49. Level, Torpedo, 9' |
| 18. * Pliers, Klein (Lineman), 8" or Equiv. | 50. Micrometer, Outside, 0-1 & 1-2 — 1 Ea. |
| 19. * Pliers, Long or Needle Nose — 1 Pr. | 51. Micrometer, Inside, 2" & 8" — 1 Ea. |
| 20. Pliers, Vice Grip — 1 Pr. | 52. Gauge, Thread Pitch |
| 21. * Stripper, Wire | 53. Machinists Manual |
| 22. Plumb Bob | 54. Wedges, Parting |
| 23. Punch, Center, 1/4" & 3/8" — 1 Ea. | |
| 24. Punch, Drift, 3/16" to 3/8" by 16ths — 1 Set | |
| 25. Punch, Pin, 1/16" to 3/8" by 16ths — 1 Set | |
| 26. Retriever, Flexible, Magnetic | |
| 27. Rule, 6" Steel | |
| 28. Rule, 12" Steel | |
| 29. * Rule, Wooden 6' | |
| 30. Scale, 12" & Crosshead | |
| 31. Scraper, Bearing | |
| 32. * Screwdrivers, 4", 6", 8", 10", 12" — 1 Ea. | |

* Items to be supplied by Apprentice Electricians during first 3 months in classification.

PG & E's Employee - provided tool lists

DIVISIONS (Continued)

EQUIPMENT MECHANIC

- | | | | |
|--|--------------------------------------|---|---|
| 1. Socket Wrench Sets — 1/4", 3/8" and 1/2" Drive Sets with Necessary Accessories — Standard and Deep Sockets as required through 1-1/4" | 7. 2 Clutchhead Screwdrivers | 16. 2 Pliers, Snap Ring (1 External & 1 Internal) | 23. Brake Service Tools — Adjusting Tools, Brake Spring Pliers, Cylinder Clamps |
| 2. Set, Wrench, Box and Open End | 8. Chisel and Punch Set | 17. Diagonal Cutters | 24. Pry Bar |
| 3. Set, Wrench, Flare Nut | 9. Ignition Tool Set | 18. Hammer, Ball Peen | 25. File Assortment Set (Initial Set Only) |
| 4. Set, Wrench, Tappet | 10. Feeler Gauge Set | 19. Hammer, Plastic or Soft Tip Type | 26. Circuit and Spark Tester |
| 5. 3 Straight Screwdrivers | 11. Spark Plug Gap Gauge | 20. Adjustable Wrenches, 6", 10", 12" — 1 Ea. | 27. Steel Tape Rule |
| 6. 2 Phillips Head Screwdrivers | 12. Pliers, Gripping | 21. Hacksaw Frame | 28. Tool Box or Cabinet |
| | 13. Pliers, Vise Grip, or Equivalent | 22. Allen Wrench Set through 3/8" | |
| | 14. Pliers, Water Pump | | |
| | 15. Pliers, Needle Nose | | |

APPRENTICE EQUIPMENT MECHANIC

- | | | | |
|---|----------------------------|--|--------------------------|
| 1. Socket Wrench Set — 1/2" Drive with Necessary Accessories through 1" | 3. Chisel and Punch Set | 7. Hammer, Ball Peen | 10. Feeler Gauge Set |
| 2. Set, Wrench, Box and Open End through 7/8" | 4. 3 Straight Screwdrivers | 8. Adjustable Wrenches — 6" and 10" 1 Ea. | 11. Spark Plug Gap Gauge |
| | 5. Pliers, Gripping | 9. Brake Repair Tools — Adjusters, Brake Spring Pliers | 12. Tool Box or Cabinet |
| | 6. Diagonal Cutter | | |

MATERIAL DISTRIBUTION

WELDERS

- | | |
|---------------------------------------|------------------------------------|
| 1. Outside Calipers, 4" & 12" | 8. Klien Cutters, or Equivalent |
| 2. Dividers, 0" — 12" Radius | 9. Hammer, Small Ball Peen |
| 3. Square, Combination, 12" | 10. Hammer, Medium Size Ball Peen |
| 4. Square, 24" | 11. Hammer, Small Cross Peen |
| 5. Brass Rule, 12" (Inside, Outside) | 12. Hammer, Medium Size Cross Peen |
| 6. Trammels, 12" to 36" | 13. Scribers |
| 7. Center Punches, Fine Point & Heavy | |

BLACKSMITH

- | | |
|---------------------------------------|------------------------------------|
| 1. Outside Calipers, 4" & 12" | 8. Klien Cutters, or Equivalent |
| 2. Dividers, 0" — 12" Radius | 9. Hammer, Small Ball Peen |
| 3. Square, Combination, 12" | 10. Hammer, Medium Size Ball Peen |
| 4. Square, 24" | 11. Hammer, Small Cross Peen |
| 5. Brass Rule, 12" (Inside, Outside) | 12. Hammer, Medium Size Cross Peen |
| 6. Trammels, 12" to 36" | 13. Scribers |
| 7. Center Punches, Fine Point & Heavy | |

MACHINE OPERATOR

- | | |
|---|-------------------------------------|
| 1. Tool Box | 6. Dividers, 6" & 12" — 1 ea. |
| 2. Ball Peen Hammer | 7. 6" Steel Rule |
| 3. Screwdrivers, 10" & 6" — 1 ea. | 8. Steel Tape |
| 4. Crescent Wrench, 10" & 6" — 1 ea., or Equivalent | 9. Combination Square |
| 5. Center Punch | 10. Pliers, Gas |
| | 11. Pliers, Klein, 8" or Equivalent |

MAINTENANCEMAN

- | | |
|---|--|
| 1. Tool Box | 7. Combination Square |
| 2. Ball Peen Hammer | 8. Combination Open End & Box Wrench, 3/8" to 1-1/8" |
| 3. Screwdrivers, 10", 6", 2" — 1 ea. | 9. Dividers, 6" & 12" — 1 ea. |
| 4. Crescent Wrench, 10" & 6" — 1 ea., or Equivalent | 10. 8" Vise Grip or Equivalent |
| 5. Center Punch | 11. Pliers, Gas |
| 6. 6" Steel Tape | 12. Pliers, Klein, 8" or Equivalent |

BENCHMAN

- | | |
|---|---|
| 1. Tool Box | 8. 6" Steel Tape |
| 2. Ball Peen Hammer | 9. 6" Steel Rule |
| 3. Screwdrivers, 10", 6" & 2" — 1 ea. | 10. 12" Combination Square |
| 4. Crescent Wrench, 10" & 6" — 1 ea., or Equivalent | 11. Wrenches, Combination Open End & Box, 1/4" to 1-1/8", 1 — Set |
| 5. Pliers, Gas | 12. 6" Awl |
| 6. Pliers, Klein, 8", or Equivalent | 13. Dividers, 6" & 12" — 1 ea. |
| 7. Center Punch | 14. 6" Vise Grip Pliers, or Equivalent |

APPRENTICE MACHINIST

- | | |
|--|--|
| 1. Tool Box | 9. 6" Steel Tape |
| 2. Set, Micrometer, 0" to 1" | 10. Center Punch |
| 3. Calipers — Outside & Inside, 6" — 1 ea. | 11. Screwdrivers, 6" & 10" — 1 ea. |
| 4. Dividers, 6" & 12" — 1 ea. | 12. Crescent Wrenches, 6" & 12" — 1 ea., or Equivalent |
| 5. Combination Square, 12" | 13. Hacksaw |
| 6. Center Head | 14. Pliers, Gas |
| 7. 6" Steel Rule | 15. Pliers, Klein, 8", or Equivalent |
| 8. Center Gauge | |

ELECTRICIAN

- | | |
|---|---|
| 1. * Crescent Wrench, 6", 8", 10", 12" — 1 ea., or Equivalent | 7. * Allen Wrenches, Set |
| 2. * Screwdriver, 6", 8", 10" — 1 ea. | 8. Calipers — Inside & Out, 8" & 10" — 1 ea. |
| 3. * Screwdriver, Standard Phillips Holding, 6" | 9. Dividers, 10" |
| 4. * Ball Peen Hammers — Standard & Heavy — 1 ea. | 10. Drift Pin Drivers, Set |
| 5. * Center Punch | 11. Offset Screwdrivers — 1 Straight & 1 Phillips |
| 6. * Chisel | |

(continued)

ELECTRICIAN

- | | |
|--|---|
| 12. * Lineman Pliers, Diagonal | 17. * Combination Square, 12" |
| 13. * Needle Nose, Channel Lock or Equivalent | 18. Socket Set, 3/8" Drive, 1/4" - 1-1/8" |
| 14. * Pliers Vice Grip, Round Nose or Equivalent | 19. Feeler Gauges |
| 15. * Scriber | 20. Set, Spin Tights |
| 16. Open End and Box Wrenches, 1/4" to 1-1/4" | 21. * Tool Box |
| | 22. Tin Snips |

* Apprentice Electrician and Apparatus Repairman

CARPENTER

- | | |
|--|------------------------------|
| 1. Claw Hammer | 14. Block Plane |
| 2. Brace, 10" | 15. Steel Tape, 6' |
| 3. Set, Auger Bit, 1/4" to 1" | 16. 50' Tape |
| 4. Expansion Bit | 17. Set of Screwdrivers |
| 5. Set, Screw Mate Drill | 18. Framing Square |
| 6. Set of Wood Chisels, No. 6 - 1/4" to 1" | 19. Combination Square |
| 7. 24" Level | 20. Wing Divider |
| 8. Scratch Awl | 21. Keyhole Saw |
| 9. Marking Gauge | 22. Common Pliers |
| 10. Set of Nail Sets | 23. Sliding Tee Bevel Square |
| 11. Hacksaw | 24. Center Punch |
| 12. Wood Saw, Cross Cut | 25. Ripping Bar, 24" |
| 13. Smooth Plane, 8" | |

SHEETMETAL WORKER

- | | |
|--|--|
| 1. Ball Peen Hammer, 16 oz. | 10. 2 Set, Screwdrivers, 6" & 8" - 1 ea. |
| 2. Ball Peen Hammer, 8 oz. | 11. Tape Rule, 12" |
| 3. Stanley Handyman Hammer or Equivalent | 12. Rafter Square |
| 4. Tinners Setting Hammer | 13. Scribe |
| 5. Hacksaw, 12" | 14. Combination Square |
| 6. Kit, Coldchisel & Punches | 15. Trammel, 24" |
| 7. Pliers, 8" | 16. Divider, 6" & 12" - 1 ea. |
| 8. Diagonal Cutter | 17. Calipers, 8" & 3" - 1 ea. |
| 9. 3 Adjustable Wrenches, 6", 10" & 12", 1 ea. | 18. Metal Shears |
| | 19. Center Punch |

MACHINIST

- | | |
|--|---|
| 1. Tool Box | 13. Small Bench Level |
| 2. Machinist Handbook | 14. 6" Steel Tape |
| 3. Set, Micrometer, 0" to 1" | 15. Center Punch |
| 4. Set, Micrometer, 1" to 2" | 16. Screwdriver, 6" & 10" - 1 ea. |
| 5. Calipers - Outside & Inside, 6" & 12" - 1 ea. | 17. Crescent Wrench, 6" & 12" (or Equivalent) - 1 ea. |
| 6. Dividers, 6" & 12" - 1 ea. | 18. Small Carbon Stone |
| 7. Thread Gauge - Small & Large | 19. Ball Peen Hammer |
| 8. Combination Square | 20. Hacksaw |
| 9. 6" Depth Gauge & Angle | 21. Set of Thickness Gauges |
| 10. 6" Steel Rule | 22. Small Vee Block |
| 11. Center Gauge | 23. Pliers, Gas |
| 12. 12" Surface Gauge | 24. Pliers, Klein, 8", or Equivalent |

ELECTRICIAN (BUSHING DEPARTMENT)

- | | |
|--|---|
| 1. Screwdriver, 2", 6", 7" - 1 ea. | 11. Offset Screwdriver |
| 2. Screwdriver, Phillips, 4", 6", 12" - 1 ea. | 12. Punch, 6" |
| 3. Sidecutters, 8" | 13. Micrometer, 1" |
| 4. Crescent Wrench, 6", 8", 10", 12" (or Equivalent) - 1 ea. | 14. Set, Sockets Wrenches, 3/8" to 1-1/8" |
| 5. Pliers, Channel Lock, 9" or Equivalent | 15. Allen Wrench Set |
| 6. Pliers, Vice Grip, 10" or Equivalent | 16. Outside Calipers, 8" |
| 7. Straight Nose Pliers, 7" | 17. Dividers, 12" |
| 8. Box Wrench, 1/2" to 1" | 18. Cutting Snips |
| 9. Drift Pins, 1/2" to 3/4" | 19. Combination Square |
| 10. Scratch Awls | 20. Thread Gauge |
| | 21. Hammer - Large & Small |

PG & E's Employee - provided tool lists

GENERAL CONSTRUCTION

CARPENTER (DAVIS)

1. Hammer, Claw
2. Brace with Wood Bit Set, 1/4" to 1"
3. Expansion Bit, for Wood, to 2-1/2"
4. Saw, Hand, Cross Cut
5. Saw, Hand, Rip
6. Saw, Hand, Fine Tooth, Finish
7. Saw, Keyhole
8. Level, 24" Carpenter's
9. Tape, Measuring, 16'
10. Square, Forming
11. Square, Try (Combination)
12. Line, Chalk
13. Set Chisels, Wood, 1/4" to 1"
14. Plane, Hand, 10"
15. Plane, Block
16. Cutter, Side
17. Wrench, Crescent, 10", 12", 8" (or Equivalent) - 1 ea.
18. Screwdrivers, Straight - 2
19. Screwdrivers, Phillips - 2

FIELD GARAGE MECHANIC "C"

1. Socket Wrench Sets - 1/2" Drive Sets with Necessary Accessories - Standard and Deep Sockets as required through 1"
2. Wrench Sets - Box and Open End to 1"
3. Screwdrivers, Straight - 3
4. Screwdrivers, Phillips Head - 2
5. Screwdrivers, Clutch Head Type - 2
6. Chisel and Punch Set
7. Pliers, Vise Grip or Equivalent
8. Pliers, Gripping
9. Pliers, Water Pump
10. Pliers, Needle Nose
11. Pliers, Snap Ring Type - 2 (1 Internal and 1 External)
12. Diagonal Cutters
13. Hammer - Ball Peen
14. Adjustable Wrenches - 6", 10", 12" - 1 ea.
15. Hack Saw Frame
16. Allen Wrench Set - Set through 3/8"
17. Brake Service Tools - Adjusting Tool
18. Pry Bar
19. File Assortment (Initial Set Only) - 1 Set
20. Circuit Tester
21. Steel Tape Rule
22. Tool Box or Cabinet

FIELD GARAGE MECHANICS A & B AND LEAD

1. Socket Wrench Sets - 3/8" and 1/2" Drive Sets with Necessary Accessories - Standard and Deep Sockets as required through 1-1/4"
2. Set, Wrench, Box to 1-1/4"
3. Set, Wrench, Open End to 1-1/4"
4. Set, Wrench, Flare Nut to 3/4"
5. Screwdrivers, Straight - 3
6. Screwdrivers, Phillips Head - 2
7. Screwdrivers, Clutch Head - 2
8. Chisel and Punch Set
9. Ignition Tool Set
10. Feeler Gauge Set
11. Spark Plug Gap Gauge
12. Pliers, Gripping
13. Pliers, Vise Grip or Equivalent
14. Pliers, Water Pump
15. Pliers, Needle Nose
16. Pliers, Snap Ring Type - 2 (1 Internal and 1 External)
17. Diagonal Cutters
18. Hammer, Ball Peen
19. Hammer, Plastic or Soft Tip Type
20. Hammer, Single Jack 4 lb.
21. Adjustable Wrenches - 6", 10", 12" - 1 ea.
22. Hack Saw Frame
23. Allen Wrench Set through 3/8"
24. Brake Service Tools - Adjusting Tools, Brake Spring Pliers, Cylinder Clamps
25. Pry Bar
26. File Assortment (Initial Set Only) 1 Set
27. Circuit and Spark Tester
28. Steel Tape Rule
29. Tool Box or Cabinet

MECHANICAL INSPECTOR (DAVIS)

1. Socket Wrench Sets - 3/8" and 1/2" Drive Sets with Necessary Accessories - Standard and Deep Sockets as required through 1-1/4"
2. Set, Wrench, Box to 1-1/4"
3. Set, Wrench, Open End to 1-1/4"
4. Set, Wrench, Flare Nut to 3/4"
5. Screwdrivers, Straight - 3
6. Screwdrivers, Phillips Head - 2
7. Screwdrivers, Clutch head - 2
8. Chisel and Punch Set
9. Ignition Tool Set
10. Feeler Gauge Set
11. Spark Plug Gap Gauge
12. Pliers, Gripping
13. Pliers, Vise Grip or Equivalent
14. Pliers, Water Pump
15. Pliers, Needle Nose
16. Pliers, Snap Ring Type - 2 (1 Internal and 1 External)
17. Diagonal Cutters
18. Hammer, Ball Peen
19. Hammer, Plastic or Soft Tip Type
20. Hammer, Single Jack 4 lb.
21. Adjustable Wrenches - 6", 10", 12"
22. Hack Saw Frame
23. Allen Wrench Set Through 3/8"
24. Brake Service Tools - Adjusting Tools, Brake Spring Pliers, Cylinder Clamps
25. Pry Bar
26. File Assortment (Initial Set Only) 1 Set
27. Circuit and Spark Tester
28. Steel Tape Rule
29. Tool Box or Cabinet

APPRENTICE EQUIPMENT MECHANIC (DAVIS)

1. Socket Wrench Set - 1/2" Drive with Necessary Accessories through 1"
2. Set, Wrench, Box
3. Set, Wrench, Open End through 1"
4. Chisel and Punch Set
5. Screwdriver Set, Straight - 2
6. Screwdriver Set, Phillips - 2
7. Pliers, Gripping
8. Diagonal Cutters
9. Hammer, Ball Peen
10. Adjustable Wrenches - 6" and 10" - 1 ea.
11. Brake Repair Tools - Adjusters, Brake Spring Pliers
12. Feeler Gauge Set
13. Spark Plug Gap Gauge
14. Tool Box

EQUIPMENT MECHANIC (DAVIS)

1. Socket Wrench Sets - 3/8" and 1/2" Drive Sets with Necessary Accessories - Standard and Deep Sockets as required through 1-1/4"
2. Set, Wrench, Box
3. Set, Wrench, Open End
4. Set, Wrench, Flare Nut
5. Screwdrivers, Straight - 3
6. Screwdrivers, Phillips Head - 2
7. Screwdrivers, Clutch Head - 2
8. Chisel and Punch Set
9. Ignition Tool Set
10. Feeler Gauge Set
11. Spark Plug Gap Gauge
12. Pliers, Gripping
13. Pliers, Vise Grip
14. Pliers, Water Pump
15. Pliers, Needle Nose
16. Pliers, Snap Ring Type - 2 (1 Internal and 1 External)
17. Diagonal Cutters
18. Hammer, Ball Peen
19. Hammer, Plastic or Soft Tip Type
20. Hammer, 4 lb. Single Jack
21. Adjustable Wrenches - 6", 10", 12" - 1 ea.
22. Hack Saw Frame
23. Allen Wrench Set - Set through 3/8"
24. Brake Service Tools - Adjusting Tools, Brake Spring Pliers, Cylinder Clamps
25. Pry Bar
26. File Assortment (Initial Set Only) - 1 Set
27. Circuit and Spark Tester
28. Steel Tape Rule
29. Tool Box or Cabinet

MACHINIST (DAVIS)

1. Box, Tool
2. Bar, Pinch Aligning
3. Calipers, 6" Inside
4. Calipers, 6" Outside
5. Chisel, Cold 3/8" & 5/8" - 1 ea.
6. Frame, 12" Hacksaw
7. Gauges, Thickness .0015" - 2" - 1 - Set
8. Hammer, Ball Peen
9. Hammers, 12 & 16 oz. - 1 ea.
10. Mallet, Rubber/Rawhide
11. Pliers, Channel Lock 9-1/2" or Equivalent
12. Pliers, Diagonal 6"
13. Pliers, Long or Needle Nose - 1 Pr.
14. Pliers, Vise Grip
15. Punch, Center 1/4" & 3/8" - 1 ea.
16. Punch, Pin 1/16" to 3/8" by 16ths-1-Set
17. Rule, 6" Steel
18. Rule, 12" Steel
19. Scraper, Bearing
20. Screwdrivers, 4", 6", 8", 10", 12" - 1 ea.
21. Screwdrivers, Phillips Head - 1 Set
22. Scribe
23. Snips, Tin
24. Square, Combination Center Head and Protractor, 12"
25. Wrenches, Allen Key - Long Arm, 5/64" to 3/8" - 1 Set
26. Wrenches, Crescent or Equivalent - 6", 8", 10", 12", - 1 Ea.
27. Micrometer, Outside 0-1 & 1-2 - 1 ea.
28. Micrometer, Inside 2" & 8" - 1 Ea.
29. Gauge, Thread Pitch
30. Machinists Manual

ELECTRICIAN (DAVIS)

1. Box, Tool
2. Bar, Pry
3. Chisel, Cold 1/2"
4. Frame, Hacksaw 12"
5. Gauges, Thickness .0015" - .2" - 1 Set
6. Hammer, Ball Peen 12 oz.
7. Hammer, Small Ball Peen or Plastic Head
8. Knife, Electrician's
9. Pin, Drift, 3/16, 1/4, 5/16, 3/8" - 1 Set
10. Pliers, Klein (Lineman) 8" or Equiv.
11. Pliers, Channel Lock 9-1/2" or Equiv.
12. Pliers, Diagonal 6"
13. Pliers, Long or Needle Nose
14. Pliers, Vise Grip
15. Punch, Center 1/4"
16. Punch, Center 3/8"
17. Punch, Pin 1/16" to 3/8" by 16ths - 1 Set
18. Retriever, Flexible
19. Seissors
20. Screwdrivers, Electrician's - 1 Set
21. Screwdriver, Holding, Small
22. Screwdriver, Holding, Large
23. Screwdrivers, Phillips Head - 1 Set
24. Screwdrivers, Offset - 1 Set
25. Screwdriver, Stubby Small
26. Screwdriver, Stubby Large
27. Scribe
28. Snips, Tin
29. Spintight Nut Drivers, Deep Hollow Shank - 1 Set
30. Square, Combination Try and Nitre
31. Square, Carpenter's, Steel 24"
32. Stripper, Wire
33. Tweezers
34. Wrenches, Allen Key - Short Arm .05" to 5/8" - 1 Set
35. Wrenches, Allen Key - Long Arm 5/64" to 3/8" - 1 Set
36. Wrenches, Combination 3/8" to 7/8" by 16ths (Alternate for Bos End and Open End Sets) - 1 Set
37. Wrenches, Open End Midgets - 1 Set
38. Wrench, Socket Set, Deep, 1/2" Ratchet Drive with Extensions, 3/8" to 7/8" by 16ths - 1 Set

TOWERMAN AND APPRENTICE TOWERMAN

1. Body Belt
 2. Safety Strap
 3. Bolt Bags
- (Employee furnishes first strap; Company provides replacements.)

GROUNDMAN, LINE TRUCK DRIVER, AND MATERIALMAN

1. Klein Pliers or Equivalent

RIGGER (LINE CONSTRUCTION)

1. Body Belt
 2. Safety Strap
 3. Climbers (Complete)
- (Employee furnishes first strap; Company provides replacements.)

PAINTER (LINE CONSTRUCTION)

Employee required to furnish 1) body belt and 2) safety strap* if assigned duties which involve climbing activities.

* Employee furnishes first strap, Company furnishes replacements.

ELECTRICAL TECHNICIAN

1. Tool Box
2. Chisel, Cold 1/2"
3. Drill, Yankee Push w/Drills
4. 8" Rat Tail File
5. 6" Flat Smooth File
6. Hacksaw Frame
7. Pocket Knife
8. Level, Torpedo (6" or 8")
9. Pliers, Channel Lock or Equivalent
10. Pliers, Diagonal, 5"
11. Pliers, Long Nose, 5" or 6"
12. Pliers, Needlenose
13. Pliers, Duck Bill
14. Pliers, Elect. Sidecutter
15. Center Punch
16. Set, Screwdrivers, Reg.
17. Set, Screwdrivers, Holding
18. Set, Screwdrivers, Phillips
19. Set, Small Allen Wrenches
20. Crescent Wrenches, 4" & 6" - 1 ea. or Equivalent
21. Wooden Folding Rule, 6'
22. Cutter, Small Bolt
23. T-Handle (For Taps)
24. Wire "Mike"
25. Set, Nut Drivers
26. Wire Stripper
27. Hammer, Ball Peen
28. Set, Wrenches, Open End
29. Set, Wrenches, Box End
30. Set, Ignition Wrenches
31. Set, Jewelers Screwdrivers
32. Set, Feeler Gauges
33. Comb. Square, 12"
34. Offset Screwdriver
35. Inspection Mirror
36. Fuse Remover
37. Pliers, Viselock, 7" or equivalent
38. Socket Set, 1/4" Drive
39. Small "C" Clamp
40. Pliers, Curved Nose
41. Scissors

PG & E's Employee - provided tool lists

GENERAL CONSTRUCTION (Continued)

COMMUNICATION TECHNICIAN

1. Tool Box
2. Chisel, Cold 1/2"
3. Drill, Yankee Push w/Drills
4. 8" Rat Tail File
5. 6" Flat Smooth File
6. Hacksaw Frame
7. Pocket Knife
8. Level, Torpedo (6" or 8")
9. Pliers, Channel Lock or Equivalent
10. Pliers, Diagonal, 5"
11. Pliers, Long Nose, 5" or 6"
12. Pliers, Needlenose
13. Pliers, Duck Bill
14. Pliers, Elect. Sidecutter
15. Center Punch
16. Set, Screwdrivers, Reg.
17. Set, Screwdrivers, Holding
18. Set, Screwdrivers, Phillips
19. Set, Small Allen Wrenches
20. Crescent Wrenches, 4" & 6" - 1 ea. or Equivalent
21. Wooden Folding Rule, 6'
22. Cutter, Small Bolt
23. T-Handle (For Taps)
24. Wire Calipers
25. Set, Nut Drivers
26. Wire Stripper
27. Hammer, Ball Peen
28. Set, Wrenches, Open End
29. Set, Wrenches, Box End
30. Set, Ignition Wrenches
31. Set, Jewelers Screwdrivers
32. Set, Feeler Gauges
33. Comb. Square, 12"
34. Offset Screwdriver
35. Inspection Mirror
36. Fuse Remover
37. Pliers, Viselock, 7" or equivalent
38. Socket Set, 1/4" Drive
39. Small "C" Clamp
40. Pliers, Curved Nose
41. Scissors

ELECTRICIAN

1. Pliers, Vice Grip (Locking) or equivalent
2. Pliers, Channel Lock, 9"-14" or Equiv.
3. Pliers, Klein, 9" or Equivalent
4. Pliers, Round Nose
5. Pliers, Duck Bill
6. Pliers, Needlenose
7. Pliers, Diagonal
8. Folding Wood Rule, 6'
9. Sharpening Stone
10. Metal Scribe
11. Square, Comb. 12"
12. Set of 5 Screwdrivers, Reg. Slot
13. Set of 3 Screwdrivers, Phillips
14. Set of 2 Screwdrivers, Holding
15. Set, Sockets, 1/2" Drive
16. Wire Caliper
17. Wire Stripper, (Firm Jaw)
18. Set, Allen Wrenches
19. Set, Open End Wrenches, 3/8" - 1"
20. Set, Wrenches, Box, 3/8" - 1"
21. Set, Wrenches, Crescent, 4" - 10" or equiv
22. Tool Box
23. Buzzer
24. 2 Center Punches
25. Center Punch, Auto
26. Chalk Line
27. 2 Cold Chisels
28. Calipers
29. Dividers
30. Gauge, Feeler
31. Gauge, Wire
32. Gauge, Drill
33. Hacksaw Frame
34. Hammer, Ripping
35. Hammer, Ball Peen
36. Pocket Knife
37. Putty Knife
38. Level, Torpedo, 8" - 10"
39. Set, Nut Drivers
40. 2 Pin Punches
41. Plumb Bob

APPRENTICE ELECTRICIAN

1. Pliers, Vice Grip (Locking) or equiv.
2. Pliers, Channel Lock, 9" - 14" or Equivalent
3. Pliers, Klein, 9" or Equivalent
4. Pliers, Round Nose
5. Pliers, Duck Bill
6. Pliers, Needlenose
7. Pliers, Diagonal
8. Wooden Folding Rule, 6'
9. Metal Scribe
10. Square, Comb. 12"
11. Set of 5 Screwdrivers, Reg. Slot
12. Set of 3 Screwdrivers, Phillips
13. Set of 2 Screwdrivers, Holding
14. Set, Sockets, 1/2" Drive
15. Wire Caliper
16. Wire Stripper, Fixed Jaw
17. Set, Wrenches, Allen
18. Set, Wrenches, Open End, 3/8" - 1"
19. Set, Wrenches, Box, 3/8" - 1"
20. Set, Wrenches, Crescent, 4" - 10" or Equivalent
21. Tool Box
22. Buzzer
23. 2 Center Punches
24. Center Punch, Auto
25. 2 Cold Chisels
26. Gauge, Wire
27. Gauge, Drill
28. Hacksaw Frame
29. Hammer, Ball Peen
30. Pocket Knife
31. Level, Torpedo, 8" - 10"
32. Set, Nut Drivers
33. 2 Pin Punches

MECHANIC (STATION CONSTRUCTION)

1. Pliers, Vice Grip (Locking) or equiv.
2. Pliers, Channel Lock, 9"-14" or Equivalent
3. Pliers, Klein, 9" or Equivalent
4. Pliers, Duck Bill
5. Pliers, Needlenose
6. Pliers, Diagonal
7. Folding Wood Rule, 6'
8. Sharpening Stone
9. Metal Scribe
10. Spark Lighter
11. Square, Comb. 12"
12. Set of 5 Screwdrivers, Reg. Slot
13. Set of 3 Screwdrivers, Phillips
14. Set, Sockets, 1/2" Drive
15. Tin Snips
16. Set, Wrenches, Allen
17. Set, Wrenches, Open End, 3/8"-1"
18. Set, Wrenches, Box 3/8"-1"
19. Set, Wrenches, Crescent, 4"-10" or equivalent
20. Tool Box
21. Jimmy Bar, 14"
22. 2 Center Punches
23. Center Punch, Auto
24. Chalk Line
25. 2 Cold Chisels
26. Cutter, Small Tube
27. Calipers
28. Dividers
29. Feeler Gauge
30. Wire Gauge
31. Drill Gauge
32. Hacksaw Frame
33. Hammer, Ripping
34. Hammer, Ball Peen
35. Pocket Knife
36. Putty Knife
37. Level, Torpedo, 8" - 10"
38. 2 Pin Punches
39. Plumb Bob

CARPENTER A & B (STATION CONSTRUCTION)

1. Pliers, Klein, 9" or Equivalent
2. Folding Wood Rule, 6'
3. Square, 24" Steel
4. Square, Comb. 12"
5. Square, Tee, 6"
6. Saw, Keyhole
7. Saw, Rip
8. Saw, Crosscut
9. Set of 5 Screwdrivers, Reg. Slot
10. Set, Wood Bits
11. Set of Wrenches, Crescent, 4" - 10" or Equivalent
12. Tool Box
13. Bar, Gooseneck
14. Bar, Jimmy, 14"
15. Brace
16. Center Punch, Auto
17. Chalk Line
18. Set, Wood Chisels
19. Hacksaw Frame
20. Hammer, Claw
21. Hammer, Ripping
22. Pocket Knife
23. Putty Knife
24. Level, Torpedo, 8" - 10"
25. Level, 24"
26. Nail Set
27. Nail Bar
28. Nail Puller
29. Plumb Bob
30. Plane, Block
31. Sharpening Stone

CARPENTER C (STATION CONSTRUCTION)

1. Pliers, Klein, 9" or Equivalent
2. Folding Wood Rule, 6'
3. Saw, Rip
4. Saw, Crosscut
5. Tool Box
6. Bar, Jimmy
7. Hammer, Claw
8. Hammer, Ripping
9. Nail Set
10. Nail Bar
11. Plumb Bob
12. Pocket Knife

TRUCK DRIVER (STATION CONSTRUCTION)

1. Pliers, Channel Lock, 9"-14" or Equivalent
2. Set of 5 Screwdrivers, Reg. Slot
3. Set, Wrenches, Open End, 3/8"-1"
4. Set, Wrenches, Box, 3/8"-1"
5. Set, Wrenches, Crescent, 4"-10" or Equivalent
6. Hammer, Ball Peen
7. Pocket Knife

CRANE OPERATOR (STATION CONSTRUCTION)

1. Pliers, Channel Lock, 9"-14" or Equivalent
2. Set of 5 Screwdrivers, Reg. Slot
3. Set, Wrenches, Open End, 3/8"-1"
4. Set, Wrenches, Box, 3/8"-1"
5. Set, Wrenches, Crescent, 4" - 10" or Equivalent
6. Hammer, Ball Peen
7. Pocket Knife

WELDER (STATION CONSTRUCTION)

1. Pliers, Vice Grip (Locking) or Equivalent
2. Pliers, Channel Lock, 9" - 14" or Equivalent
3. Pliers, Klein, 9" or Equivalent
4. Folding Wood Rule, 6'
5. Metal Scribe
6. Spark Lighter
7. Square, Comb. 12"
8. Set of 5 Screwdrivers, Reg. Slot
9. Set of 3 Screwdrivers, Phillips
10. Set, Sockets, 1/2" Drive
11. Tip Cleaners
12. Set, Wrenches, Allen
13. Set, Wrenches, Open End, 3/8" - 1"
14. Set, Wrenches, Box 3/8" - 1"
15. Set, Wrenches, Crescent, 4" - 10"
16. Tool Box
17. 2 Center Punches
18. Center Punch, Auto
19. 2 Cold Chisels
20. Calipers
21. Dividers
22. Goggles
23. Gauge, Feeler
24. Gauge, Wire
25. Gauge, Drill
26. Hacksaw Frame
27. Hammer, Chipping
28. Hammer, Ball Peen
29. Hood, Welding
30. Pocket Knife
31. Putty Knife
32. Level, Torpedo, 8" - 10"
33. Level, 24"
34. 2 Pin Punches

APPRENTICE LINEMAN AND LINEMAN

1. Body Belt (including attachments)
2. Safety Strap (Employee provides first strap; Company provides replacements.)
3. Climber with Pads and Straps
4. 8" Klein Pliers or Equivalent
5. Pliers - Channel Lock No. 420 or Equivalent
6. Skinning Knife
7. 6' Non-metallic Folding Ruler
8. Gauge for all gaffs which cannot be measured on the Fargo Gauge provided by Company.

ROUTINE CABLE SPLICER AND CABLE SPLICER

1. 8" Klein Pliers or Equivalent
2. Long Nose Pliers
3. Pliers - Channel Lock or Equivalent
4. Skinning Knife
5. 6' Non-metallic Folding Ruler

WORKING FOREMAN AND SUBFOREMAN

Tools of the craft through which the employee progressed.

CARPENTER A & B (Gas - Civil and Hydro)

1. Pliers
2. Roll Up Tape
3. Square, 24" steel
4. Square, comb. 8"
5. Square, Tee, 6"
6. Saw, Keyhole
7. Saw, Rip
8. Saw, Crosscut
9. Set of 5 Screwdrivers, Reg. Slot
10. Set, Wood Bits
11. Tool Box
12. Bar, Gooseneck
13. Bar, Jimmy, 14"
14. Brace
15. Center Punch, Auto
16. Chalk Line
17. Set, Wood Chisels
18. Hacksaw Frame
19. Hammer, Claw
20. Hammer, Ripping
21. Pocket Knife
22. Putty Knife
23. Level, 24"
24. Nail Set
25. Nail Bar
26. Nail Puller
27. Plumb Bob
28. Plane Block
29. Sharpening Stone
30. Adze
31. Hand Axe

Swedish Labor Delegation Visits Berkeley

The Institute of Industrial Relations at U. C. Berkeley hosted a delegation of Swedish government and labor officials on October 14, 1977 at the Institute in Berkeley. Representing Local Union 1245, were Business Representative Jim McCauley and Editor of the *UTILITY REPORTER* Dorothy Fortier. Swedish guests included, Lars Westerberg, 2nd Chairman, Swedish Confederation of Trade Unions (LO); Ingvar Seregard, Chairman, Private Employee Sector, Swedish Central Organization of Salaried Employees; Roine Carlsson, Chairman, Paperworkers Industrial Union; Nils Asling, Minister of Industry; Sten Niklasson, International Division; Hans Svan, Legal Division; Bertil Broden, Swedish Embassy, Washington, D.C.; Lars Ortegren, Science Counsellor, Swedish Embassy, Washington, D.C.; Cecilia Nettlebrandt, Consul General, San Francisco; Lars Malmstrom, Swedish Consulate, San Francisco; and Per Strom, Swedish Consulate, San Francisco.

Lloyd Ulman, Director of the In-

stitute of Industrial Relations opened the seminar with introductions of the guest speakers. At the conclusion of the speakers' prepared talks, a question-and-answer period followed. Some of the subjects covered were: inflation, population, on-the-job training, labor-management relations, resolution of disputes, and full-employment.

Sweden is approximately the same size as California with a population of about 8 million. Ninety-four percent of its population are Swedish, and the remaining six percent are of foreign ancestry.

The Swedish work-force consists of over four million, and their current unemployment rate is only two percent. 3,200,000 workers are union members; 95% of the blue collar workers and 80% of the white collar workers are organized. There is no form of closed shop system in Sweden, and union membership is not mandatory. Worker solidarity is attributed to the high rate of union membership in Sweden.

Discussions indicated that both labor



Shown above from left to right are: Ingvar Seregard, Chairman, Private Employee Sector, Swedish Central Organization of Salaried Employees; Roine Carlsson, Chairman, Paperworkers Industrial Union; Lars Westerberg, 2nd Chairman, Swedish Confederation of Trade Unions; and Jim McCauley, Business Representative, Local Union No. 1245, I.B.E.W.

and management officials in Sweden strive to avoid use of lawyers in the resolution of labor disputes. One of the speakers stated that negotiations are preferred rather than legislature. A seven-day notice is required by law, before workers can go out on strike. Mediators are used to suggest and request possible settlements to labor-management disputes. They do not have the authority to give orders. The labor court is the last step in most disputes. Decisions of whether or not to strike are made by national executives of the labor organizations concerned.

Although the Swedish Central Organization of Salaried Employees (TCO) and the Swedish Confederation of Trade Unions (LO), both represented at this meeting, are two distinct labor organizations, their long term goals are similar. The LO, however, stresses wage equalization far more than the TCO. They both refer to so-called "yellow-unions" with dissatisfaction. "Yellow unions" in Sweden are what is known in the United States as Company-owned

Stevens boycott wins international support

A September meeting of U.S. textile and garment workers' unions with their counterparts from trade unions in Canada, Mexico, Australia, New Zealand, France and Japan resulted in a declaration of their support for the boycott of J.P. Stevens products being conducted by the Amalgamated

and operated unions.

In general, both the LO and TCO are reported to emphasize the rights of workers to examine drawings, etc. before new plants are built, and that the obligation of companies to account for their manpower planning should be performed in such a way that the job's physical and mental demands on workers can be evaluated. LO is of the opinion that people can decide their work pace and working methods by themselves to the utmost extent. Monotonous, repetitive jobs should be avoided, and the same goes for the payment of piece rates to perform hazardous work. TCO is even more specific in its demand in the area of workers' rights. They stress protection of the full-employment policy and increased training. To avoid high unemployment rates, people are provided the opportunity to enroll in up to three years of vocational training in on-the-job programs. The government reimburses employers for expenses incurred by their training programs.

Clothing and Textile Workers Union.

In a statement signed by the union leaders, they noted that multinational corporations must be dealt with "on a multinational coordinated basis by the unions in each country that represent the workers in those corporation."

Al Souza

Al Souza poses beside his backhoe at Oakport headquarters in Oakland.



Local Union 1245 member Al Souza, initiated in 1953, is the creator of a series of really funny pro-union cartoons.

Al is a 25-year employee of Pacific Gas and Electric Company. He works as an Equipment Operator, in the East Bay Division at Oakport headquarters, and resides in Hayward.

Brother Souza has been drawing cartoons since his high school days and will, from time to time, be providing them for use in the *Utility Reporter*.

Dateline-Coast Valley's Division

by Bob Gibbs

I would like to begin this report by congratulating Jerry Smith on his recent appointment to Pacific Gas and Electric Company's Coast Valley's Division Joint Grievance Committee. Jerry is a troubleman in Salinas and has been active in Union affairs for several years. I welcome Jerry's help and I am positive he will do a great job.

I would also like to welcome aboard as stewards, Jim Robertson (Paso Robles-Clerical), Jim Schneider (Hollister ET&D) and Richard Pelucca (Salinas ET&D). I am looking forward to working with all three of these men.

Negotiations with Central California Communications Corporation, Sonic TV and Monterey Peninsula TV Cable have drawn to a close, and I wish to thank the negotiating committees for a job well done. Dan Parker (CCCC), Bob Burns (Sonic) and Jim Fox (MPTV) all did a tremendous job. Their help is very much appreciated.

I am happy to report that Coast Valley's Division is represented on one of the PG&E interim negotiating committees. Gary Outlaw, Operator at Morrow Bay Switching Center is currently serving on the committee which is looking into problems in the operating department.

In closing, I welcome all new members and encourage you to become active in our Union. There is a lot of work to be done and we need your help. That goes for all members, new or old. Everyone's involvement is needed, and the best place to start is by attending unit meetings.

BULLETIN

The next regular Advisory Council meeting will be held in February 1978, in accordance with the provisions of Local 1245 Bylaws. The exact location is not yet determined. Watch future issues of the *UTILITY REPORTER* for more details and/or contact your local Union representatives. All members in the immediate area of the meeting are especially urged to attend.

I.O. Training

On October 26, 1977, representatives from the International Office met with Local Union 1245's Officers and Executive Board at our office, for the purpose of presenting a training program covering the Basic Laws and Policies of the I.B.E.W.

We were very fortunate to have three instructors present from the International Staff: W. L. Vinson, 9th District Vice President; Vern Breuillot, International Representative; and Vince O'Reilly, Utility Department Director who flew out from Washington, D. C. in order to help out. Local Union 1245 sincerely thanks these distinguished Brothers for their time and efforts.

The following Local Union 1245 Officers, Executive Board Members and Administrative Staff personnel participated in the one-day training program: President Howard Darington, Vice President Ron Fitzsimmons, Recording Secretary Kathy Tindall, Treasurer Nanette Brownlee, Executive Board Members Bob Thomson, Howard Stiefer, Red Henneberry and Marv Rubendall, Business Manager Dean Cofer, Sr. Assistant Business Manager Willie Stewart, and Assistant Business Manager Mert Walters.

BUY UNION



Where to Find the Union Label

- Gloves—inside upper edge
- Neckties—small end
- Coats—lining of inside pocket
- Pajamas—front hem of coat
- Rainwear, Sportswear, Heavy Outerwear—lower pocket
- Shirts—bottom of front tail
- Snow Wear, Boys' Wear—inside pocket
- Suits—inside right breast pocket
- Trousers—inside right hip pocket
- Bathing Suits—with size on bra
- Blouses—neckline or side seam
- Children's Wear—neckline
- Dresses—above hem in side seam or in waistband or neckline
- Skirts—waistband or below zipper of inside seam
- Slips, Sleepwear and Robes—neckline or side seam
- Sweaters and Knitwear—seam in shoulder
- Suits—waistband of skirt or right inside seam below sleeve or jacket
- Coats and Jackets—below right arm hole in lining
- Shoes—inside the shoe

Union Label and Service Trades Department, AFL-CIO

SAFETY AWARDS PRESENTATIONS

Walt Mitchell receives an IBEW Life Saving Award

by Darrel Mitchell

On October 18, 1977, Brother Walt Mitchell, a Pacific Gas and Electric Troublemaker employed in Garberville was presented an IBEW Life Saving Award. Al Weber, Chairman of Unit #3112 made the presentation.

On September 1, 1976, Walt's quick thinking and administration of first aid saved the life of Lamont Charles. Mr. Charles' car swerved off Highway 101 and flipped over an embankment in the vicinity of Phillipsville. When Brother Mitchell discovered the crashed auto, he used his PG&E vehicle radio to alert office personnel to the emergency situation so they could call the California Highway Patrol and request an ambulance. Then he administered first aid to the victim who was bleeding from the back of the head and in a state of shock.

Lamont's mother, Mrs. Dolores Curtright, also a member of Local 1245, stated that doctors credited Walt's first aid assistance as being instrumental in saving her son's life.



Walt Mitchell (left) is shown being presented an IBEW Life Saving Award by Al Weber, Chairman of Garberville Unit #3112.

Randy Smart receives an IBEW Life Saving Award

Local 1245 member, Randy Smart, initiated in 1975, is the recipient of an IBEW Life Saving Award. Randy is a Pacific Gas and Electric General Construction Field Clerk in Coast Valley's Division.

On July 29, 1976, Randy and his wife Kathy were driving along Avila Road, and suddenly noticed that the car in front of them was being driven erratically. Subsequently, the car plunged over a 20-foot embankment into the San Luis Creek. Brother Smart immediately pulled up to the edge of the embankment, got out of his auto, and made his way through the water to the rapidly sinking car. The four occupants were in a state of panic and unable to free themselves from the submerging vehicle. Randy finally managed to open the passenger door and assist each of the four persons out of the car and to safety.

In addition to receiving our award, Randy received the John A. Britton Award and a certificate of commendation from the California Highway Patrol.



Shown above from left to right are: Business Representative Bob Gibbs, Brother Randy Smart and Shop Steward Pete Tafoya.

MEMBER HOSPITALIZED

Brother Pete Mandon received severe burns on Thursday, November 10, 1977, when the Kyle Switch he was closing exploded. He is in the Valley Medical Center in San Jose. The cause of the explosion is still under investigation.



Shown above is the damaged Kyle Switch.

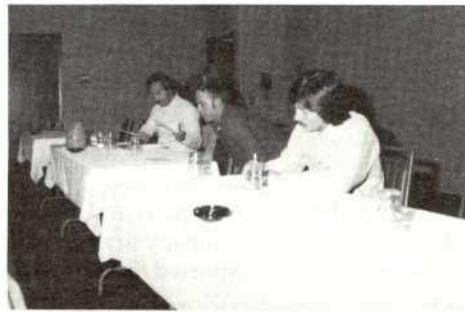
SHOP STEWARDS' TRAINING HUMBOLDT DIVISION

Humboldt Division - Business Representative, Darrel Mitchell conducted an exceptionally well planned training conference for his stewards at the Humboldt Division. The all-day meeting was held Saturday, November 5, 1977 in Eureka. Other Local 1245 staff present at the meeting were: Business Manager Dean Cofer and Utility Reporter Editor, Dorothy Fortier.

Key agenda items were: (1) Business Manager's Report; (2) Material; (3) Grievance Procedure; (4) Job Bidding, Promotion and Transfer; and (5) Knowledge of PG&E Agreement Quiz.

The Business Manager's Report included an up-to-date account of Local Union activities, i.e., negotiations, grievances, organizing, safety, etc. Following the Report, a question-and-answer period covering specific items of interest ensued. As the meeting progressed, Shop Stewards Barry Jensen and Charlie Gordon were selected to try their hands at acting. The purpose of the skit was to demonstrate the importance of properly completing the shop steward grievance report. It also demonstrated how varied eyewitness accounts of incidents can be.

Stewards present at the meeting were: Charles Gordon, Clark Fleming, John Mitchell, John Grant, Jack Collings; Jim Russell, C. H. Parton, Jesse Dunlap, Ken Haycraft, Barry Jensen, Barney Curtice, Dan Furtado and Chuck Stockham.

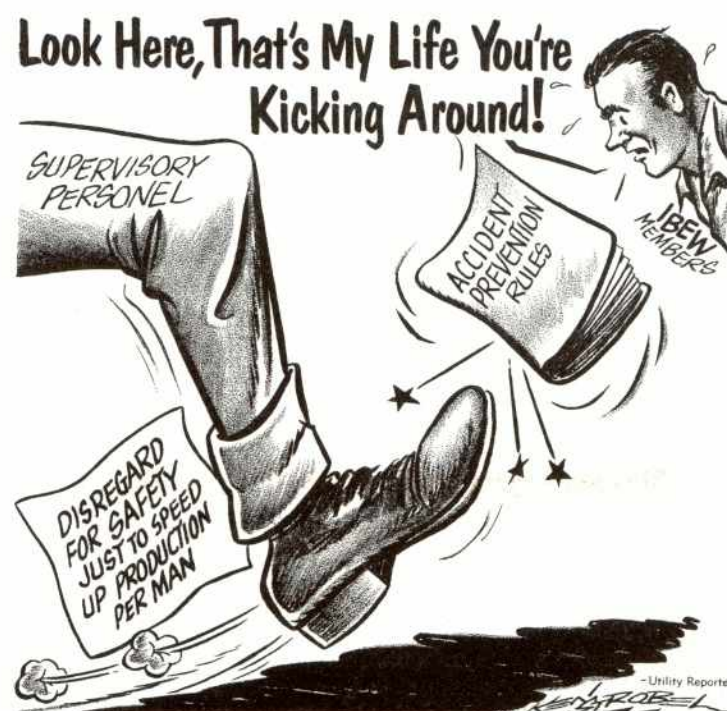


1245 Safety Committee

The Local Union Safety Committee met on November 5, 1977 to review accident reports and various other safety problems.

The Committee is presently involved in setting up a procedure which will enable it to identify safety problems (by type or area) before someone gets seriously hurt. This is done by compiling the information it receives from the people in the field, i.e.: accident reports, reports of potential hazards, questions on work procedures, etc. In order to fulfill its objectives, the Committee must hear from **you as members**. For example, the Committee received approximately 30 accident reports so far this year; we know that there were over 2500 people sent to the doctor at P.G. & E. alone, not to mention the other employers we deal with. So, you can see, we need **your help** if we are to be able to do our jobs.

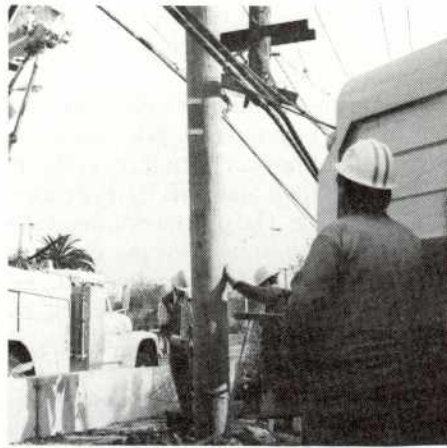
Again, we must emphasize the importance of getting the information in to this office. **Please help us to help you.**



The Safety Scene



Shown above from left to right are Lineman Butch Schmidt and Assistant Business Manager Tony Morgado.



The above photo shows a new power pole being set.

Saturday, October 15, 1977, Assistant Business Manager Tony Morgado and Utility Reporter Editor Dorothy Fortier interviewed a Pacific Gas and Electric Company crew as they worked in front of John Muir Hospital in Walnut Creek. Pacific Gas and Electric Company's crew members were Linemen Butch Schmidt and Jim Smith, Steve Greeson and O. Crandell, Foreman. They were replacing a damaged power pole and making other related repairs.

Lineman Butch Schmidt told us that the pole was damaged when a young VW driver lost control of his auto, it jumped the cement retainer wall, and rammed into the power pole. He said, when the emergency repair crews from

Pacific Telephone Company and Pacific Gas and Electric Company arrived, the pole was being supported by the little car.

We were told that, one of the problems in making repairs caused by this accident was its location, in front of the hospital. The hospital's power was generated through the damaged lines and repairs had to be made without turning it off.

We remained at the work site until the new pole was set and the old one partially removed. This is just an example of one of the hazardous conditions under which Local 1245 members perform their jobs.

1977 National Safety Expo

The 1977 National Safety Congress and Exposition, held in Chicago from October 17-21, 1977, was a tidy combination of exhibits and educational seminars.

The Expo dealt with virtually every safety problem encountered in industries throughout the United States. Classes clarifying governmental policy on health and safety were also included with the many workshops on labor, construction, public utilities, OSHA, NIOSH, toxicology, and motivation. It was composed of a diversified group

of guest speakers, i.e., doctors, professors, labor leaders, technical specialists, and the Director of OSHA, Dr. Eula Bingham. Although it was not possible to attend all of the more than 200 workshops, the Local 1245 delegation did participate in as many as they could. Local 1245s delegation consisted of myself and Assistant Business Manager Tony Morgado.

On the lighter side, the hotel was good, the food was terrible, the weather was cold, and we were occasionally tormented by rain.

HAVE A HAPPY AND SAFE HOLIDAY!!!

First Aid Quiz

ANSWERS

1. A. Aspirin
B. Medicines left within reach
C. poisonous substances transferred from the original container to a jar or a soda pop bottle
2. Dilute the poison with water or milk
3. A. Acid
B. Alkali
C. Petroleum products
4. A. Burns around lips or mouth
B. Burns around mouth or lips
C. Burns around mouth or lips
D. Condition of victim (sudden onset of pain or illness)
E. Information from victim
F. Information from an observer
5. A. Information on container or gasoline
B. Information on container or gasoline
C. Information from victim
D. Information from victim known to contain poison
E. Presence of a container
F. Breath odor

First Aid Quiz

QUESTIONS

1. List three frequent causes of poisoning deaths in children:
A.
B.
C.
2. What is the first thing you must do in cases of poisoning by mouth?
3. List three types of poisoning for which you should **never** induce vomiting:
A.
B.
C.
4. List three signs which tell you **not** to induce vomiting:
A.
B.
C.
5. The symptoms of poisoning vary greatly. Some aids in finding out if a victim has swallowed poison are:
A. D.
B. E.
C. F.

Geysers power plant

On November 2, 1977 Local 1245, along with an Industrial Hygienist from N.I.O.S.H. (National Institute for Occupational Safety and Health) went up to the Geysers Power Plant. The purpose of the trip was to attempt to find the causes of skin rashes and sore throats which have been a problem for some time.

Mr. Mel Okawa from N.I.O.S.H. took

a number of air samples to check the level of H₂S in order to compare them with what is required under O.S.H.A. and what has been recommended by N.I.O.S.H. for protection. He will also be receiving medical records of some employees who have been sent to doctors as a result of the skin rashes and sore throats in an effort to determine the cause.

Accident reports received since August 29, 1977

PACIFIC GAS & ELECTRIC COMPANY

September 21, 1977: A Gas Department helper in Coast Valleys Division was hit in the eye when he lost control of an air hose he was using to blow dust and dirt away from an underground box.

September 19, 1977: A General Construction helper in DeSabra Division was injured when the small tractor he was operating went over an embankment and turned over on him.

September 23, 1977: A lineman in Colgate Division was injured when he stepped into a pole hole.

September 27, 1977: A line sub-foreman in Coast Valleys Division injured his back while moving a cargo trailer.

October 6, 1977: A Gas Department helper in North Bay Division injured his back while tightening large bolts.

TELEPROMPTER CORPORATION

August 31, 1977: A maintenance technician in Santa Maria was injured when he kicked out and fell approximately 12 feet, landing on a wooden fence.

September 12, 1977: A maintenance technician in Reno was injured when he fell approximately 18 feet from a pole.

SIERRA PACIFIC POWER COMPANY

September: An apprentice lineman was injured when he cut out and fell.

September: Two meter readers and a customer servicemen were injured when they were bit by dogs.

Sqtember: A troubleman was injured when he hurt his back while pulling wire.

DAVEY TREE SURGERY COMPANY

September 13, 1977: A climber in Redwood City broke his ankle when he fell approximately 15 feet from a tree.

Let's all remember to work safely so we will not be reported in this column! It is important that you continue to send in accident reports. They are very valuable in identifying problems that may exist in the area of safety.