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 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 workday?"

"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.

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

More 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.
SQUEEZE ON WORKERS

But McIntyre charged that the increased demand for service on Pacific Telephone has caused the company to spend with their families and leads to 'feel more like an indentured servant rather than a free employee,' he said.

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. Phillips, 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 hires 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.

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;"

• "Reduced already inadequate death benefits by eliminating presumptions of total dependency, 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 rating 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 sensitive employees;"

• "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.

Bar forced overtime (Continued from page one)

OFF YOUR LIST!
The Amalgamated Clothing and Textile Workers Union has announced that Fruit of the Loom and Big Mountain are no longer to be listed as J. P. Stevens products to be boycotted.
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.
DELANTEY, Terry M.
DOBRENNEN, 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
CONNERS, James L.
GILL, TELEPROMPTER OF MILPITAS
OLSON, MATTHEW L.
OTT, ROGER D.
GARCIA, ROBERT M.
SAN FRANCISCO DIVISION
BROOKS, Craig
X-RAY ENGINEERING
BALKE, CARL L.
ANDERSON, EAST BAY DIVISION
ADDIEGO, JAMES M.
RENO, NANCY E.
McNAIR, Sheridan E.
KEAVENY, ALBERDINA F.
FARLEY, KEN W.
DOBRENEN, DAVID A.
FRANKE, JAMES T.
STEWART, ROBERT M.
HALL, KEVIN E.
SIEVER, LORI L.
CAL-PAC (NEEDLES)
OSTER, HAROLD S.
SAN JOSE DIVISION
ALBAN, SYLVIA A.
GIGUIERE, DORIS L.
HAMILTON, RITA J.
MASON, THEMA M.
NELSON, ROBERT
SARA, 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, RODGER D.
HARRIS, KENT N.
OTTI, ROGER W.
REED, WINSTON D.
SIEVER, LORI L.
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.

NEVADA NEWS

Nevada AFL-CIO Convention — On October 21 and 22, 1977, 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.


This Toll Free Number Available for Use by Our Local Union Members in Need of Legal Advice.

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.
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 CLOVER IRRIGATION DISTRICT: Open for negotiations. No meetings have been scheduled.

PLACER COUNTY WATER AGENCY: Bargaining is still in progress.

RICHVALE IRRIGATION DISTRICT: In bargaining. The first meeting is scheduled for 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 further 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 UKIAH: The first meeting is scheduled for November 22, 1977.

THERMALITO IRRIGATION DISTRICT: In bargaining. The next meeting is scheduled for 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 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 the 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 2.1$% 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.

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 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 yourman.

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, Rob Gilbbs, Roger Stalcup, Charlie Gadzik, Jack McNally, Curie Wheeler, Ory Owen and John Stralla and U.S. B.R. negotiating committee member Bill Pritz. Seated are Business Representative Ed Vallely, Attorney John L. Anderson, Chairman of the Center for Labor Research and Education Norman Amundson and Business Representative Manny Mederos.

1245 LABOR LAW SEMINAR

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 BEW Local Union, they may find themselves 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 Con-Con-Ex and Hinkel and McCoy are back at work on Citizens Utilities' properties.

Price Electric is still working on underground duct projects. The Labors are contesting their right to the work and have placedickets 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 Strolla 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 Kennington 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-Imo-Mono Counties CLC. Brother Will 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 Vallely

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent Change</th>
<th>Number of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1957</td>
<td>7%</td>
<td>12-31-76</td>
</tr>
<tr>
<td>1958</td>
<td>7%</td>
<td>Supervising Clerk B</td>
</tr>
<tr>
<td>1959</td>
<td>6%</td>
<td>Clerk A</td>
</tr>
<tr>
<td>1960</td>
<td>6%</td>
<td>Clerk B</td>
</tr>
<tr>
<td>1961</td>
<td>6%</td>
<td>Clerk C</td>
</tr>
<tr>
<td>1962</td>
<td>6%</td>
<td>Clerk D</td>
</tr>
<tr>
<td>1963</td>
<td>6%</td>
<td>Total</td>
</tr>
<tr>
<td>1964</td>
<td>6%</td>
<td>Supervising Clerk B</td>
</tr>
<tr>
<td>1965</td>
<td>6%</td>
<td>Clerk A</td>
</tr>
<tr>
<td>1966</td>
<td>6%</td>
<td>Clerk B</td>
</tr>
<tr>
<td>1967</td>
<td>6%</td>
<td>Clerk C</td>
</tr>
<tr>
<td>1968</td>
<td>6%</td>
<td>Clerk D</td>
</tr>
<tr>
<td>1969</td>
<td>6%</td>
<td>Total</td>
</tr>
<tr>
<td>1970</td>
<td>6%</td>
<td>Supervising Clerk B</td>
</tr>
<tr>
<td>1971</td>
<td>6%</td>
<td>Clerk A</td>
</tr>
<tr>
<td>1972</td>
<td>6%</td>
<td>Clerk B</td>
</tr>
<tr>
<td>1973</td>
<td>6%</td>
<td>Clerk C</td>
</tr>
<tr>
<td>1974</td>
<td>6%</td>
<td>Clerk D</td>
</tr>
<tr>
<td>1975</td>
<td>6%</td>
<td>Total</td>
</tr>
</tbody>
</table>

1977 CLERICAL WORK FORCE DESIGNATIONS WITH PROJECTED "RWV" CHANGES JANUARY 1976 - DECEMBER 1976

<table>
<thead>
<tr>
<th>No. of Work Force</th>
<th>% of Work Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervising Clerk B</td>
<td>55 %</td>
</tr>
<tr>
<td>Clerk A</td>
<td>300 %</td>
</tr>
<tr>
<td>Clerk B</td>
<td>628 %</td>
</tr>
<tr>
<td>Clerk C</td>
<td>901 %</td>
</tr>
<tr>
<td>Clerk D</td>
<td>847 %</td>
</tr>
<tr>
<td>Total</td>
<td>2731</td>
</tr>
</tbody>
</table>

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

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### APPRENTICE LINEMAN AND LINEMAN

<table>
<thead>
<tr>
<th>Tool Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Tool Belt</td>
<td>Body Belt</td>
</tr>
<tr>
<td>2. Safety Strap</td>
<td>Safety Strap (Employee Provides first strap. Company provides replacements.)</td>
</tr>
<tr>
<td>3. Knife, Electrician's</td>
<td>Knife, Electrician's</td>
</tr>
<tr>
<td>4. Level, Torpedo, 12&quot;</td>
<td>Level, Torpedo, 12&quot;</td>
</tr>
<tr>
<td>5. Mirror, Inspection</td>
<td>Mirror, Inspection</td>
</tr>
<tr>
<td>6. Pliers, Channel Lock, 9½&quot;</td>
<td>Pliers, Channel Lock, 9½&quot;</td>
</tr>
<tr>
<td>7. Pliers, Diagonal, 6&quot;</td>
<td>Pliers, Diagonal, 6&quot;</td>
</tr>
<tr>
<td>8. Pliers, Long or Needle Nose, 6&quot;</td>
<td>Pliers, Long or Needle Nose, 6&quot;</td>
</tr>
<tr>
<td>9. Pliers, Long or Needle Nose, Miniature</td>
<td>Pliers, Long or Needle Nose, Miniature</td>
</tr>
<tr>
<td>10. Pliers, Klein (Lineman), 8&quot; or Equiv.</td>
<td>Pliers, Klein (Lineman), 8&quot; or Equiv.</td>
</tr>
<tr>
<td>11. Retriever, Flexible</td>
<td>Retriever, Flexible</td>
</tr>
<tr>
<td>12. Ruler, Wood Folding, 6'</td>
<td>Ruler, Wood Folding, 6'</td>
</tr>
<tr>
<td>13. Screwdrivers, Electrician's</td>
<td>Screwdrivers, Electrician's</td>
</tr>
<tr>
<td>14. Screwdriver, Offset</td>
<td>Screwdriver, Offset</td>
</tr>
</tbody>
</table>

### COMMUNICATION TECHNICIAN AND APPRENTICE COMMUNICATION TECHNICIAN

<table>
<thead>
<tr>
<th>Tool Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Box, Tool and/or Tool Pouch (8½&quot; x 6¼&quot;)</td>
<td>Box, Tool and/or Tool Pouch (8½&quot; x 6¼&quot;)</td>
</tr>
<tr>
<td>2. Hammer, Ball Peen, Small</td>
<td>Hammer, Ball Peen, Small</td>
</tr>
<tr>
<td>3. Knife, Electrician's</td>
<td>Knife, Electrician's</td>
</tr>
<tr>
<td>4. Level, Torpedo, 9&quot;</td>
<td>Level, Torpedo, 9&quot;</td>
</tr>
<tr>
<td>5. Mirror, Inspection</td>
<td>Mirror, Inspection</td>
</tr>
<tr>
<td>6. Pliers, Channel Lock No. 420 or Equivalent</td>
<td>Pliers, Channel Lock No. 420 or Equivalent</td>
</tr>
<tr>
<td>7. Pliers, Klein (Lineman), 8&quot; or Equiv.</td>
<td>Pliers, Klein (Lineman), 8&quot; or Equiv.</td>
</tr>
<tr>
<td>8. Pliers, Long or Needle Nose</td>
<td>Pliers, Long or Needle Nose</td>
</tr>
<tr>
<td>9. Pliers, Needle Nose, Miniature</td>
<td>Pliers, Needle Nose, Miniature</td>
</tr>
<tr>
<td>10. Punch, Center, 1/4&quot;</td>
<td>Punch, Center, 1/4&quot;</td>
</tr>
<tr>
<td>11. Rule, Wood Folding, 6'</td>
<td>Rule, Wood Folding, 6'</td>
</tr>
<tr>
<td>12. Screwdrivers, Electrician's</td>
<td>Screwdrivers, Electrician's</td>
</tr>
<tr>
<td>13. Screwdriver, Offset</td>
<td>Screwdriver, Offset</td>
</tr>
</tbody>
</table>

### ELECTRICIAN AND APPRENTICE ELECTRICIAN

<table>
<thead>
<tr>
<th>Tool Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Box, Tool</td>
<td>Box, Tool</td>
</tr>
<tr>
<td>2. Drafting Equipment: Triangle</td>
<td>Drafting Equipment: Triangle</td>
</tr>
<tr>
<td>3. Drafting Equipment: Triangle</td>
<td>Drafting Equipment: Triangle</td>
</tr>
<tr>
<td>4. Frame, Hacksaw, 12&quot;</td>
<td>Frame, Hacksaw, 12&quot;</td>
</tr>
<tr>
<td>5. Gauges, Feeler</td>
<td>Gauges, Feeler</td>
</tr>
<tr>
<td>6.Hammer, Ball Peen, 12 oz.</td>
<td>Hammer, Ball Peen, 12 oz.</td>
</tr>
<tr>
<td>7. Hammer, Ball Peen, 12 oz.</td>
<td>Hammer, Ball Peen, 12 oz.</td>
</tr>
<tr>
<td>8. Mirror, Inspection</td>
<td>Mirror, Inspection</td>
</tr>
<tr>
<td>9. Pliers, Diagonal, 6&quot;</td>
<td>Pliers, Diagonal, 6&quot;</td>
</tr>
<tr>
<td>10. Pliers, Long or Needle Nose</td>
<td>Pliers, Long or Needle Nose</td>
</tr>
<tr>
<td>11. Pliers, Needle Nose, Miniature</td>
<td>Pliers, Needle Nose, Miniature</td>
</tr>
<tr>
<td>12. Rule, Wood Folding, 6'</td>
<td>Rule, Wood Folding, 6'</td>
</tr>
<tr>
<td>13. Screwdrivers, Electrician's</td>
<td>Screwdrivers, Electrician's</td>
</tr>
<tr>
<td>14. Screwdriver, Offset</td>
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</tr>
</tbody>
</table>

### ELECTRICAL MACHINIST AND APPRENTICE ELECTRICAL MACHINIST

<table>
<thead>
<tr>
<th>Tool Type</th>
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</tr>
</thead>
<tbody>
<tr>
<td>1. Box, Tool</td>
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</tr>
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<td>Drafting Equipment: Triangle</td>
</tr>
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</tr>
<tr>
<td>8. Mirror, Inspection</td>
<td>Mirror, Inspection</td>
</tr>
<tr>
<td>9. Pliers, Diagonal, 6&quot;</td>
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</tr>
<tr>
<td>10. Pliers, Long or Needle Nose</td>
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</tr>
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<td>11. Pliers, Needle Nose, Miniature</td>
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</tr>
<tr>
<td>12. Rule, Wood Folding, 6'</td>
<td>Rule, Wood Folding, 6'</td>
</tr>
<tr>
<td>13. Screwdrivers, Electrician's</td>
<td>Screwdrivers, Electrician's</td>
</tr>
<tr>
<td>14. Screwdriver, Offset</td>
<td>Screwdriver, Offset</td>
</tr>
</tbody>
</table>

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

#### Equipment Mechanic
- 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".
- 2. Set Wrench, Box and Open End
- 3. Wrench, Flare Nut
- 4. Set, Wrench, Tappet
- 5. 3 Straight Screwdrivers
- 6. 2 Phillips Head Screwdrivers
- 7. 2 Clutchhead Screwdrivers
- 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. 2 Pliers, Snap Ring (1 External & 1 Internal)
- 17. Diagonal Cutters
- 18. Hammer, Ball Peen
- 19. Hammer, Plastic or Soft Tip Type
- 21. Hackaw Frame
- 22. Allen Wrench Set through 3/8"

#### Apprentice Equipment Mechanic
- 7. Hammer, Ball Peen

#### Wipers
- 1. Outside Calipers, 4" & 12"
- 2. Dividers, 0" — 12" Radius
- 3. Square, Combination, 12"
- 4. Square, 24"
- 5. Brass Rule, 12" (Inside, Outside)
- 6. Trammels, 12" to 36"
- 7. Center Pencils, Fine Point & Heavy

#### Blacksmith
- 8. Klien Cutters, or Equivalent
- 9. Hammer, Small Ball Peen
- 10. Hammer, Medium Size Ball Peen
- 11. Hammer, Small Cross Peen
- 12. Hammer, Medium Size Cross Peen
- 14. Tinners Setting Hammer
- 15. Center Punch
- 16. Combination Square
- 17. 6" Steel Rule

#### Machine Operator
- 1. Tool Box
- 2. Ball Peen Hammer
- 4. Crescent Wrench, 10", 6", & 1 ea., or Equivalent
- 5. Center Punch
- 6. 6" Steel Tape

#### Maintenance
- 7. Combination Square
- 8. Combination Open End & Box Wrench, 3/8" to 1-1/8"
- 9. Wrenches, Combination Open End & Box, 1/4" to 1-1/8", 1 - Set
- 10. 6" Box Wrench
- 12. 6" Screwdriver Pliers, or Equivalent

#### Benchman
- 1. Tool Box
- 2. Ball Peen Hammer
- 5. Center Head
- 6. 6" Steel Rule
- 7. Center Gauge

#### Apprentice Machinist
- 1. Tool Box
- 2. Set, Micrometer, 3/4" to 1"
- 3. Calipers — Outside & Inside, 6" — 1 ea.
- 4. Dividers, 6", & 12" — 1 ea.
- 5. Combination Square, 12"
- 6. Center Gauge
- 7. 6" Steel Tape
- 8. 6" Steel Rule
- 9. Center Punch
- 10. 12" Combination Square
- 11. Screwdrivers, 6", & 10" — 1 ea., or Equivalent
- 12. Crescent Wrenches, 6" & 12" — 1 ea., or Equivalent
- 13. Hackaw
- 14. Pliers, Gas
- 15. Pliers, Klein, 8", or Equivalent
- 16. 6" Screwdriver Pliers, or Equivalent

#### Electrician
- 1. Tool Box
- 3. Set, Micrometer, 0" to 1/2"
- 4. Set, Micrometer, 0" to 1/2"
- 6. Dividers, 6", & 12" — 1 ea.
- 7. 6" 12" Gauge & Angle
- 8. Combination Square
- 9. 6" Depth Gauge & Angle
- 10. 6" Steel Rule
- 11. Center Gauge
- 12. 12" Surface Gauge

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

#### Machinist
- 1. Tool Box
- 3. Center Punch
- 4. Screwdriver, 6", & 10" — 1 ea.
- 5. Crescent Wrench, 6", & 10" — 1 ea.
- 6. Dividers, 6", & 12" — 1 ea.
- 7. Thread Gauge — Small & Large
- 8. Combination Square
- 9. 6" Depth Gauge & Angle
- 10. 6" Steel Rule
- 11. Center Gauge
- 12. 12" Surface Gauge

#### Electrical
- 3. Sidecutters, 8"
- 5. Pliers, Channel Lock, 9" or Equivalent
- 6. Pliers, Vise Grip, 10", or Equivalent
- 7. 7/8" High Point Pliers, 7" 1/2"
- 8. Box Wrench, 1/2" to 1" 1/2"
- 9. Drill Bits, 3/16" to 3/8"
- 10. Scratch Awls

#### Apprentice Electrician
- 1. Apprentice Electrician and Apparatus Repairman

#### Carpenters
- 1. Clave Hammer
- 2. 10" Chisel and Punch Set
- 3. 10" Pliers, or Equivalent
- 4. 10" Pliers, or Equivalent
- 5. 10" Pliers, or Equivalent
- 6. 10" Pliers, or Equivalent
- 7. 10" Pliers, or Equivalent
- 8. 10" Pliers, or Equivalent
- 9. 10" Pliers, or Equivalent
- 10. 10" Pliers, or Equivalent
- 11. 10" Pliers, or Equivalent
- 12. 10" Pliers, or Equivalent
- 13. 10" Pliers, or Equivalent
- 14. 10" Pliers, or Equivalent
- 15. 10" Pliers, or Equivalent
- 16. 10" Pliers, or Equivalent
- 17. 10" Pliers, or Equivalent
- 18. 10" Pliers, or Equivalent
- 19. 10" Pliers, or Equivalent
- 20. 10" Pliers, or Equivalent
- 21. 10" Pliers, or Equivalent
- 22. 10" Pliers, or Equivalent
- 23. 10" Pliers, or Equivalent
- 24. 10" Pliers, or Equivalent
GENERAL CONSTRUCTION

<table>
<thead>
<tr>
<th>CARPENTER (DAVIS)</th>
<th>MACHINIST (DAVIS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Box, Tool</td>
<td>1. Box, Tool</td>
</tr>
<tr>
<td>2. Bar, Punch Alignment</td>
<td>2. Bar, Punch Alignment</td>
</tr>
<tr>
<td>3. Calipers, 6&quot; Inside</td>
<td>3. Calipers, 6&quot; Inside</td>
</tr>
<tr>
<td>4. Calipers, 6&quot; Outside</td>
<td>4. Calipers, 6&quot; Outside</td>
</tr>
<tr>
<td>6. Frame, 12&quot; Hack Saw</td>
<td>6. Frame, 12&quot; Hack Saw</td>
</tr>
<tr>
<td>7. Gauges, Thickness .005&quot; - .2&quot; - 1 ea.</td>
<td>7. Gauges, Thickness .005&quot; - .2&quot; - 1 ea.</td>
</tr>
<tr>
<td>8. Hammer, Ball Peen</td>
<td>8. Hammer, Ball Peen</td>
</tr>
<tr>
<td>11. Pliers, Channel Lock 9/16&quot; or Less</td>
<td>11. Pliers, Channel Lock 9/16&quot; or Less</td>
</tr>
<tr>
<td>12. Pliers, Diagonal 6&quot;</td>
<td>12. Pliers, Diagonal 6&quot;</td>
</tr>
<tr>
<td>13. Pliers, Long or Needle Nose - 1 Pr.</td>
<td>13. Pliers, Long or Needle Nose - 1 Pr.</td>
</tr>
<tr>
<td>16. Punch, Pin 1/16&quot; to 3/8&quot; by 16ths - 16ths Set</td>
<td>16. Punch, Pin 1/16&quot; to 3/8&quot; by 16ths - 16ths Set</td>
</tr>
</tbody>
</table>

FIELD GARAGE MECHANIC A & B AND LEAD

<table>
<thead>
<tr>
<th>FIELD GARAGE MECHANIC A &amp; B AND LEAD</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Wrench Sets - Box</td>
</tr>
<tr>
<td>5. Screwdrivers, Clutch Head - 2</td>
</tr>
<tr>
<td>7. Pliers, Vise Grip or Equivalent</td>
</tr>
<tr>
<td>8. Piers, Gripping</td>
</tr>
<tr>
<td>10. Chisel, Needle Nose</td>
</tr>
<tr>
<td>11. Piers, Snap Ring Type - 2 (1 Internal and 1 External)</td>
</tr>
</tbody>
</table>

FIELD GARAGE MECHANIC C

<table>
<thead>
<tr>
<th>FIELD GARAGE MECHANIC C</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Socket Wrench Sets - 1/2&quot; Drive with Necessary Accessories - Standard and Deep Sockets as required through 1-1/4&quot;</td>
</tr>
<tr>
<td>2. Set, Wrench, Box to 1-1/4&quot;</td>
</tr>
<tr>
<td>3. Set, Wrench, Open End to 1-1/4&quot;</td>
</tr>
<tr>
<td>5. Screwdrivers, Phillips Head - 2</td>
</tr>
</tbody>
</table>

MECHANICAL INSPECTOR (DAVIS)

<table>
<thead>
<tr>
<th>MECHANICAL INSPECTOR (DAVIS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Body Belt</td>
</tr>
<tr>
<td>2. Safety Strap</td>
</tr>
</tbody>
</table>

GROUNDMAN, LINE TRUCK DRIVER, AND MATERIALMAN

<table>
<thead>
<tr>
<th>GROUNDMAN, LINE TRUCK DRIVER, AND MATERIALMAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Klein Pliers or Equivalent</td>
</tr>
</tbody>
</table>

RIGGER (LINE CONSTRUCTION)

<table>
<thead>
<tr>
<th>RIGGER (LINE CONSTRUCTION)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Body Belt</td>
</tr>
<tr>
<td>2. Safety Strap</td>
</tr>
<tr>
<td>3. Climbers (Complete)</td>
</tr>
</tbody>
</table>

PAINTER (LINE CONSTRUCTION)

<table>
<thead>
<tr>
<th>PAINTER (LINE CONSTRUCTION)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee required to furnish 1) body belt and 2) safety strap* if assigned duties which involve climbing activities.</td>
</tr>
</tbody>
</table>

* Employee furnishes first strap, Company furnishes replacements.

ELECTRICAL TECHNICIAN

<table>
<thead>
<tr>
<th>ELECTRICAL TECHNICIAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>21. Wooden Folding Rule, 6'</td>
</tr>
<tr>
<td>22. Cutter, Small Belt</td>
</tr>
<tr>
<td>23. T-Handle (For Taps)</td>
</tr>
<tr>
<td>24. Wire &quot;M&quot;ike</td>
</tr>
<tr>
<td>25. Set, Nut Drivers</td>
</tr>
<tr>
<td>27. Hammer, Ball Peen</td>
</tr>
<tr>
<td>28. Set, Wrenches, Open End</td>
</tr>
<tr>
<td>29. Set, Wrenches, Box End</td>
</tr>
<tr>
<td>30. Set, Ignition Wrenches</td>
</tr>
<tr>
<td>31. Set, Jewelers Screwdrivers</td>
</tr>
<tr>
<td>32. Set, Feeler Gauges</td>
</tr>
<tr>
<td>33. Combination, 12&quot;</td>
</tr>
<tr>
<td>34. Offset Screwdriver</td>
</tr>
<tr>
<td>35. Inspection Mirror</td>
</tr>
<tr>
<td>36. Fuse Remover</td>
</tr>
<tr>
<td>37. Pliers, ViseLock, 7&quot; or equivalent</td>
</tr>
<tr>
<td>38. Socket Set, 1/4&quot; Drive</td>
</tr>
<tr>
<td>40. Pliers, Curved Nose</td>
</tr>
<tr>
<td>41. Scissors</td>
</tr>
</tbody>
</table>
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, 1/4"
11. Pliers, Duck Bill
12. Pliers, Needle nose
13. Pliers, Duck Bill
14. Pliers, Elect. Side cutter
15. Center Punch
16. Set, Screwdrivers, Holding
17. Set, Screwdrivers, Philips
18. Set, Small Allen Wrenches
19. Set, Allen Wrenches
20. Set, Wrenches, Crescent, 4" - 6" 1 ea.

11. Pliers, Long Nose, 5" or 6"
12. Pliers, Diagonal, 5"
13. Pliers, Elect. Side cutter
14. Pliers, Elect. Side cutter
15. Wire Striper, (Firm Jaw)
16. Wire Striper, (Firm Jaw)
17. Set, Wrenches, Crescent, 4" - 6" 1 ea.

18. Set, Wrenches, Box, 3/8" - 1"
19. Set, Wrenches, Box End, 3/8" - 1"
20. Set, Wrenches, Open End, 3/8" - 1"
21. Set, Wrenches, Crescent, 4" - 6" - 1 ea.

1. Pliers, Vice Grip (Locking) or equivalent
2. Pliers, Channel Lock, 9'-14' or Equivalent
3. Pliers, Klein, 9' or Equivalent
4. Pliers, Round Nose
5. Pliers, Duck Bill
6. Pliers, Needle nose
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, Screwdrivers, 1/4" Drive
16. Wire Caliper
17. Wire Stripper, (Firm Jaw)
18. Wire Stripper, (Firm Jaw)
19. Wire Caliper
20. Wire Caliper
21. Set, Wrenches, Crescent, 4" - 10" or equivalent
22. Tool Box
23. Buzzer
24. Center Punches
25. Center Punch, Auto
26. Chalk Line
27. 2 Cold Chisels
28. Calipers
29. Dividers
30. Gauge, Inside Diameter
31. Gauge, Drill
32. Gauge, Inside Diameter
33. Hammer, Ball Peen
34. Hammer, Ripping
35. Hammer, Ball Peen
36. Pocket Knife
37. Level, Torpedo, 8" - 10"
38. Set, Wrenches, Box, 3/8" - 1/""
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, California.

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.

L.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 Steifer, Red Henneberry and Mary Ruby, Business Manager Dean Cofer, Sr. Assistant Business Manager Willie Stewart, and Assistant Business Manager Mert Walters.

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 Ortgren, Science Counselor, 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 Industrial Relations in Sweden, stated that negotiations are conducted by the Amalgamated 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 corporations. 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 the declaration of their support for the boycott of J.P. Stevens products being conducted by the Amalgamated Clothing and Textile Workers Union.

Sweden is approximately the same size as California with a population of about eight 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 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 legislation. A seven-day notice is required by law, before workers can go 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 equalization far more than the TCO.

The LO, however, stresses wage equalization far more than the TCO. They both refer to so-called "yellow unions" as dissatisfaction. "Yellow unions" in Sweden are what is known in the United States as Company-owned 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. Monotonic, 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, 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. Monotonic, 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, 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. Monotonic, 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.
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 Troubleman 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.

SAFETY AWARDS PRESENTATIONS

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.

SHOPT STEWARD'S 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 Curtright, 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.

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.

MEMBER HOSPITALIZED

Shown above is the damaged Kyle Switch.

Utility Reporter—November, 1977—Page Eleven
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 Mair 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.

Crandell told us that the pole was being supported by the little Pacific Telephone Company and Pacific Gas and Electric Company arrived, the pole was being supported by the little car. We were told, 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.