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Pillard's Views on National Energy Legislation

In reply to a letter from Business Manager Dean Cofer, IBEW International President Charles H. Pillard made the following statement on December 6, 1977, concerning the opinion of the International on the National Energy Legislation currently before the Congress:

"Basically, the IBEW has supported the Administration's energy bill, but with some very important exceptions. As you may know, the House of Representatives rushed a

bill through with inadequate hearings. In addition, certain portions were added to the legislation that were not requested by President Carter. When the bill was considered by the Senate, the various Senate subcommittees did hold adequate hearings on what effect the bill would have on the consumer and industry in general.

Basically, the IBEW has supported the Senate version of this legislation especially in the public utility por-

tion. We have opposed federal takeover of regulation of utility rates since we felt that there had not been adequate thought given to the effect of such drastic changes. We have also opposed giving authority to the federal government to conduct anti-trust reviews of any proposed new coal or oil generating facilities. We

(Continued on page six)

THOUGHTS FOR A NEW YEAR

Write it on your heart that every day is the best day in the year. He is rich who owns the day, and no one owns the day who allows it to be invaded with fret and anxiety. Finish every day and be done with it. You have done what you could. Some blunders and absurdities, no doubt, crept in. Forget them as soon as you can, tomorrow is a new day; begin it well and serenely, with too high a spirit to be cumbered with your old nonsense. This new day is too dear, with its hopes and invitations, to waste a moment on the yesterdays.

—Ralph Waldo Emerson

1245 Leadership Conference

Local 1245's Unit Chairpersons and Unit Recorders were invited to attend a two-day leadership conference in Oakland on November 19 and 20, 1977. The main thrust of the conference was to provide an in-depth overview of the mechanics of Local Union 1245. This program was designed especially for Local 1245 by Norman Amundson, Chairman of the Center for Labor Research and Education, Institute of Industrial Relations at the University of California, Berkeley with the assistance of Business Manager Dean Cofer, President Howard Darington and Administrative Assistant Rose Guellid.

Dr. Fred S. Stripp, Director of Forensics and Lecturer in Rhetoric, at the U.C., Berkeley was the keynote speaker. His talk highlighted the im-

portance of being an effective public speaker and how to get over some of the hurrles, i.e., grammar, nerves, etc. in order to get the point across to listeners. He emphasized parliamentary procedure and its importance in the handling of meetings. Specific questions were answered concerning "Robert's Rules of Order", which is the parliamentary guide for Local 1245.

Other speakers included Business Manager Dean Cofer, Center for Labor Research and Education Chairman Norman Amundson, Executive Board Member Marvin Rubendall, Department of Industrial Safety Representatives Art Carter and George Hurley, Vice President Ron Fitzsimmons, Attorney Peter

(Continued on page six)

YOUR Business Manager's COLUMN

Moving Ahead



DEAN COFER

Six months have passed since I took office as your Business Manager — Financial Secretary. They have been eventful, sometimes frustrating, always interesting, and certainly challenging months. During these first six months I have received the cooperation, help, patience and understanding of a large segment of our 17,000 plus membership — and as a result, I am pleased to report that **your Union is on the move.**

One item of interest to the membership is that effective January 16, 1978, I have assigned Assistant Business Manager Merton A. Walters, (in addition to his other duties), to be Local Union 1245's legislative advocate in Sacramento. This is a position that Brother Walters previously held for the Local Union, but was discontinued in 1974. Legislative activity is of crucial importance to our members and their families — for those things that are won at the bargaining table can easily be lost if not protected through the legislative process.

In addition, as of January 16th, I hired an additional Business Representative whose prime purpose is to serve as an organizer. The new Business Representative, Mickey Harrington, is not a stranger to Local Union 1245, having served previously in a number of positions of trust and responsibility such as Shop Steward, General Construction Grievance Committee Chairman, Executive Board Member At-Large, Local Union Recording Secretary and Business Representative. Due to Business Representative Ed Fortier being

hospitalized with a ruptured appendix and resultant post-operative convalescence, Brother Harrington has temporarily been assigned to fill in behind Brother Fortier as one of the two General Construction representatives. When Brother Fortier is able to resume work we will begin to carry out our organizing plans — on properties already represented by our Local Union and on properties not currently organized.

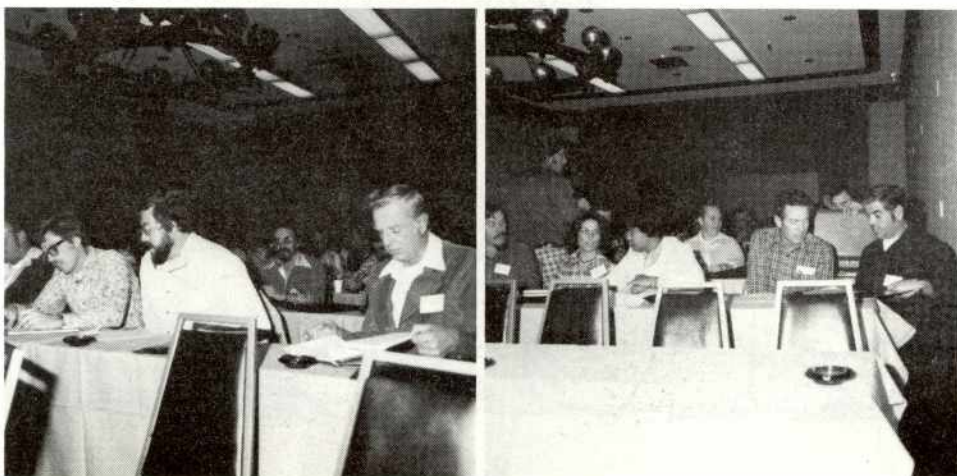
Shop Steward training meetings, systemwide, will be scheduled on a regular basis beginning next month. In addition, a universal Shop Steward training plan has been developed for use throughout our Local Union. The universal program has been patterned on an existing training course created, and in use for a number of years, by Brother Corb Wheeler, Business Representative in North Bay Division, and Brother Frank Quadros, Business Representative in San Francisco Division.

Staff training is also going forward. Two five-day training courses have already been conducted by U.C. Berkeley at our Local Union office (they were "Labor Law" and "Communications for Union Leaders"). Two additional five-day courses are being scheduled at this time — "Collective Bargaining Techniques", and "Psychology for Union Leaders". A two-day in-house training course entitled "Cost of Living Adjustments" is also scheduled.

The Local Union is heavily involved in negotiations with a number of public and private employer (Continued on Page two)



Shown above from left to right are: Recording Secretary Kathy Tindall, President Howard Darington, Attorney Peter Nussbaum, Business Manager Dean Cofer and Executive Board Member Bob Thomson.



Moving Ahead

DEAN COFER

(Continued from page one)

groups at this time (see Bargaining Roundup on Page eleven). PG&E interim bargaining is perhaps the most time-consuming project facing us at the present time. We currently have fourteen interim negotiating committees formed and working, or about to begin working. **Please attend your Unit meetings** for information on what subjects in the PG&E contract are open for interim negotiations.

One of my first priorities upon taking office was to attempt to rebuild the Union's image, restore confidence, and to bring back the old-time evangelistic spirit of Unionism

and Brotherhood. I believe that we are well on our way to achieving these goals: Members are regaining confidence in the Union; employers are becoming convinced that they are once again dealing with Union leaders who are more concerned with the attitudes of the membership than they are with maintaining a mythical "relationship with Company"; and, in my travels to various meetings around the system (and based upon reports that I receive from others), I am convinced that the "spirit of Brotherhood" is on the rise among our membership.

AFL-CIO Boycott Guide

AMERICAN BUILDINGS, INC. — METAL BUILDINGS

Metal structures including storage buildings, warehouses, etc. — **UNITED STEELWORKERS OF AMERICA.**

BARTLETT-COLLINS COMPANY — GLASSWARE

Glass products including drinking glasses, mugs, etc. — **AMERICAN FLINT GLASS WORKERS UNION.**

COORS BREWERY — BEER

AFL-CIO BREWERY WORKERS D.A.L.U. 366 is on strike at Coors Brewery in Golden, Colorado for decent working conditions.

CHARLES MANUFACTURING COMPANY — FURNITURE

Coffee tables, end tables and similar items — these are sold under the FOX brand name — **UNITED FURNITURE WORKERS OF AMERICA.**

CROFT METALS, INC. — HOME BUILDING PRODUCTS

Aluminum and vinyl doors and windows including storm doors and windows, bathtub enclosures, patio doors, ladders, camper products and building speciality products — **UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA.**

DAL-TEX OPTICAL CO. — PRESCRIPTION GLASSES, CONTACT LENSES, FRAMES

Eyeglass lenses, frames, contact lenses, sunglasses, safety glasses sold through optical retailers — **INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS.**

GRAPES AND LETTUCE

Do not buy table grapes or lettuce which does not bear the Union Label of the **UNITED FARMWORKERS OF AMERICA, AFL-CIO** on the carton or crate.

IOWA BEEF PROCESSORS, INC. — MEAT PRODUCTS

Beef products, carried in many retail stores nationwide — **AMALGAMATED MEAT CUTTERS & BUTCHER WORKMEN.**

J. P. STEVENS & CO. — TEXTILE PRODUCTS

Sheets and pillowcases, carpets, comforters and quilts, table linen, hosiery, towels, blankets, fabrics, etc. — **AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION.**

KINGSPORE PRESS — PRINTING

Book printer and its major customers including Field Enterprises Educational Corporation, publishers of **World Book, Childcraft**. Also, **Encyclopedia Britannica, Inc.** including **BRITANICAL UNION; INTERNATIONAL PRINTING AND GRAPHIC COMMUNICATIONS UNION; INTERNATIONAL ASSOCIATION OF MACHINISTS; INTERNATIONAL TYPOGRAPHICAL UNION.**

MASON-TYLER MANUFACTURING COMPANY — FURNITURE

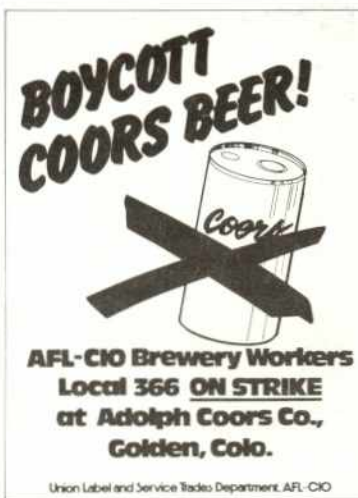
Household furniture — **UNITED FURNITURE WORKERS OF AMERICA.**

R. J. REYNOLDS TOBACCO COMPANY — CIGARETTES & TOBACCO

Brand names: Winston, Salem, Camel, Doral, Vantage, More, Now, and Real Cigarettes; Winchester Little Cigars; Prince Albert Smoking Tobacco — **TOBACCO WORKERS INTERNATIONAL UNION.**

RYLOCK COMPANY, LTD.—RIVETING MACHINERY

Riveting machinery - **INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS.**



The united labor boycott of anti-union Coors beer has forced the Denver-based brewery to endure some severe drops in their sales in California. State beer sales figures obtained from a recent monthly report produced by the United States Brewers Association by the Joint Council statistical department showed:

Sales dropped 14.7% from the month of September 1976 to the month of September, 1977;

Actual Coors sales dropped by 23.3% from August 1977 to September 1977, while total beer sales dropped by 12%.

Coors' percent of the California market was 7.8% less in September, 1977 than in May, 1977 (the start of the Coors boycott).

In the meantime, Coors executives continue to try to bolster their sagging beer sales by turning to the media, primarily television, and spending large sums of capital in an advertising blitz.

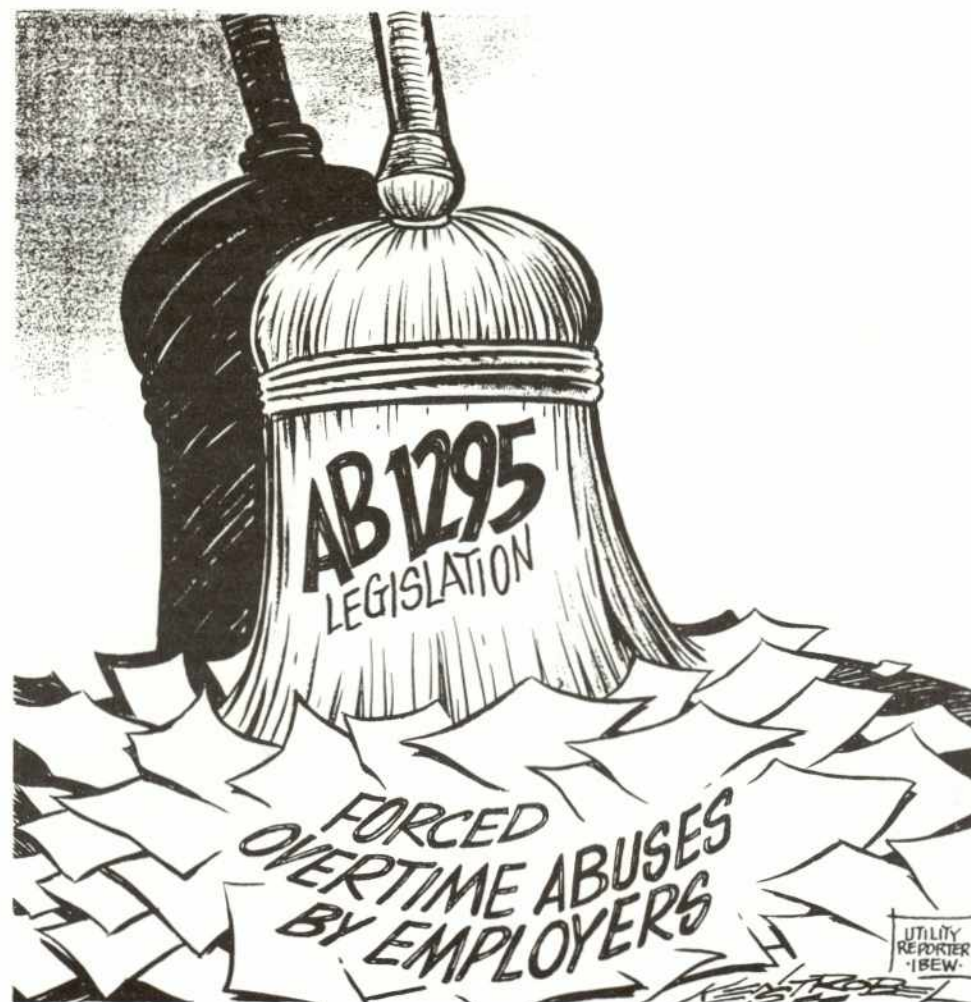
In 1977, Local Union 1245 donated \$500 to assist the strike and boycott against the Adolph Coors Brewery. However, the boycott is still in great need of funding to continue.


David Sickler, an AFL-CIO field representative who was subjected to lie detector tests and other indignities himself while working at the Coors brewery in Golden, Colorado, pointed out to more than 200 labor editors at the International Labor Press Association Convention, that more than 92% of the Coors workers had voted in favor of the union and charged that Joe Coors' personal philosophy "makes Attila the Hun look liberal." Sickler stated that a company representative said, "we buy our help like we buy our barley." "If we get the 100 percent cooperation of Union members in support of the boycott, we will win," Sickler said. He said also that sales have already been cut 30 percent, mostly because of the efforts of the labor movement. But he warned that Coors is stepping up its advertising and the company made a \$76 million net profit last year. Stressing the need to redouble the Coors boycott efforts, Sickler warned that: "**Coors represents a cancer that wouldn't just weaken or cripple us, but would literally destroy us.**"

Additional information concerning the boycott may be obtained from the Coors Boycott Committee, Brewery Workers, Local 366, 2724 West Eighth Street, Los Angeles, CA 90005 or the Los Angeles County Federation of Labor, Attention, Marilyn Vergara, 2130 West Ninth Street, Los Angeles, California 90006.

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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.

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LOOK FOR THE UNION STORE CARD



UNION LABEL & SERVICE TRADES DEPT. AFL-CIO

LOCAL UNION 1245 LETTER OF AGREEMENT SUMMARIES

Editor's note: Members of Local Union 1245 who wish to receive a copy of the full text of a letter of agreement shown below may do so by submitting their written request to the Local Union.

Pacific Gas and Electric Company

PG&E 77-52: Provides for the revision of the Water and Gas Subforeman, Willits job description and the line of progression to this classification. Establishes the position of Water Treatment Plant Operator, Schedule I, Willits, its job definition, line of progression and rate of pay.

PG&E 77-61: Provides for the establishment of a trial flextime arrangement for employees in the Comptroller's Department who presently work the first work shift at 77 Beale Street in San Francisco.

PG&E 77-63: Provides for the placement of an employee returning from long term disability in a Lineman position at Concord.

PG&E 77-65: Provides for the change of the work hours of Communication Technicians at the East Bay Division Electric Communications Shop in San Leandro.

PG&E 77-66: Provides that Monday, July 3, 1978 be the floating holiday for General Construction employees.

PG&E 77-67: Establishes the provisions to handle transferred or dislocated employees who will be affected by Vacaville's warehouse activities being moved to the Materials Center at Emeryville.

PG&E 77-68: Provides for the placement of an employee to a vacant Clerk D position in Customer Services at Berkeley.

PG&E 77-70: A joint application to the Industrial Welfare Commission requesting a limited exemption from the record keeping requirements of Section 7 of Order 4-76.

PG&E 77-73: Establishes the provisions to change the starting time of second shift employees at the Fremont Gas Meter Shop on December 23, 1977 only.

Sierra Pacific Power Company

SPPC 77-20: Provides for the establishment of a Serviceman, Customer (District) classification, associated wage rate, revision of an existing line of progression with respect thereto and reclassification of the incumbent employee.

SPPC 77-21: Provides for the reclassification of a Lineman, Apprentice in the Electric Department at Carson City to Service Utilityman.

SPPC 77-22: Provides for the establishment of a special temporary revised schedule of work days and work hours for incumbent Hydro Operators in the Power Production System Operations Occupational Group.

SPPC 77-24: Provides for the reclassification of a Lineman, Apprentice in the Electric Department at Reno to a Service Utilityman in the Service Center at Reno.

Notes of Interest

Local Union 1245's President, Howard Darrington, attended the 12th Constitutional Convention of the AFL-CIO as a delegate of the Stanislaus-Tuolumne Counties Central Labor Council. The convention convened in Los Angeles, California on December 8, 1977 and remained in session until the completion of business on December 14, 1977.

* * *

Lindell Williams has been appointed Advisory Councilman by the Executive Board to replace Jack Hill for the San Jose Division, City of Santa Clara, Advisory Council vacancy created by Jack's resignation.

* * *

Effective January 1, 1978

Free Choice of Doctors

Senate Bill 520, the law which provides that California workers who suffer disabling on-the-job injuries or illnesses may be treated by their own doctor from the first day of injury went into effect January 1, 1978.

The new law still requires workers to notify their employers in writing in advance of any disability that they have a personal physician and want to be treated by him or her if they are disabled.

Any worker wishing to exercise the privileges provided by the new law should immediately notify their employer.

The text of Senate Bill 520 is shown below:

Senate Bill No. 520 CHAPTER 1172

An act to amend Section 4600 of the Labor Code, relating to workers' compensation.

(Approved by Governor September 30, 1977.
Filed with Secretary of State September 30, 1977.)

LEGISLATIVE COUNSEL'S DIGEST
SB 520, Foran. Workers' compensation: medical treatment.

Existing law provides that, after 30 days from the date an injury compensable under the workers' compensation insurance law is reported, the injured employee may be treated by a physician of his own choice or at a facility of his own choice within a reasonable geographic area.

This bill would, instead, specify that if the employee has notified his employer in writing prior to the date of injury that he has a personal physician, as defined, the employee shall have the right to be treated by such physician from the date of injury.

This bill would also incorporate changes to Section 4600 of the Labor Code proposed by AB 1346 and chaptered as Chapter 442 of the Statutes of 1977.

The people of the State of California do enact as follows:

SECTION 1. Section 4600 of the Labor Code, as amended by Chapter 442 of the Statutes of 1977, is amended to read:

4600. Medical, surgical, chiropractic, and hospital treatment, including nursing, medicines, medical and surgical supplies, crutches, and apparatus, including artificial members, which is reasonably required to cure or relieve from the effects of the injury shall be provided by the employer. In the case of his neglect or refusal seasonably to do so, the employer is liable for the reasonable expense incurred by or on behalf of

the employee in providing treatment. After 30 days from the date the injury is reported, the employee may be treated by a physician of his own choice or at a facility of his own choice within a reasonable geographic area. However, if an employee has notified his employer in writing prior to the date of injury that he or she has a personal physician, the employee shall have the right to be treated by such physician from the date of injury. For the purpose of this section, "personal physician" means the employee's regular physician and surgeon, licenced pursuant to Chapter 5 (commencing with Section 2000) of Division 2 of the Business and Professions Code, who has previously directed the medical treatment of the employee, and who retains the employee's medical records, including his or her medical history.

In accordance with the rules of practice and procedure of the appeals board, the employee, or the dependents of a deceased employee, shall be reimbursed for expenses reasonably, actually, and necessarily incurred for X-rays, laboratory fees, medical reports, medical testimony, and, as needed, interpreter's fees, to prove a contested claim. The reasonableness of and necessity for incurring such expenses to prove a contested claim shall be determined with respect to the time when such expenses were actually incurred. Expenses of medical testimony shall be presumed reasonable if in conformity with the fee schedule charges provided for impartial medical experts appointed by the administrative director.

Where at the request of the employer, the employer's insurance carrier, the administrative director, the appeals board or a referee, the employee submits to examination by a physician, he shall be entitled to receive in addition to all other benefits herein provided all reasonable expenses of transportation, meals and lodging incident to reporting for such examination, together with one day of temporary disability indemnity for each day of wages lost in submitting to such an examination. "Reasonable expenses of transportation" includes mileage fees from the employee's home to the place of the examination and back at the rate of fourteen cents (\$0.14) a mile, plus any bridge tolls. Such mileage and tolls shall be paid to the employee at the time he is given notification of the time and place of the examination.

Charles R. Dailey, Unit No. 3812 Vacaville was the winner of the Unit Drawing for the month of December 1977.

* * *

Unit 3911, Sacramento Municipal Utility District in Sacramento was the winner of the Local Union Unit Social Fund for the month of December 1977.

* * *

Business Manager Dean Cofer, who is a Director of the California Council for Economic and Environmental Balance, was recently appointed to serve as a member of the Council's Energy Committee.

Impact of Social Security Tax Increases

Here is a rundown on the social security amendments that President Carter signed into law on Dec. 21 to strengthen the system's financing and provide more adequate benefits.

The amendments will:

✓ Change the formula for computing retirement benefits to remedy a technical flaw in a 1972 amendment to the social security law.

The miscalculation would have been compounded over the years if left uncorrected. The new formula is intended to assure that the average worker will get a retirement benefit equal to 43 percent of pre-retirement wages, with cost-of-living protection after retirement.

✓ Raise both the payroll tax rate and the maximum income subject to the social security payroll tax above the levels scheduled under the old law.

As at present, the tax will be the same for workers and employers and the payroll tax will be the sole source of funding.

The Administration had proposed and the AFL-CIO had strongly urged that the federal government make a contribution during years of high unemployment and that employers be taxed on the full amount of their payrolls, with no upper limit.

But Congress rejected both concepts.

The Carter proposals would have held down the amount of the payroll tax increase needed to fund social security benefits, and AFL-CIO Social Security Director Bert Seidman expressed labor's regret that Congress didn't adopt them.

Congress wrote into the bill a two-year study of the controversial issue of mandatory coverage of federal, state and local employees — or any combination thereof — under social security.

Seidman noted that the AFL-CIO convention asked the federation's Executive Council to monitor the study to insure that its recommendations provide full protection for the retirement rights of public workers.

Even without the new legislation, the payroll tax would have risen substantially in the years ahead to pay for previous improvements in the law.

Over the coming decade, the new

legislation will result in a relatively modest additional increase in the payroll tax over the amounts previously scheduled for persons earning under \$20,000 a year.

But a bigger extra bite will come off the paychecks of persons in upper income brackets, largely because the amount of pay subject to the social security tax will be significantly higher.

Thus, in 1987, the person earning \$10,000 a year will have \$1.35 a week more deducted for social security (including the Medicare and disability insurance programs) than would have been the case under the old law.

At the \$20,000 pay level, the added cost of this year's amendments will be \$2.70 a week in 1987. But a person earning \$40,000 a year will pay an additional \$16.30 a week.

In return for paying more into the fund, those with higher incomes will be building up bigger future retirement benefits and will have greater insurance protection while employed.

The employer share of the social security tax will go up by the same amount, but the net cost will be less since business firms can deduct the cost of social security taxes while workers are taxed on their full incomes, including the amount taken out for social security.

At the White House signing ceremony for the bill, President Carter said the income tax reductions that he will propose to Congress in January will offset the heavier payroll tax burden that workers will incur.

Carter predicted that the new legislation will assure the soundness of the social security system through the year 2030. Projections that far into the future involve estimates of such variables as the birth rate over the next five decades, unemployment levels and trends toward earlier or later retirements.

The issue of retirement age and income emerged as one of the more controversial elements of the bill as it moved through the House and the Senate.

Under the old law, persons between the ages of 65 and 72 could draw full social security benefits only

if their earnings were under \$3,000 a year. Above that amount, benefits would be reduced by \$1 for each \$2 in earnings. After age 72, there was no restriction on earnings.

The theory of an earnings limit is that social security is intended as a source of income after retirement, not as an annuity to be paid on reaching a set age. It would require a substantial increase in the payroll tax to eliminate the retirement test completely, as the House initially voted to do.

The final version raises the ceiling on outside earnings to \$4,000 for 1978, and then by \$500 a year to \$6,000 in 1982. Thereafter, the ceiling will continue to rise in line with the increase in average wages. Also, starting in 1982, there will be no limit on earnings for persons aged 70 and 71 — a two-year drop from the present law.

However, a person with an annual income over the cutoff level will no longer be able to receive a social security check for a month in which earnings were more than one-twelfth of the annual ceiling.

Other new provisions:

✓ Shorten from 20 to 10 years the length of time a divorced person must have been married to a worker to be eligible for the divorced spouse's survivor benefits;

✓ Bar any loss of benefits for widows over 60 who remarry, effective January 1979;

✓ Reduce social security benefits to a dependent spouse by the amount of any federal, state or local civil service pension received by the spouse after a five-year transition period;

✓ Direct a study of differences in the treatment of men and women under the social security program, with a report to Congress in six months.

✓ Establish a nine-member commission to study the financial condition of the various social security programs and trust funds, with a final report due in two years.

✓ Require an employer to pay a social security tax on the portion of a worker's tips that are credited to the minimum wage. Previously, only the worker paid social security taxes on tips.

—Calif. AFL-CIO News

OFFICES DIVISION OF INDUSTRIAL SAFETY

Main Offices

San Francisco 455 Golden Gate Ave. 94102

415-557-1946

Los Angeles 3460 Wilshire Blvd. 90010

213-736-3035

Regional Offices

Los Angeles 3460 Wilshire Blvd. 90010

213-736-3024

Sacramento 2422 Arden Way 95825

916-920-6127

San Francisco 1540 Market St. 94102

415-557-1677

Santa Ana 28 Civic Center Plaza 92701

714-558-4476

District Offices

Bakersfield 225A Chester Ave. 93301

805-324-6437

Concord 1070 Concord Ave. 94520

415-676-5333

El Monte 3415 Fletcher Ave. 91731

213-572-9003

Fresno 2550 Mariposa St. 93721

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Los Angeles 3460 Wilshire Blvd. 90010

213-736-3041

Modesto 1800 Coffee Rd. 95355

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Oakland 1111 Jackson St. 94607

415-464-0660

Panorama City .. 8155 Van Nuys Blvd. 91402

213-782-1800

Redding 1421 Court St. 96001

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Sacramento 2422 Arden Way 95825

916-920-6123

San Bernardino 303 W. Third St. 92401

714-383-4321

San Diego 1309 State St. 92101

714-237-7325

San Francisco 1540 Market St. 94102

415-557-1677

San Jose 888 No. First St. 95112

408-277-1260

Santa Ana 28 Civic Center Plaza 92701

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805-682-2578

Santa Fe Springs 14111 E. Freeway Dr. 90670

213-802-1711

Santa Rosa 725 Farmer Lane 95405

707-542-8802

Vernon 2833 Leonis Blvd. 90058

213-589-5848

Field Offices

Chico 555 Rio Lindo Ave. 95926

916-345-7131

Eureka 619 Second St. 95501

707-442-5748

Salinas 21 W. Laurel Dr. 93902

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209-948-7762

Ukiah 264 E. Smith St. 95482

707-462-8850

Ventura 5740 Ralston St. 93003

805-644-8219

DIS CONSULTING STAFF

San Francisco 1540 Market St. 94102

415-557-0600

Sacramento 2424 Arden Way 95825

916-920-6131

Fresno 2550 Mariposa St. 93721

209-488-5072

Panorama City .. 8155 Van Nuys Blvd. 91402

213-786-3870

Los Angeles 3460 Wilshire Blvd. 90010

213-736-3091

San Diego 1309 State St. 92101

714-236-7325

San Bernardino 303 W. Third St. 92401

714-383-4567

OCCUPATIONAL HEALTH BRANCH

Headquarters

Berkeley 2151 Berkeley Way 94704

415-843-7900 (No. 391)

Field Offices

Fresno 2550 Mariposa St. 93721

209-421-5273

Los Angeles 1449 W. Temple St. 90026

213-620-4290

Sacramento 714 P St. 95814

916-920-6123

San Diego 1309 State St. 92101

714-236-7218

San Francisco 455 Golden Gate Ave. 94102

415-557-1710

Impact of Tax Changes In New Social Security Law

The following table compares total annual social security taxes scheduled under the old law and under the amendments signed into law by President Carter Dec. 21 for workers at various wage levels.

Earnings		1977	1978	1982	1987
\$10,000	Old Law	\$585	\$ 605	\$ 630	\$ 645
	New Law	—	605	670	715
\$15,000	Old Law	878	908	945	968
	New Law	—	908	1,005	1,073
\$25,000	Old Law	965	1,071	1,474	1,613
	New Law	—	1,071	1,675	1,788
\$40,000	Old Law	965	1,071	1,474	2,012
	New Law	—	1,071	2,131	2,869

Shop Stewards Meet in San Jose

By Orv Owen

In an effort to continue the ongoing educational training goals of Local Union 1245, a Shop Stewards' Training Conference was held on December 10, 1977 at the San Jose Hyatt for Stewards in the San Jose Division, Davey Tree Company, and San Jose area General Construction. Representing Business Manager Dean Cofer at this meeting were Assistant Business Manager Larry Foss and Business Representatives Mike Davis, Roger Stalcup and myself. Attorney Peter Nussbaum from Local 1245's Law Firm also participated.

"Shop Stewards" are the cornerstone of local unions. In order to be a successful Steward, it is not necessary to have the wisdom of Solomon or the strength of Hercules, but it is necessary to be the kind of person who enjoys helping other people and who has the intelligence to guard the interests of fellow workers. Local Union 1245's membership in the San Jose area is indeed fortunate to have such a fine group of dedicated Stewards looking after their interests.

A large group of Stewards in the San Jose area were present at the Saturday meeting. They gave up a Saturday with their families and other weekend chores

to attend this training session. Stewards present were: Robert Thomson, Steve Cramer, Ray Reynolds, John Martinez, William Hennings, Lindell Williams, Reynold Fitzpatrick, David Melanephy, Norm Mercer, Wayne Freitas, Harold Zirpel, Fred Baney, John Scott, Christiaan Vanderstaay, Dave Docktor, M.W. "Wil" Regan, John Wells, Kurt Knollenberg, Bill Twohey, Ron Swilley, Michael J. Mello, Erick Larsen, Jack Hill, Percy Rome, Steve Moore, Marshall Massey, Douglas O'Connor, Barbara Symons, Sharon Blais, Joe Martin and Warren "Cy" Burr.

It has been stated that the physical presence of workers in an organization, i.e., names entered on record scrolls, payment of dues, etc. are only the beginning of an organization. What is more essential is psychological mobilization; something must happen to minds of men and women; a union man and/or woman must come into harmony with a great tradition, feel a part of it and learn to go along with it and "belong".

Just as unions are not built overnight, neither are shop stewards. Local 1245 Shop Stewards Training and Educational programs must be a continual process and must be well attended by those the program is designed to assist.



Good Sense Prevails

California Voters Dump Anti-Strike Initiative by Ignoring It

Despite the reported expenditure of about one-quarter of a million dollars and the support of powerful employer interests, promoters of an initiative constitutional amendment aimed at outlawing strikes by California's public employees conceded defeat this week.

Just two days before the December 2 deadline for filing petitions containing the signatures of 499,846 qualified voters with county clerks throughout the state, spokespersons for the two sponsoring committees said that they had only gathered 480,000 signatures and admitted that not all of those could be considered valid.

John F. Henning, executive secretary-treasurer of the California Labor Federation, AFL-CIO, called the initiative's failure to qualify "a credit to the good sense of the peo-

ple of California that this anti-worker petition was rejected.

"Its failure is a blow against the opportunists of both political parties who have been attacking public employee rights in San Francisco and elsewhere during the past two years."

PROVISIONS

The initiative would have subjected all public employees—and that's about 1,386,000 or one out of every six California workers—who engaged in a strike or who "directly or indirectly" tried to induce or encourage a strike against a public employer to mandatory dismissal and loss of all tenure and seniority.

It would also have placed absolute authority to determine public workers' wages, hours and working conditions solely in the hands of officials heading the public agency in-

involved, regardless of whether they were elected or appointed to their posts.

In addition, the initiative would have:

- Outlawed the union shop and the development of any effective unions in the entire field of public employment;
- Prohibited the use of public employee dues for political purpose;
- Outlawed the use of binding arbitration to settle disputes; and,
- Prohibited any public agency from agreeing to increase public employee benefits or compensation in response to a strike.

The measure was abandoned despite its support by the California Manufacturers' Assn., the Republican State Central Committee, the California Federation of Republican Women, the League of California

Cities, and a broad array of other conservative organizations.

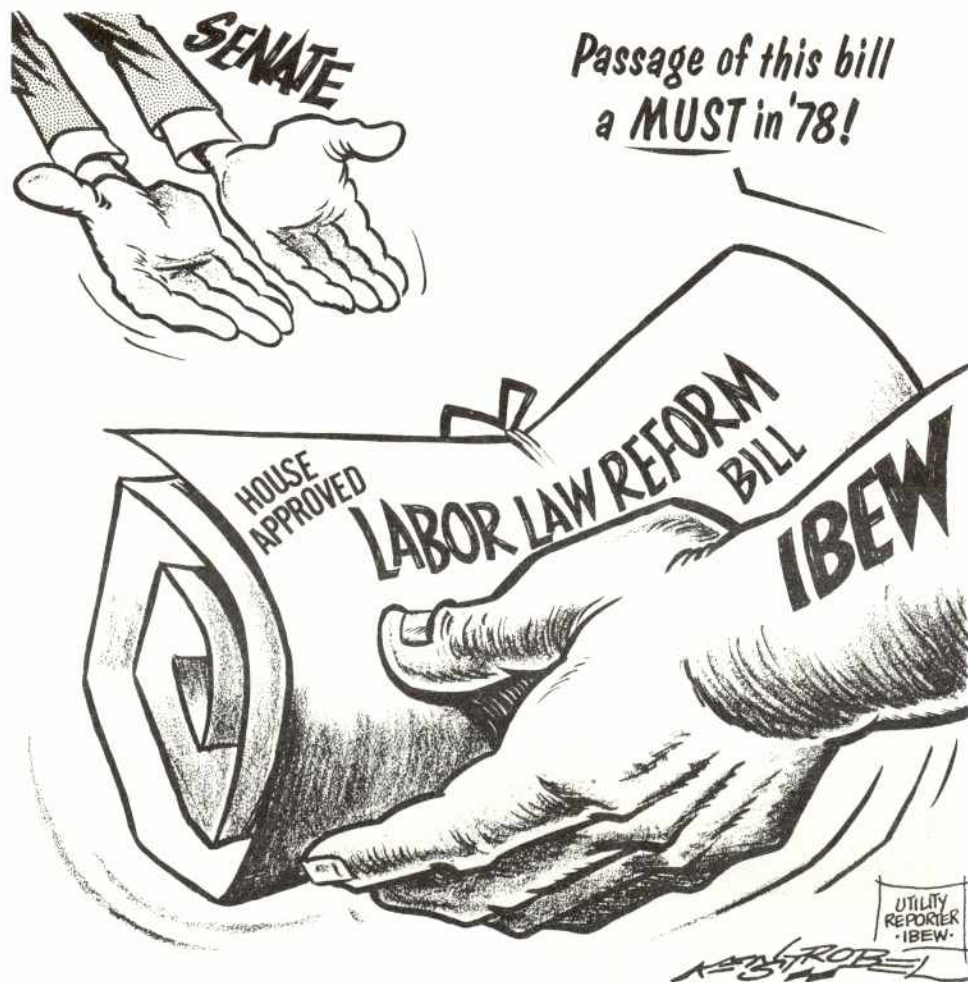
Failure of the initiative, which had also been endorsed by former California Governor Ronald Reagan, was seen as a blow to the political hopes of San Diego Mayor Pete Wilson, who embraced the initiative in his campaign for the 1978 gubernatorial nomination.

CREDIT GIVEN

A great deal of credit for the failure of the initiative goes, according to Henning, to officials like Los Angeles Mayor Tom Bradley, San Francisco Mayor George Moscone and Governor Jerry Brown who came out strongly against the initiative. The state AFL-CIO was prepared to launch a massive campaign against the initiative, should it qualify for the June ballot.

—Calif. AFL-CIO News

IN THE NAME OF JUSTICE ...



Address to: U.S. Senator _____ • c/o The U.S. Senate • Washington, D.C. 20510

Dear Senator:

The Labor Law Reform Bill (S. 1883) has my strong support. It's needed. It should be passed. Please vote for it.

Name

Address

City State Zip

'78 COPE Area Conference Set in S.F. April 15

The AFL-CIO Committee on Political Education will hold its 1978 conference for AFL-CIO delegates from Arizona, California and Nevada at the Sheraton-Palace Hotel in San Francisco on Saturday, April 15.

In announcing the conference, COPE Director Al Barkan said:

"We have our work cut out for us next year. There are scores of marginal house seats and about a dozen marginal Senate contests confronting us in which the combined resources of the newly active right-wing and the fast multiplying corporate political action committees will be thrown against our friends.

"We've really got to go all out

to help reelect as many of our friends as possible," he said, adding that the conferences will set the tone for the entire COPE effort in 1978.

The San Francisco conference will be the ninth in a series of 10 such conferences to be held throughout the nation to gear up for the 1978 primary and general election campaigns.

Senators and Representatives from each of the states involved in each conference will be invited to speak and a new COPE film which depicts the threat of the now highly sophisticated right-wing political effort will be shown.

All local unions are invited to send delegates, Barkan said.

Labor Law Reform Vital—We're Only Halfway Home

October 6, 1977, was a big day for America's workers. On that day, the House of Representatives voted overwhelmingly, 257-163, in favor of sweeping reforms of the National Labor Relations Act.

But for the nation's wage earners, it was really only a half-victory — for passage by one branch of Congress isn't enough. It takes two to tango. So until the Senate joins the House in approving Labor Law Reform, we're only halfway home.

In the wake of the House of Representatives passage, widespread tribute was paid to the great lobbying effort carried on by the cards, letters, and telegrams from the folks back home — the trade unionists and their allies around the country.

Now, with the New Year here, we'll have to be doing the same thing in the Senate. The Labor Law Reform bill may come up for a vote very early after Congress reconvenes about January 20, or it may be a couple of months later.

The precise schedule isn't known, because it depends on whether the Senate takes it up before or after the Panama Canal treaties.

Whenever it is, union members who want to see the labor law work for wage earners instead of for anti-union employers will have to be getting their message to the 100 members of the Senate. We can't take anything for granted, particularly when Senators have the right to unlimited debate — call it "filibuster" if you will — to hold up action on a bill.

Union members and their Washington representatives will have to make it amply clear that we want ac-

tion — favorable approval of S. 1883 — at the earliest possible time.

The labor law reform bill is designed to ensure the legal right of workers to organize and bargain collectively by doing three things: speeding up National Labor Relations Board proceedings, removing administrative barriers, and giving workers relief from the pressure and harassment many have suffered at the hands of anti-union employers.

The bill deals exclusively with union representation elections and first contracts. It has nothing to do with existing collective bargaining relationships.

"Law-abiding employers and unions have nothing to fear from this bill," was the way Secretary of Labor Ray Marshall expressed it. And corporate executives themselves claimed in House testimony that it would affect only five percent of the nation's employers — the five percent who repeatedly flout the law.

For that reason, it has been somewhat of a mystery why America's respectable employers felt compelled to line up with the labor law violators during the House consideration of the bill.

The ultimate effect of this bill would be to restore the principal labor law of the land to its former strength and dignity — and to make sure that it serves the vital needs of millions of union members, and the millions of their fellow workers who urgently desire to become union members.

To become law, this bill must be approved by the members of the U.S. Senate.

1245 Leadership Conference

(Continued from page one)

Nussbaum of Local 1245's Law Firm in San Francisco and President Howard Darington. Local 1245 Staff members Charlie Gadzik, Frank Quadros, Wayne Weaver, Pat Rutherford, Robert Gibbs, Mike Davis, Ed Vallejo, Jim McCauley, Orv Owen and John Stralla conducted a simulated unit meeting, which demonstrated how not to hold meetings. The simulation not only sparked tremendous laughter from the audience, but it also generated some serious questions on how to properly handle various situations which arise during meetings.

Extensive coverage was given concerning the duties and responsibilities of Unit officers during the afternoon workshops held on Saturday. President Darington and Sr. Assistant Business Manager Willie R. Stewart chaired the Unit Chairpersons Workshop. Recording Secretary Kathy Tindall and Business Representative Larry Hope conducted the Unit Recorder Workshop.

On the final day of the conference, various speakers discussed the duties and responsibilities of Unit Health

and Safety Committees, OSHA, the Unit's relationship to the Local Union, duties of Advisory Council as it affects Unit operation and Local 1245's Legal Assistance Program.

At the conclusion of the meeting on Sunday, all those who participated in the two-day seminar were presented certificates of completion.

National Energy Legislation

(Continued from page one)

have also opposed the delay of wholesale rate proceedings and the forced wheeling and pooling provisions that the House-sponsored measure contained.

The concern of the IBEW has been towards the effect the overall legislation will have on our IBEW membership, who both work in the industry and, of course, are affected as consumers. The legislation is currently before the Senate-House Conference, and whether or not a bill will finally be enacted is unknown at the present time."

UNIT MEETING BULLETIN

UNIT 2315, LIVERMORE meets at Eagles Hall, 525 North Livermore Avenue. The Chairman is K. McCoy. Meet-

ings will be on the following Thursdays at 7:30 p.m.: February 2, March 2, April 6, May 4 and June 1, 1978.

Honors bestowed on Quadros and Wilder by Local 1245's Staff



Shown above from left to right are Frank Quadros, Dean Cofer and John Wilder.

During the December Staff meeting, held at the Union headquarters in Walnut Creek, surprise presentations were made honoring Brothers John J. Wilder, Assistant Business Manager and Frank Quadros, Business Representative. Certificates were presented to both individuals honoring them on the completion of twenty years service on Local Union 1245's Staff. John and Frank came to

work for the Union on January 6, 1958 and reached the twenty year milestone on January 6, 1978. Business Manager Cofer, in making the presentations, stated "Brothers Wilder and Quadros have served their fellow Unionists with distinction for the past twenty years, and I'm pleased that they will remain on Staff for many years to come."

1977

International Labor Press Association Convention

International Labor Press Association delegates met at the Los Angeles Hilton Hotel, December 4-7, 1977. Local Union 1245's delegate to the convention was Managing Editor of the UTILITY REPORTER Dorothy Fortier.

The convention was called to order by Temporary Chairperson Kenneth Lohre, who is a member of Local Union 1245, Editor of the *East Bay Labor Journal* and the President of the Western Labor Press Association. At the convention, Ken was elected to one of the vice presidential seats on the 18-member executive council of the AFL-CIO International Labor Press Association.

A host of distinguished speakers addressed the delegation of some 200 editors of labor publications from throughout the United States and Canada. Sol C. Chaikin, President of the ILGWU, who delivered the keynote address at the convention, among other topics, described some of the problems that went into his union's decision to launch a three-year "LOOK FOR THE UNION LABEL" singing television ad campaign to improve the ILGWU image. David Sickler, an AFL-CIO field representative, gave a heart-felt appeal for 100 percent support of the Coors beer boycott and warned that right-wing forces are "stalking in the Senate today" to try to defeat the AFL-CIO backed labor law reform bill (S.1883). Some of the other guest

speakers were: Leon Lynch, Vice President for Human Affairs, United Steelworkers of America; Dina G. Beaumont, Vice President, Communications Workers of America; William Lucy, Secretary-Treasurer, American Federation of State County and Municipal Employees; Harry Ashmore, Associate, Center for the Study of Democratic Institutions; John H. Mortimer, Senior Vice President, *The New York Times*; Albert Shanker, President, American Federation of Teachers; Linda Tarr-Whelan, Administrative Director, New York State Department of Labor, William Winpisinger, President, International Association of Machinists and many others.

ILPA delegates also took part in a series of workshops and roundtable discussions on graphics, political writing, photos, cartooning and other subjects.

The convention delegates unanimously passed a resolution to increase coverage of women's activities, guard against the usage of stereotyped concepts and language in reporting about women, ethnic and racial groups. Established an Ad Hoc Committee to provide all editors with educational, organizational and other information that will help to build understanding and support for women, minorities and all workers in general.

✓ Adopted a series of constitutional amendments aimed at en-

Service Awards Presentation Banquet in Redding

On Friday, December 9, 1977, Local Union 1245 held an Awards Presentation Banquet for its members employed by the United States Bureau of Reclamation and Pacific Gas and Electric Company in the Shasta Division area who have 20, 25, 30 and 35 years of continuous service in the International Brotherhood of Electrical Workers' Union. Awards were presented by Business Manager Dean Cofer, Senior Assistant Business Manager Willie R. Stewart, and Business Representative Richard Hafner. Special recognition was given to Brother Russell E. Cline, an employee at the United States Bureau of Reclamation, for his 35 years of service in the Union. Brother Cline was the only 35-year award recipient present at the Banquet. Those members eligible for awards who were unable to attend the Banquet in Redding will receive them in the mail.

The members who were entitled to receive awards are listed below:

35

Russell E. Cline
Harley R. Edwards
John F. Muzio

30

A. M. Beebe
James D. Butler
R. L. Cilk
R. J. Congdon
A. L. Fleharty
Orrin Heacock
G. M. Kivley
R. C. McKaray
J. R. Moore
C. C. Schultz
W. R. Vaughn
D. J. Wakefield
M. E. Wright
B. R. Yochum
Cecil J. Busby

20

J. D. Cook
N. H. Courtney
John A. Eide
L. D. Freemeyers
Richard R. Fremming
H. M. Haas
R. E. Hill
Donald Jewell
R. W. Lindemann
Blake J. Massey
S. B. Sacson
B. L. Sherrod
J. V. Wright

25

Robert V. Emmons
R. O. Allen
Artis D. Benton
Albert Campbell
W. F. Chsitopher
E. M. Dollarhide
W. A. Hemphill
B. E. Henderson
J. D. Hollis
Charles Katsares
James Keener
C. D. Ledbetter
E. H. Saunders
E. F. Sybert



couraging the development of state, regional and industrial associations of labor editors to promote the expansion of the labor press at the local union level.

These amendments set up a detailed structure for the relationship between the ILPA and affiliated associations. They give the associations voting rights at ILPA conventions for the first time and provide for a rebate of a portion of ILPA dues paid by local union publications that are also members of affiliated associations.

✓ Witnessed the presentation of the ILPA's first award in the memory of Max Steinbock, who died in 1957 while serving as ILPA president. His widow, Mildred, presented the award to Walter Balcerak, managing editor

of the Public Employees Press of AFSCME District 37 in New York, for a story on the night of a city worker forced to take a pay cut while inflation continues to soar.

✓ Heard a series of reports on the growth of the ILPA to a record level of more than 530 union journals;

✓ Approved the creation of a special committee to study the ILPA's financial condition and report to the next convention.

✓ Witnessed the presentation of awards in the ILPA's 1977 Journalistic contest. The California AFL-CIO News won the "First Award" for "general excellence" in its category "for outstanding achievement in the field of labor journalism."

Shop Stewards' Training

**East Bay Stewards
met in Walnut Creek on
December 3, 1977**



**ATTEND LOCAL
UNION MEETINGS**

1977 at a glance

AFL-CIO Reports Mixed Progress

There were high expectations at the start of 1977 as a new Administration and a new Congress took office. By year's end, there had been measurable progress towards many of labor's goals.

But there were disappointments and frustrations also. Unemployment

stayed within a hairsbreadth of a recession-level 7 percent rate for most of the year. Congress proved erratic. And the Administration and Congress appeared to be just beginning to realize the magnitude of the job problems stemming from outdated trade policies.

January

Jimmy Carter took office as the nation's 39th President. Unemployment was at 7.9 percent as 1976 ended. The AFL-CIO called for a \$30 billion program of economic stimulus to create jobs and expressed concern that Carter's limited proposal would not meet the country's immediate needs. The federation urged Congress to lift its self-imposed budget ceiling so that 2 million more persons could be put to work through expanded jobs programs. The Oil, Chemical & Atomic Workers negotiated wage and benefits improvements for about 30,000 refinery workers.

People: Chester Parrish was elected secretary-treasurer of the Postal Workers. President I. W. Abel of the Steelworkers was awarded the Medal of Freedom at White House ceremonies. Hatters President Alex Rose died.

February

The AFL-CIO Executive Council at its mid-winter meeting called for an all-out legislative effort to overhaul the National Labor Relations Act. Reform of the federal labor law is needed to give workers a "fair chance" to organize and bargain collectively, the council stressed. It also detailed the federation's policies on jobs, energy, welfare, fair trade, health programs and other vital national issues. Severe winter weather depleted available fuel supplies in many industrial centers across the country to force plant shutdowns and widespread layoffs. The AFL-CIO urged Congress to impose a 100 percent "windfall profits" tax on natural gas and fuel companies whose earnings shot up as a result of the energy shortage they helped create. In hearings before House and Senate committees, AFL-CIO President George Meany testified that a \$10 billion public works program would be needed to spur the nation's economic recovery and to reduce excessive unemployment in the construction industry.

People: William H. McClennan, president of the Fire Fighters, was elected to the Executive Council. Lloyd McBride was elected president of the Steelworkers in a union-wide election to succeed retiring USWA President I. W. Abel, and William W. Winpisinger was chosen to head the Machinists on the retirement of Floyd E. Smith. Robert F. Harbrant was appointed executive director of the reactivated Food & Beverage Trades Dept. Larry Itliong, retired vice president of the Farm Workers, died.

March

The House bowed to anti-union employer groups and defeated the construction site picketing bill, 217-205. It was almost identical to the bill Congress passed and President Ford vetoed just 15 months before. Labor Sec. Ray Marshall said the bill was defeated by a "well-organized campaign" motivated by hostility to unions.

A broad-based coalition was formed to press for a fair minimum wage, with its first goal persuading President Carter to improve on the inadequate \$2.50 pay floor the Administration initially proposed. Unemployment shot up to 7.5 percent, reflecting the severe winter weather and energy shortages.

The Supreme Court unanimously upheld the right of the Secretary of Labor to fine firms violating the federal job safety law. The International Trade Commission found that imports were seriously damaging America's color television industry, and labor's decade-long boycott of the Los Angeles Herald-Examiner ended as the newspaper reached a contract agreement with the Printing & Graphic Communications Union. Victor Kamber, research director of the Building & Construction Trades Dept., was named director of a special AFL-CIO task force on labor law reform.

April

While the Administration made optimistic sounds about the pace of economic recovery and announced new goals to hold down federal spending to slow inflation, Meany took vigorous exception. Unemployment and idle industrial capacity were as high as when President Carter took office, Meany said. "The economy is still in serious trouble and will not cure itself."

Steelworkers reached agreement on a three-year contract covering 340,000 workers. It provided a wage and benefit package that USWA President I. W. Abel called "a good start" toward the union's goal of lifetime security.

Nationwide rallies of apparel and textile workers protested job-destroying trade policies, and in Washington Meany joined Clothing & Textile Workers President Murray Finley and Ladies' Garment Workers President Sol Chaikin in a White House meeting with President Carter. Earlier, an Industrial Union Dept. conference brought hundreds of delegates to Washington for a two-day conference on international trade and jobs.

(Continued on page ten)



Applications for membership were received from the persons listed below November 24, 1977 through December 15, 1977:

SAN JOAQUIN DIVISION

AUDRAIN, NANCY M.
CORDOZA, JOAN E.

MERCED IRRIGATION DISTRICT

GOODSON, TIMMIE W.

COAST VALLEY DIVISION

AMARO, JESUS R.
ARNOLD, PHILLIPS B.
LUNA, BENJAMIN L.

TELEPROMPTER OF SANTA MARIA

DEROSA, JOAN J.

PIPE LINE OPERATIONS

CHAVEZ, JACOB J.
POPE, BILL C.

SAN JOSE DIVISION

DABANIAN, SUSAN M.
FISHER, EDWARD D.
GARCIA, TERESA
MOTT, ROBERT L.
PANIGHETTI, IRENE E.
SALCIDO, DONNA M.
SMITH STEPHEN J.
VICTOR, DAVE H.
WATSON, CAROL A.

TELEPROMPTER OF SANTA CRUZ

DELGADO, FRANK T.
FREE, PATTY
FRIEL, PATRICIA D.
SNOW, DENA V.

EAST BAY DIVISION

BOLL, BRENDA J.
BOND, EDWARD V.
BURDETTE, BRUCE G.
CARRANCHO, ANNA M.
CHEW, DEBRA J.
COLARICH, CAROLYN
DOTY, THOMAS E.
EDWARDS, JOHN W.
HOFFMAN, JACK R.
GARCIA, VICTOR JR.
GRIJALVA, NANCY
GRILHO, DOMINGO
GUTIERREZ, BENNY
MARTTILA, LILLIAN
MITCHELL, JAMES W.
OCAMPO, JULIE R.
OLIVER, ORRIN B.
PARMENTER, WILLIAM

SAN FRANCISCO DIVISION

CHAN, JOHN W.
KAMP, PHILIP P.
LATHORP, GRAY M.
MACALUSO, STEPHEN
McLEOD, MARK E.
REY, ROBERT T.
ROOKE, JAMES B.

GENERAL OFFICE

ACOSTA, CONNIE D.
ALMENDRAL, ROXANNE
DAILEY, PAUL L.
HALL, ELIZABETH A.
McCONNELL, SHERRILL D.

SACRAMENTO REGIONAL TRANSIT

CRESCI, DAMIEN J.
DORAN, KENNETH

SHASTA DIVISION

CARPENTER, GARY A.

DE SABLE DIVISION

ORNER, HAROLD D.
PARKER, GLENDA R.
PARKER, ROBERT D.
POLIQUIN, DAVID J.

CITY OF REDDING

HAGEN, RAYMOND J.
MIRALLES, LARRY J.

DRUM DIVISION

THURN, THOMAS A.
TINKER, THOMAS F.
SAND, DENISE E.

NORTH BAY DIVISION

FECHTER, RICHARD G.
HAGLER, MARSHA L.
LOANE, JOHN A. JR.
NOEL, GARY D.
SHER, BROOKE S.
THOMPSON, MARSHALL D.

SACRAMENTO DIVISION

CASTRO, MIKE J.
GALLES, RANDY W.
LEVESQUE, LINDA
RAMIREZ, THOMAS J.
SAUER, TANYA B.
CITIZENS UTILITIES COMPANY
BEAR, SUSAN A.
BRITTON, LINDA A.
CASSELL, CLEO J.
MURRAY, CAROL D.
PERKINS, MICHAEL D.
SELL, DOUGLAS H.
SIMONS, VIVIAN
SMITH, COLLETTE M.
WALLS, SANDRA J.

GENERAL CONSTRUCTION

ALEXANDER, CURTIS A.
ALVAREZ, ALFREDO S.
APODACA, JOHNNY JR.
BAXTER, RANDY E.
BICE, TOD E.
CALLAN, MICHAEL R. JR.
CLEVELAND, ERNEST
DERENIA, KATHERINE M.
DOTY, JACK C.
EDWARDS, FRANCIS J.
HOEFER, RONALD E.
HOFFMAN, JAMES M.
HRIMNAK, MITHCHELL
INGRAM, JOHN M.
JACOBS, ROBERT L.
JOHNSON, RAY
KEENER, DAVID D.
KING, RAY S.
LEMONS, JUSTIN D.
LOEWEN, JAMES E.
LUCKEN, DOUGLAS J.
McCALL, DAVID J.
McCREA, DAVID E.
MARTIN, DAVID A.
MAYSEY, JEFFREY B.
MENKE, GEORGE R.
MICHAEL, JOHN E.
MOHLER, DAVID J.
MOORE, BOBBY J.
NIELSEN, PHILIP A.
PENROSE, JAMES E.
RILEY, BRUCE R.
ROMANKIW, JOHN G.
SARTAIN, THOMAS
SCHAEFER, GREGG A.
SHAW, RUSSELL A.
SKAGGS, JOHN S.
SISNEROS, RUDOLPH P.
TANKERSLEY, STEPHEN A.
TOMLINSON, ERVIN C.
VAN DER LINDEN, RICHARD J.
VAN METER, DENNIS J.
VILLA, JOHN M.
WORSTEIN, DAVID A.
YOUNG, ROBERT

DAVEY TREE COMPANY

BARTON, MARK M.
FADDIES, DANIEL M.
FRYE, DAVID S.
GIBBONS, PHILIP S.
GRAY, DEBRA A.
HALL, DAVID L.
LONG, ROBERT T.
OLIVAS, LUIS H.
OSADA, RICHARD J.
POLO, RICHARD O.
RICHARDSON, ZEKE A.

RIDDELL, BRAD C.

RIGGS, PAUL L.
TREVINO, ALFREDO L.
SCROGGINS, LOUIS W.
WESTBY, WILLIAM M.
WILLIAMS, RONALD G.
WILWERDING, JEROLD W.
WINSHIP, RONALD J.

PACIFIC TREE COMPANY

CIARAMELLA, DANIEL M.
ROPER, JOE P.

Outside Construction Hot Line

By John Wilder

Pension contribution refund checks will be mailed in March or April of 1978.

The Bureau of Land Management denied Sierra Pacific Power Company's permit to start work on the 230 KV Transmission Line in Nevada. The Bureau is causing indefinite delays and unnecessary added expenses to company, taxpayers and consumers. All readers of the UTILITY REPORTER are urged to personally contact their senator, congressman and assemblyman to express objections to the delays caused by the Bureau of Land Management. The Bureau refuses to issue the necessary permits to start the work because a "planned wilderness area" is located in the middle of the prospective work site.

Environmental issues are still holding up work in the Oregon area.

A Labor-Management meeting is scheduled for January 24, 1978 between Local Union 1245 and Western Line Constructors, NECA to discuss the dispute between Overhead Electric and Local 401, IBEW. If the problems between Overhead Electric and Local 401 are not resolved, the job will be shut down as provided under the mutual assistance clause of the Outside Line Construction Agreement.

The work at New Melones is shut down for reengineering. It should be resumed in a couple of weeks.

Local 1245 has six men working at Slater Electric in the Sacramento area.

The job for the City of Roseville has not started yet. It is being held up because of unavailability of necessary work materials.

Price Electric has completed the Richmond job. Crews are working in Alameda and Union City.

In Telephone Construction, there are approximately twenty men working for Com-Con-Ex and Hinkel and McCoy on the properties of Citizens Utilities Company.

Bidding should open in March for the electrical work at the Geysers.

Nevada News

By John Wilder

"HOW TO WITH PETE", a 13-week series of 30-minute how to do it yourself programs will begin showing Friday, January 20, 1978 at 7:00 p.m. on Reno's KCRL television channel four. The programs sponsored by Sierra Pacific Power Company, will range from how to insulate your attic to how to make aluminum frame storm windows.

There will be a California Public Utilities Commission hearing on January 31, 1978 in San Francisco. The subject of the hearing will be "employee-discounts" for Sierra Pacific Power Company employees working or living in California. Assistant Business Manager John J. Wilder and Business Representative John Stralla will attend with Local Union 1245's attorney handling the case Jerry Garchik.

Grass Valley Unit, No. 3513, donated \$50 to the Nevada County Community Workshop. The unit won the \$50 last year in a Local 1245 monthly unit drawing. Unit Chairman Bill Webber presented the donation to Peter Michael of the Nevada organization.

RCA Governmental Services Division: The National Labor Relations Board upheld Local 1245's election procedures protest. Therefore, Local 1245 will be the certified representative of the employees we petitioned to represent.

The Nation Suffers a Great Loss

Senator Hubert H. Humphrey died, after a long battle against inoperable cancer, at his home near Minneapolis on Friday, January 13, 1978.

The Nation's leaders eulogized Humphrey as one of those rare men in history who will be remembered as an idealist in the purest sense. The memory of his character, compassion, dedication, enthusiasm and ability to command the respect and affection of his political opponents and allies alike will never be forgotten.

Sensing the end was near and wishing to convey a message of love and appreciation to Hubert Humphrey, Business Manager Dean Cofer sent him the following message before he passed away:

"Dear Sir and Brother:
Although the above salutation is

used routinely in union correspondence, it expresses a special feeling when directed to you. For you have been a Brother to those who have labored for the rights of working people, and to all who have fought for the cause of human dignity.

You are respected and held in the highest esteem by: elderly citizens who can now be assured of adequate medical care after incomes have declined; minority Americans who can now live where they wish and work where they are qualified; third world children who are literate and fed thanks to Peace Corp volunteers; and to everyone who is safer in a world with fewer nuclear weapons.

You are a citizen of the highest caliber. On behalf of the 17,000 plus members of Local Union 1245, I extend our heartfelt admiration and appreciation."

1977 at a glance - mixed progress

(Continued from page eight)

People: President Carter appointed John H. Fanning chairman of the National Labor Relations Board, on which he has served for 20 years, and named Wayne L. Horvitz director of the Federal Mediation & Conciliation Service. Deaths included John Sessions, assistant AFL-CIO education director, and former Steelworkers Vice President Joseph P. Malony.

May

Consumer prices rose sharply for the fourth consecutive month. BLS reported, while the real take-home pay of workers dropped for the second month in a row. The nation's unemployment rate edged down slightly from 7.3 percent to 7 percent. The AFL-CIO Executive Council at its spring meeting expressed deep concern over the Carter Administration's lack of emphasis on a needed economic stimulus program. But the federation firmly endorsed the President's proposals to strengthen the social security financing system and urged Congress to move quickly on the measures. The Senate approved a labor-backed food stamp reform program, rejecting all efforts by conservatives to disqualify families of strikers from benefits. The Occupational Safety & Health Administration issued an emergency temporary standard to reduce worker exposure to benzene.

People: J. C. Turner, president of the Operating Engineers, was elected to the AFL-CIO Executive Council, following the resignation of Hunter P. Wharton, president-emeritus of the IUOE. Alfred C. Montoya was named executive director of the Labor Council for Latin American Advancement, succeeding Paul Montemayor. Emmet Andrews became president of the Postal Workers, succeeding Francis S. Filbey, who died May 17.

June

The House voted 244-164 to amend the Hatch Act to allow 2.8 million federal and postal workers to take an active role in politics. The measure is still before the Senate. In a series of decisions, the Supreme Court upheld seniority rights negotiated by unions as being non-discriminatory. The BLS reported that 20.4 million workers were unemployed at one time or another during 1976, including 2.9 million who did not work at all because they could not find jobs. Federation Sec.-Treas. Lane Kirkland warned the nation is witnessing a new kind of segregation between persons who have jobs and those who are unemployed. The Clothing & Textile Workers negotiated substantial wage and benefit improvements in a new 40-month contract covering 80,000 in the men's and boys' apparel industry.

People: The Ladies' Garment Workers elected Shelley Appleton to the reconstituted post of secretary-treasurer. Frank Casale was elected president of the Leather Goods, Plastics & Novelty Workers to succeed Benjamin Feldman.

July

The AFL-CIO welcomed legislation proposed to Congress by President Carter that would reform federal labor law. Carter also pledged support for a substantially improved minimum wage bill. The Boot & Shoe Workers voted to merge with the Retail Clerks and the RCIU approved the merger plan by forming a shoe division within the 700,000-member union. A coalition of 23 unions won new agreements with four of the nation's six major copper producers covering 35,000 workers. After a slight two-month decline, the nation's unemployment rate climbed to 7.1 percent. The House passed a labor-backed mine safety bill.

People: John F. O'Malley was appointed AFL-CIO regional director for the New England states to succeed retiring Franklin J. Murphy. President Kenneth T. Blaylock of the Government Employees was elected treasurer of the AFL-CIO Public Employee Dept. Angelo LoVecchio was elected president of the Plate Printers.

August

House hearings on labor law reform legislation shifted to Roanoke Rapids, N.C., where workers of J. P. Stevens & Co. described how the company continues to harass them through firings and intimidation despite numerous NLRB orders and court rulings directing the giant textile firm to halt the illegal labor practices. The AFL-CIO Executive Council pressed labor's fight for full employment, just labor laws, and a fair minimum wage. The council also gave unanimous support to the Panama Canal treaties. The Communications Workers and the International Brotherhood of Electrical Workers negotiated new agreements with American Telephone & Telegraph providing wage and benefit increases of more than 30 percent over three years. The AT&T agreements cover more than a half-million workers. The Carpenters and the Woodworkers also won impressive contract gains for more than 70,000 wood products workers.

People: The Executive Council elected three new members — Lloyd McBride, president of the Steelworkers; David J. Fitzmaurice, president of the Electrical, Radio & Machine Workers, and Kenneth T. Blaylock, president of the Government Employees. L. A. Holley was elected president of the Aluminum Workers to succeed retiring Vernon E. Kelley. The United Garment Workers elected William O'Donnell as president and Milan O. Stone was elected vice president of the Rubber Workers. Thomas F. Plicastro, president of the Rhode Island AFL-CIO since its inception, died.

September

Hubert Humphrey, from a Minnesota hospital, sent word he would be "honored" to accept the chairmanship of Americans for Justice on the Job, the coalition formed to support labor law reform. At House hearings on the bill, Meany called on Congress to "take the profit out of violating employee rights." A U.S. Court of Appeals in New York denounced J. P. Stevens and cited the firm for contempt of previous court orders. Leaders of textile and garment unions on four continents pledged support to Stevens workers in their battle to organize.

The House voted a three-step increase in the minimum wage after rejecting the permanent index to factory wages sought by the minimum wage coalition and the Administration. The President approved a 7 percent comparability raise for salaried federal employees and the military. Congress passed a bill to protect consumers against harassment tactics of debt collectors. Unemployment climbed back above 7 percent.

People: James T. Housewright died. He was an AFL-CIO vice president and president of the Food & Beverage Trades Dept. as well as president of the Retail Clerks. William H. Wynn succeeded him as president of the Retail Clerks, and Thomas G. Whaley moved up to secretary-treasurer. Clayton W. Bilderback, retired secretary-treasurer of the Metal Trades Dept., died.

October

The House passed the labor law reform bill, 257 - 163, after rejecting a series of anti-union amendments.

Congress completed action on the minimum wage bill, providing a four-step raise to \$3.35 an hour by 1981. It was a significant improvement over the version the House had passed.

A labor-sought goal of reserving a share of oil imports for American-flag tankers was scuttled by the House on a 257-165 vote. Ironically, an even stronger bill had easily passed the House in 1974 only to be killed by President Ford's pocket veto.

At Senate hearings, AFL-CIO Sec.-Treas. Lane Kirkland urged ratification of the Panama Canal treaties. The House voted to bolster social security financing.

The Machinists struck Boeing and Lockheed. Steelworkers called on the Carter Administration for "emergency actions" to counter the "unfair advantage" foreign steel imports have in the U.S.

People: Railroad Signalmen President Charles J. Chamberlain, also chairman of Railway Labor Executives' Association, was named labor member of the Railroad Retirement Board. The AFL-CIO announced sponsorship of an 11-city speaking tour by exiled Soviet dissident Vladimir Bukovsky. Daniel E. Conway, president of the Bakers, heads Food & Beverage Trades Dept.; Robert F. Harbrant named secretary-treasurer.

November

President Carter's decision to carry out U.S. withdrawal from the International Labor Organization was firmly supported by the AFL-CIO. "If and when" the ILO returns to its principles, Meany said, the United States should return to the ILO.

Union-sought mine safety legislation was signed into law, strengthening protections and shifting enforcement from the Interior Dept. to the Labor Dept. Boeing workers ratified strike settlement covering 24,000 workers in eight states. Steelworkers negotiated and ratified can industry contracts for 30,000 workers.

The Administration and full employment groups agreed on support of a new Humphrey-Hawkins bill that Meany said would be a vital first step to putting America back to work.

The Industrial Union Dept. convention focused on organizing in the South, and the Building & Construction Trades Dept. backed up plans for a new organizing division with a per capita rise to fund it.

People: Jacob Clayman was elected president and secretary-treasurer of the Industrial Union Dept. as I. W. Abel stepped down. Joseph P. McCurdy, former president of the United Garment Workers, died.

December

The AFL-CIO's 12th Convention shaped a program designed to achieve full employment and social justice at home and pledged continuing support for the cause of human rights and freedom throughout the world. Its policy resolutions included a stern warning that the American economy cannot afford the steady drain of jobs and industry lost to low-wage countries.

Delegates gave warm applause to an array of prominent speakers and a tumultuous welcome to an old friend who spoke by telephone hookup — Hubert Humphrey. And they came to their feet cheering in the historic moment when the leaders of the Egyptian and Israeli trade union federations appeared together on the platform, hands clasped aloft. In another highlight, they heard Meany read the speech that Nobel Peace Prize winner Andrei Sakharov would have delivered to the convention — if Soviet authorities had allowed him and other human rights leaders to come.

People: The AFL-CIO convention re-elected Meany and Kirkland by acclamation and chose five new vice presidents — Emmet Andrews of the Postal Workers; Alvin E. Heaps of the Retail, Wholesale & Dept. Store Union; Harry R. Poole of the Meat Cutters; William W. Winpisinger of the Machinists and William H. Wynn of the Retail Clerks. Louis Stulberg, former president of the Ladies' Garment Workers, died.

—AFL-CIO NEWS

BARGAINING ROUNDUP

IN NEGOTIATIONS

Bargaining is in progress with the following employers: California-Pacific Utilities Company (Lassen Division), Lindmore Irrigation District, Nevada Power Company, Orange Cove Irrigation District, Richvale Irrigation District, Sierra Pacific Power Company (Water and Power Production Department Interim Negotiations), Teleprompter of Los Gatos, Tri-Dam Project, USBR, Region 2, Wells REA, Yuba County Water Agency and Bay Cablevision.

PACIFIC GAS AND ELECTRIC COMPANY CLERICAL JOB GRADING/WAGE RESTRUCTURING

Local 1245's Clerical Job Grading/Wage Restructuring Committee met with Pacific Gas and Electric Company on January 19, 1978. The Committee presented its proposal to restructure the classifications and wages of clerical positions in the bargaining unit. The proposals will have significant effects on the current dilemma, as reported in the November issue of the UTILITY REPORTER. It is expected that Company will respond to Union's proposal at the conclusion of their analysis. Future meetings will be scheduled.

SETTLED

The results of contract negotiations between Local 1245 and Merced Irrigation District, Placer County Water Agency and the Nevada Irrigation District have been ratified by the membership employed at each of the properties.

PACIFIC TREE EXPERT COMPANY

Local Union 1245 members employed by Pacific Tree Expert Company voted to accept the results of negotiations on January 16, 1978. Contract improvements included a 7% general wage increase and other amendments. The new agreement is for a one year term.

CITY ROSEVILLE

The results of contract negotiations between Local 1245 and the City of Roseville were ratified January 11, 1978. Contract improvements included a 6.7% general wage increase, and a one-half step range movement that generated an additional 2-1/2% increase.

Disability Insurance Revisions

California workers who suffer off-job illnesses or injuries in 1978 will benefit from legislative changes affecting the Disability Insurance program.

Weekly benefit amounts will be greater. For disabilities beginning on or after January 1, 1978, the maximum benefit payable under the employee-financed program will increase from \$119 a week to as much as \$146 a week to those paying the highest premiums, persons earning \$3525 or more per quarter. The minimum benefits will go from \$25 to \$30 a week.

Worker contributions will remain at one percent of earnings up to \$11,400 each year. However, employers or self-employed persons who elect coverage will be taxed at 1.72 percent during 1978.

In another change, hospital benefits will be abolished for disabilities commencing on or after January 1, 1979, but other provisions under the new laws will serve to outweigh this loss. The waiver of the seven-day waiting period is retained, for example, when claimants in hospitals apply for regular DI benefits.

Other legislative changes will:

- extend coverage to persons who perform work at home; claims based on such wages as payable starting August 1, 1978;
- provide that tips in excess of \$20 a month are wages for DI purposes; claims based on these wages are payable starting August 1, 1978;
- provide a temporary system for paying benefits to ex-offenders based on certain work or vocational training accomplished while in state correctional facilities; this program is to become operational on July 1, 1978;
- permit specified licensed psychologists to complete the doctor's certificate for claimants;
- allow a spouse to file claims when the disabled individual is mentally incapable of doing so;
- expand the definition of disability to allow DI payments to persons who receive written orders from health officers forbidding them to work, such as food workers with communicable diseases.

California's disability insurance program began in 1946 and has changed to adapt to changing conditions over the years.

Since January 1, 1977, women workers with disabilities arising from normal pregnancies, can claim benefits for up to three weeks before the estimated delivery date and for a maximum of three weeks immediately after delivery.

Although more than 100,000 of these claims were expected during the first year of the program, preliminary estimates indicate that only about 41,000 claims were filed in 1977 for disabilities of normal pregnancy.

During each month of 1977, more than \$30 million was paid to claimants for all disabilities, including normal and abnormal pregnancies, for a total of \$390,129,687 through November 30, 1977.

IMPORTANT NOTICE Advisory Council Meeting Schedule

February	4 and 5, 1978 — Bakersfield
May	6 and 7, 1978 — Coast Valley
August	5 and 6, 1978 — Nevada (Tahoe or Reno)

All members are urged to attend Advisory Council meetings when possible, and we especially wish to encourage those members living in the Bakersfield area to attend the meeting in February.

He'll Hurt YOU At The Bargaining Table!



S.M.U.D. Settlement by Hank Lucas

Local 1245 members employed by the Sacramento Municipal Utility District S.M.U.D. ratified the results of 1978 contract negotiations between S.M.U.D. and Local 1245 in December.

The new contract contains many improvements in wages, fringe benefits and working conditions. Effective January 1, 1978, all bargaining unit employees received a 7.5% wage increase. This brings the journeyman lineman rate to \$9.79 per hour. Shift premium was increased from 20¢ to 25¢ for the second shift and from 25¢ to 30¢ per hour for the third shift. Hydro Operators were granted an inequity adjustment from \$8.82 per hour to \$9.79 per hour. Building Maintenance Mechanic's and Maintenance Carpenter's salaries were adjusted from \$8.20 per hour to \$8.90 per hour. Hydroelectric Operator Subforeman/woman attained parity with Hydro Electric Subforeman/woman classifications. Thus, increasing their pay rate to \$10.42. The new

classification of Tree Trimmer was established at a hourly pay rate of \$8.60 for those employees designated as being in charge of an aerial lift truck team in the Tree Division. Several new range and classifications changes were also made in the new agreement.

Effective July 1, 1978, the District will pay 80% of the basic health plan premium costs in the Kaiser and MONEY Plans and 80% of any premium increase in these plans through December 31, 1978. The new agreement also provides a 5-day personal leave bonus on the 28th and 33rd anniversary date of regular employees in addition to the 5-day bonus credited on every 5th anniversary date and the 17th and the 23rd anniversary dates. It will be administered in the same manner.

Under terms of the new contract, the Union may appoint one member to the safety inspection team. It extended the optional grievance procedure and the rest period provisions, and amended several S.M.U.D. department policies.

Union's S.M.U.D. negotiating committee members were Russ Conroy, Bill Paynter, Ed Hepfinger, Gerry Funk, Gene Curry and Business Representative Hank Lucas.

The Union's negotiating committee reported that this set of bargaining was conducted in a very professional and business-like manner and urges that all members of Local 1245 employed by SMUD point out to non-members the gains made by Local 1245 through the years, and sign them up.

There is strength in brotherhood and unity. Let's bring a more united membership to the bargaining table next year.

Smile

The following captions are excerpts from various accident reports obtained from a local insurance agency:

I collided with a stationary truck coming the other way.

A truck backed through my windshield into my wife's face.

A pedestrian hit me and went under my car.

The guy was all over the road, I had to swerve a number of times before I hit him.

I pulled away from the side of the road, glanced at my Mother-in-law, and headed over the embankment.

In my attempt to kill a fly, I drove into a telephone pole.

I had been shopping for plants all day, and was on my way home. As I reached an intersection a hedge sprang up obscuring my vision. I did not see the other car.

I have been driving my car for forty-years when I fell asleep at the wheel and had the accident.

I was on my way to the doctor's office with rear end trouble when my universal joint gave way, causing me to have an accident.

As I approached the intersection, a stop sign suddenly appeared in a place where no stop sign had ever appeared

before. I was unable to stop in time to avoid the accident.

To avoid hitting the bumper of the car in front, I struck the pedestrian.

My car was legally parked as it backed into the other vehicle.

An invisible car came out of nowhere, struck my vehicle and vanished.

I told the police that I was not injured, but on removing my hat, I found that I had a fractured skull.

I was sure the old fellow would never make it to the other side of the roadway when I struck him.

The pedestrian had no idea which direction to go, so I ran over him.

I saw the slow-moving sad-faced old gentleman as he bounced off the hood of my car.

The indirect cause of this accident was a little guy in a small car with a big mouth.

I was thrown from my car as it left the road. I was later found in a ditch by some stray cows.

The telephone pole was approaching fast. I was attempting to swerve out of its path when it struck my front end.

I was unable to stop in time and my car crashed into the other vehicle.

E. Board Mailing List

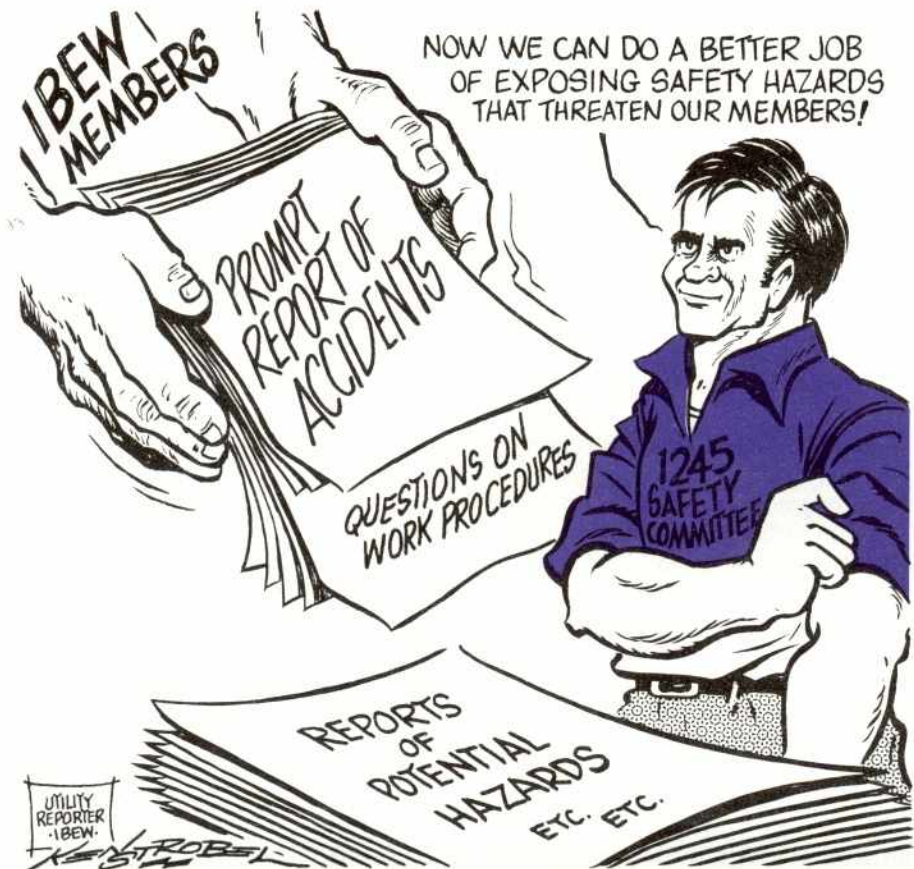
Members of Local Union 1245 who wish to receive the Executive Board Report may have the Report mailed to their homes on a monthly basis by express-

ing the desire in writing. All requests will expire each January, and renewals must be received in writing.

The Safety Scene

Editor's Note: Assistant Business Manager Tony Morgado, assigned to direct the Local's activities in the areas of Safety, Apprenticeship and Training, is responsible for all items appearing in the Safety Scene. He prepares most of the articles, and when we use material from other publications, a credit line

will appear at the conclusion of the article. If you have any suggestions for articles that relate to safety, they should be sent to the Local Union headquarters marked Attention: Tony Morgado.



WHAT QUALIFICATION MEANS TO KAISER/PERMANENTE

Kaiser/Permanente qualification as a Federally approved Health Maintenance Organization has importance to existing and prospective groups throughout the areas served by the various Kaiser/Permanente regions:

- New groups joining the Health Plan after December 1 will have to take the full-range of benefits mandated by the HMO Act. Most of these benefits are already included in all Health Plan coverages. The exceptions are short-term outpatient mental health services and treatment for alcoholism or drug abuse. Both of these were previously offered only as add-on options.

- Existing groups not having the mental health and alcoholism and drug abuse benefits will have to add them to their group's Health Plan coverage within the next three years.

- All groups offering the Health Plan to their employees now fulfill the Federal requirement (under section 1310 of the HMO Act) to offer a qualified group practice HMO. If a group has 25 or more employees in one area outside the

Kaiser/Permanente service area, the group may be required to offer another qualified group practice HMO to those employees.

- A Federally qualified HMO must offer the entire mandated benefits package to everyone contracting with the HMO. Therefore, at the end of the three year phase in period, all Health Plan members will have a benefits program that includes at least all of the Federally mandated benefits.

- Kaiser/Permanente can, when and where appropriate, require that employers offer the Health Plan or another qualified group practice HMO option if there are 25 or more employees in our service area. Our first obligation, however, is to take care of existing members. Health Plan's enrollment policies will continue to be closely coordinated with The Permanente Medical Group. Our enrollment will not exceed our ability to meet the medical needs of our membership.

Health Plan Representatives will contact groups to discuss the implications of HMO qualification.

California

OSHA Conference in Emeryville

Local 1245 Staff members Jim McCauley, Larry Hope, Roger Stalcup, Rich Hafner, Dave Rossi, Arlie Baker and Dorothy Fortier attended a conference on occupational health sponsored by the California Occupational Safety and Health Program (Cal/OSHA) Wednesday and Thursday, November 30 through December 1, at the Emeryville Holiday Inn Conference Center.

The Conference covered a variety of occupational health issues of concern to labor, management, local health departments and other related organizations. During the two-day conference, a series of workshops and discussions were held on occupational health, occupational carcinogens, health and safety on the job, occupational medical care and

occupational health education. Instruction was given on filing complaints, handling of health inspections the citation and appeals process within the OSHA System, and rights and responsibilities of employees under the law.

Guest speakers addressing the delegates included: Donald Vial, Director of the Department of Industrial Relations; Art Carter, Chief, Division of Industrial Safety; Tom Bates, State Assemblyman, District 12; and many others. Some of the high priority discussion items at the conference were the importance of on-the-job health and safety programs, joint labor/management efforts in occupational health, and health and safety clauses included in union/management contracts.

TOPS IN PROTECTION!



NEW SAFETY PROGRAM REQUIREMENT

An important new safety standard, General Industry Safety Order 3203, has been adopted by the California Occupational Safety and Health Standards Board in Sacramento.

This order became effective October 1, 1977 and reads as follows:

3203. Accident Prevention Program

(a) Every employer shall inaugurate and maintain an accident prevention program which shall include but not be limited to the following:

(1) A training program designed to instruct employees in general safe work practices plus specific instruction with regard to hazards unique to any job assignment.

(2) Scheduled periodic inspections to identify and correct any unsafe conditions and work practices which may be found.

Local 1245 Safety Committee

The Local Union Safety Committee is made up of rank and file members from P.G. & E. and Sierra Pacific Power Company. The members are: Chairman, Marvin Rubendall, G.C. Equipment Mechanic, Davis; James Schneider, Lineman from Hollister; Dale Rogers, Radiation Monitor from Diablo Canyon; and Jimmie Bender, Lineman from Sierra Pacific.

The purpose of the Committee is to review all accident and potential hazard reports, and make suggestions and recommendations in an attempt to prevent the same type of accidents from reoccurring. Along with this task the Committee has also been asked by the Business Manager's office to assist in the formulation of a Safety Training Program that will be used in conjunction with Shop Steward Training programs in an effort to better inform our members in the area of safety and accident prevention.

If you have any questions and/or suggestions regarding items the Committee should work on please send them to the Local Union, P. O. Box 4790, Walnut Creek, California 94595, attention Tony Morgado.

Member Injured

On January 9, 1978 Brother Bill Anderson, an Electrician in the Substation Department in East Bay Division, received burns on his face, head, neck, chest and arms. Brother Anderson was working on a D.C. rectifier when the accident occurred. He was taken to Alta Bates Hospital in Berkeley.

UPDATE ON THE CONDITION OF THE EMPLOYEE INJURED IN THE SAN FRANCISCO GAS EXPLOSION

Brother Joseph Lopez has returned to work on Light Duty.

Brother Paul Valdez is recuperating at home. It is still not known when he will be able to return to work.

Crew Foreman Angelo Dappoloni is also recuperating at his home and when he will be able to return to work is still uncertain.