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 portion. 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 antitrust reviews of any proposed new coal or oil generating facilities. We (Continued on page six)

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 Gueldi.

Dr. Fred S. Stripp, Director of Forensics and Lecturer in Rhetoric, at the U.C., Berkeley was the keynote speaker. His talk highlighted the importance of being an effective public speaker and how to get over some of the hurdles, 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 Nussbaum, and George Hurley, Vice President Ron Fitzsimmons, Attorney Peter Nussbaum.

(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

Moving Ahead

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 18, 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)
Maintenance of the Union's image, restoring confidence in the Union 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.

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 7.9% 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.

Stop Forced Overtime!

To Clean Up The Mess - And Create More Jobs!

Stop Forced Overtime!

To Clean Up The Mess - And Create More Jobs!
Local Union 1245's President, Howard Darington, 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.

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.

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

LEGISLATIVE COUNSEL'S DIGEST

Existing law provides that, after 30 days from the date an injury compensation is awarded under the workers' compensation law, 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 or illness 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 2020) 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.

Notes of Interest

Charles R. Dalley, 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 Coler, 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:

1. Change the formula for computing retirement benefits to remedy a technical flaw in a 1972 amendment to the social security law.
2. Miscalculations 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.
3. 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.
4. As at present, the tax will be the same for workers and employers and the payroll tax will be the sole source of funding.
5. 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.
6. But Congress rejected both concepts.
7. 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.
8. Carter wrote into the bill a two-year study of the controversial issue of mandatory coverage of federal, state and local employees—whether any combination thereof—under the social security program.
9. Seidman noted that the AFL-CIO convention asked the federation's federal, state and local employees to support mandatory coverage of the social security system through the social security amendments that President Carter signed into law Dec. 21 for workers at various wage levels.

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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.

Utility Reporter—January, 1979—Page Four
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 400,000 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 people 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 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.

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.

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.

'T78 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 go 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.

(Continued from page one)

'78 COPE Area Conference

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

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."

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 delegates. Some of the problems that went into the meeting included: organized writing, photos, cartooning and other activities, guard against the usage of stereotyped concepts and language, discussions on graphics, political campaigns, establishment of a story on the night of a city worker's death, activity 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.

Approved the creation of 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 encouraging 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 the right to vote 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 Balcazar, managing editor 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 Balcazar, managing editor of the Public Employees Press of AFSCME District 37 in New York, for a story on the night of a city worker notified 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; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; the growth of the ILPA to a record level of more than 530 union journals; 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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 the $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. Winpinsger 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 Ittong, 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.
LINDA, BENJAMIN L.

TELEPROMPER OF SANTA MARIA
DEROSA, JOAN J.

PIPE LINE OPERATIONS
CHAVEZ, JACOB J.
POPE, BILL C.

SAN JOSE DIVISION
DANABAN, SUSAN M.
FISHER, EDWARD D.
GARCIA, TERESA
MOTT, ROBERT L.
PAWNIETTI, IRENE E.
SALCIDO, DONNA E.
SMITH, STEPHEN J.
VICTOR, DAVE H.
WATSON, CAROL A.

TELEPROMPER OF SANTA CRUZ
DELAZO, FRANK T.
FREE, PATTY
FRIEL, PATRICIA D.
SNOW, DENA V.

EAST BAY DIVISION
BOLL, BRENDA J.
BOND, EDWARD V.
BURDETT, BRUCE G.
CARRANCHO, ANNA M.
CHEW, DEBRA J.
COLARICH, CAROLYN
DORSEY, JOHN W.
GRACE, RANDY W.
LEVESQUE, LINDA
RAMIREZ, THOMAS J.
SCHAFFER, GREG A.
SILVA, TANYA B.

CITIZENS UTILITIES COMPANY
BEAN, SUSAN A.
BRITTON, LINDA A.
CASSELL, CLEO J.
MURRAY, CAROL D.
PARKINSON, MICHAEL M.
SELL, DOUGLAS H.
SMITH, COLLETTE M.
WALLS, SANDRA J.

GENERAL CONSTRUCTION
ALEXANDER, CURTIS A.
ALVAREZ, ALFREDO S.
APODACA, JOHNNY R.
BAXTER, RANDY E.
BICE, TOD D.
CALLAN, MICHAEL R.
CLEBURNE, ERNEST
DERENIA, KATHERINE M.
DURDEN, GEORGE R.
EDWARDS, FRANCIS J.
HEMPE, RONALD A.
HOFMAN, JAMES M.
HRIMNAK, MITCHELL
INGRAM, JOHN H.
JACOBS, ROBERT L.
JOHNSON, RAY
KEENER, DAVID D.
KING, RAY S.
LEMONS, JUSTIN D.
LOEWEN, JAMES E.
LUCKEN, DOUGLAS J.
MCCALL, DAVID J.
MCGREGOR, DAVID L.
MARTIN, DAVID A.
MAYSEY, JEFFREY B.
McEEAN, GEORGE R.
MICHAEL, JOHN E.
MOHLER, DAVID J.
MOOR, JOHN T.
NIELSEN, PHILIP A.
PENROSE, JAMES E.
RILEY, BRUCE R.
ROMANKW, JOHN G.
SARTAIN, THOMAS
SCHAEFFER, GREG A.
SHAW, RUSSELL A.
SKAGGS, JOHN S.
SISNEKIS, RUDOLPH P.
TANKERSLEY, STEPHEN A.
TOMLINSON, ERVIN C.
VAN DER LINDEN, RICHARD J.
VAN METER, DENNIS J.
VILLA, JOHN M.
WORSTEIN, DAVID A.
JACOBS, ROBERT L.

SAN FRANCISCO DIVISION
HAGEN, RAYMOND J.
MIRALLES, LARRY J.
THUR, THOMAS A.
TINKER, THOMAS F.
SAKAMOTO, DESIREE

NORTH BAY DIVISION
FECHTER, RICHARD G.
HOLCOMB, MARSHA J.
LOANE, JOHN A. JR.
NOEL, GARY S.
SHER, BRUCE S.
THOMPSON, MARSHALL D.

SACRAMENTO DIVISION
CASTRO, MIKE J.
GALLES, RANDY W.
LINDA, LEVESQUE L.
RAMIREZ, THOMAS J.
SAUER, TANYA B.

GENERAL OFFICE
CORRIS, JAY
GIBSON, PHILIP S.
HOFMAN, JAMES M.
JACOBS, ROBERT L.
STEIN, ROBERT A.

CITIZENS UTILITIES COMPANY
BEAN, SUSAN A.
BRITTON, LINDA A.
CASSELL, CLEO J.
MURRAY, CAROL D.
PARKINSON, MICHAEL M.
SELL, DOUGLAS H.
SMITH, COLLETTE M.
WALLS, SANDRA J.

GENERAL CONSTRUCTION
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APODACA, JOHNNY R.
BAXTER, RANDY E.
BICE, TOD D.
CALLAN, MICHAEL R.
CLEBURNE, ERNEST
DERENIA, KATHERINE M.
DURDEN, GEORGE R.
EDWARDS, FRANCIS J.
HEMPE, RONALD A.
HOFMAN, JAMES M.
HRIMNAK, MITCHELL
INGRAM, JOHN H.
JACOBS, ROBERT L.
JOHNSON, RAY
KEENER, DAVID D.
KING, RAY S.
LEMONS, JUSTIN D.
LOEWEN, JAMES E.
LUCKEN, DOUGLAS J.
MCCALL, DAVID J.
MCGREGOR, DAVID L.
MARTIN, DAVID A.
MAYSEY, JEFFREY B.
McEEAN, GEORGE R.
MICHAEL, JOHN E.
MOHLER, DAVID J.
MOOR, JOHN T.
NIELSEN, PHILIP A.
PENROSE, JAMES E.
RILEY, BRUCE R.
ROMANKW, JOHN G.
SARTAIN, THOMAS
SCHAEFFER, GREG A.
SHAW, RUSSELL A.
SKAGGS, JOHN S.
SISNEKIS, RUDOLPH P.
TANKERSLEY, STEPHEN A.
TOMLINSON, ERVIN C.
VAN DER LINDEN, RICHARD J.
VAN METER, DENNIS J.
VILLA, JOHN M.
WORSTEIN, DAVID A.
JACOBS, ROBERT L.

PACIFIC TREE COMPANY
CARAMELLA, DANIEL M.
RAPER, JOE P.

RODELL, BRAD C.
RIGGS, PAUL L.
TREVINO, ALFREDO L.
SCROGGINS, LOUIS W.
WESTBY, WILLIAM M.
WILLIAMS, RONALD G.
WINLIERD, JEROLD W.
WINSHIP, RONALD J.

PACIFIC TREE COMPANY
CARAMELLA, DANIEL M.
RAPER, JOE P.
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 concern over the Carter Administration's lack of emphasis on a needed economic stimulus program. But the federation firmly endorsed the President's proposal to stimulate the national security financing system and urged Congress to move quickly on the measures. The Senate approved a labor-backed food stamp reform program, succeeding in ejecting all efforts to repressive features that would adversely affect the 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 or out of work in June, down 0.9 million from May, a 26 percent decline from the level of July, 1976, when 2.9 million workers did not work at all because they could not find jobs. Federation Sec-Treas. Lane Kirkland warned the nation against 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 A. D. Taylor to the reconstituted post of secretary-treasurer. Frank Casale was elected president of the Leather Goods, Plastics & Novelty Workers to succeed Benjamin Feldman.

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 RCUI 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 second two-day decline, the nation's unemployment rate climbed to 7.1 percent. The House passed a labor-backed mine safety bill.

John F. O'Malley was appointed by the Supreme Court to serve as the 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 Employee Department. 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 adopted a resolution urging a minimum national employment, just labor laws, and a fair minimum wage. The council also gave unanimous support to the Panama Canal treaties. The Commerce Department raised to $7.15 and the International Brother of Electrical Workers negotiated new agreements with American Telephone & Telegraph providing wage and benefit increases of more than 7 percent over three years. The AT&T agreements cover more than a half-million workers. The Carpenters and the Woodworkers also won improved national agreements for more than 50,000 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 vice president of the Rubber 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 the President's labor law proposals. At 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 denied a contempt order against the AFL-CIO and ordered the organization to publish a notice of contempt of 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 from practices of debt collectors. Unemployment climbed back above 7 percent.

People: James T. Housewright died. He was an AFL-CIO vice 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. Bledsoe, 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-flagged tankers was scuttled by the House. Workers voted 23-7 to pass the version an even stronger bill had easily passed the House in 1974 only to be killed by President Ford's 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.

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, we can always do that," Meany said. At the United Nations, the AFL-CIO 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 coal 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 Soviet Union and the Metal & Construction Trades Dept. backed up plans for a new organizing division with a per capita rise to fund it.

People: Jacob Cloray was elected president of the Food & Beverage Trades Dept., as well as president of the Retail Clerks. 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 continued 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 industries that have left our shores.

Delegates gave warm applause to a group of prominent speakers and to 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 to come and other human rights leaders to come.

**BARGAINING ROUNDDUP**

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, Ricevale Irrigation District, Sierra Pacific Power Company (Water and Power Production Department Interna 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 proposal 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 Mercy 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 6.7% 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 on January 17, 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 $146 a week to as much as $325 or more per quarter. The minimum benefit 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.

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 inequality adjustment from $5.85 per hour to $8.75 per hour. Building Maintenance Mechanic’s and Maintenance Carpenter’s salaries were adjusted from $5.20 per hour to $8.75 per hour. Hydroelectric Generator 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 rank and classifications were also made in the new agreement.

Effective July 1, 1978, the District will pay 90% of the basic health plan premium costs in the Kaiser and Money groups 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 Hepfnger, Gary 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 S.M.U.D. 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.

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**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.

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

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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.

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.; Mike Javellana, Sierra Pacific; John Grover, P.G.E.; and Vickie Tucker, 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 areas 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.