



# utility reporter

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WALNUT CREEK,  
CALIFORNIA

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Local Union 1245, AFL-CIO,  
P.O. Box 4790,  
Walnut Creek, Ca. 94596



**Ron Weakley, 30 years of service in the I.B.E.W. — Business Manager of Local Union 1245 for 20 consecutive years, recently visited Local Union headquarters in Walnut Creek. During his visit, Business Manager Dean Cofer, left, presented Brother Weakley with an engraved belt buckle and pin, small tokens of the Union's appreciation, for his many years of dedicated service.**

## International Delegates Elected

On June 17, 1978, the Local Union Election Committee reported the results of the election of delegates to the 31st Convention of the International Brotherhood of Electrical Workers, AFL-CIO, to be held in Atlantic City, New Jersey commencing on October 2, 1978.

The following members were elected to serve as delegates:

<i>Peggy Babbage</i>	<i>C. P. "Red" Henneberry</i>
<i>Nannette Brownlee</i>	<i>Manuel "Manny" Mederos</i>
<i>Madeline Cherry</i>	<i>L. L. Mitchell</i>
<i>Ron Fitzsimmons</i>	<i>Frank Quadros</i>
<i>Dorothy Fortier</i>	<i>Leland "Lee" Thomas</i>
<i>Mickey Harrington</i>	<i>Kathy Tindall</i>

In addition to the delegates shown above, Business Manager Dean Cofer and President Howard Darrington will serve, by virtue of their offices, as delegates representing Local 1245 at the Convention.

In the event an elected delegate is unable to fulfill the obligations of office, he/she will be removed and the alternate who received the most votes will automatically become a delegate.

The following members were elected as alternates and are listed in the order that they were elected:

<i>Hank Lucas</i>	<i>Gary Abrahamson</i>
<i>Bernice Aston</i>	<i>Jim McCauley</i>
<i>Mert Walters</i>	<i>Doris Williams</i>

## New Limit On Picketing Rights

The Supreme Court ruled in a split decision that state courts can enforce local trespass laws to bar unions from picketing on private property.

The 6-3 decision overturned a California supreme court ruling that the peaceful picketing by the San Diego District Council of the Carpenters was protected by federal labor law, pre-empting state court jurisdiction.

The case is the result of a 1973 dispute

between the Carpenters and a Sears Roebuck department store in a Chula Vista, Calif., shopping mall over the hiring of non-union carpenters.

In writing the decision for the majority, Justice John P. Stevens held that the issue in the case was the locality of the picketing and not whether it dealt with union recognition.

Stevens said that by permitting the  
(Continued on page two)

## Court Bars Sex Bias In Pensions

A pension plan can't require higher contributions from women workers, the Supreme Court ruled, even if the sex differential is based on evidence that women on the average live longer and thus can expect to collect more retirement benefits.

The court's 6-2 decision adopted many of the legal arguments that the AFL-CIO and the Auto Workers made in a joint brief supporting a group of women employees of the Los Angeles Dept. of Water & Power.

The original suit was financed by the International Brotherhood of Electrical Workers. IBEW Local 18 won a bargaining election to represent the largely female office staff. The IBEW already represented the blue-collar workers.

At the time the suit was filed, women workers had 15 percent more deducted from their pay for the department's pension plan than male employees making the same wage.

The women contended, and two lower  
(Continued on page two)

## OSHA Sets Inspection Guidelines In Wake of Supreme Court Decision

WASHINGTON — The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has announced it has directed field staffs to continue to conduct workplace inspections using the same method of scheduling as before the May 23 Supreme Court decision and, as required by that decision, to seek a warrant when an employer refuses entry.

The 5-3 decision struck down a key section of the 1970 job safety law that allowed Occupational Safety and Health Administration inspectors "to enter without delay and at reasonable times" any

of the 6 million workplaces under the agency's jurisdiction for a routine inspection.

Although the court majority declared the inspection clause of the safety act unconstitutional, it tempered its decision by saying that warrant petitions may be easily justified by showing that "reasonable legislative or administrative standards for conducting an inspection are satisfied. . ."

Dr. Eula Bingham, assistant secretary of labor who heads OSHA, said the

(Continued on page two)

## YOUR Business Manager's COLUMN

### Political ball park . . . a two-way street



DEAN COFER

Brother Ronald T. Weakley came by the Union Office to visit us on Monday, June 12, 1978. Ron served, as most Local 1245 members know, as the Business Manager-Financial Secretary of Local Union 1245 from 1951 to 1971, and is one of the persons most responsible for developing the democratic Local Union structure that we now enjoy. Brother Weakley has been serving our country as a Deputy Assistant Secretary of Labor in Washington, D.C. since leaving the employ of the Local Union. We are always happy to see Ron, but particularly so this time since it was my honor to present him with his 30 year service pin and buckle.

It was also a pleasure recently to be drafted by Business Representative Jim McCauley, and placed in charge of dispensing free beer at the First Annual IBEW, Local 1245 Softball Tournament. The tournament was held in Pleasant Hill on Sunday, June 11, with 25 teams of Local Union 1245 members participating. Counting friends and families, there were approximately 600 people in attendance for a fun day filled with good ball and good fellowship. The Santa Rosa team took home the championship, along with individual trophies. A team from Walnut Creek took second place. (Pictures and story will appear in next month's **UTILITY REPORTER**)

The East Bay Picnic is scheduled for Saturday, July 9 at Crow Canyon Park. It is going to be an old fashioned family type picnic, with games, door prizes, and plenty of fun for all. I encourage you to

come out and join in the fun.

Service award dinners were held during the month of June in the East Bay Division, San Jose Division, and San Joaquin Division. These dinners are held annually throughout our service area to honor members who attain 20, 25, 30, 35 and 40 or more years of membership in the Local Union. I was very honored to present, at the San Jose dinner, 30 year awards to three charter members of IBEW Local Union 1324. The three charter members are Mert Walters, Assistant Business Manager, Robert R. "Scotty" Wood, Adjuster, San Jose Division, and Walter Morse, recently retired Senior Meterman, San Jose Division. Local 1324 was one of the original Local Unions on the P.G.&E. property and merged with Local Union 1245 in 1951. (Pictures and story will appear in next month's **UTILITY REPORTER**.)

This is the time of year that is traditionally devoted to politics, both local and national. During the recent primary election you could not turn on the television set without being assaulted with pleas to vote one way or another for a particular candidate or issue. Likewise, Local Union 1245 is constantly barraged with requests from our employers, and groups such as LAMPAC, to support energy development programs utilizing nuclear fuel or coal, rate increases, and other programs desired by management in the utility industry.

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DEAN COFER

(Continued from page one)

We support, and will continue to support, legislative programs that are vital to the security and well being of our membership. Where practical, we will continue to cooperate and participate in labor management coalitions to accomplish our goals. However, employers who want our support for their pet projects should realize that joint political action is not a one way street. If we are

to continue supporting management's programs, then management will have to start giving serious consideration to lending their support to labor's legislative goals (such as Labor Law Reform).

Your Brotherhood needs your help and participation. I urge every Brother and Sister to attend your Unit Meetings and get involved. You really owe it to yourself, your family, and your Union.

**Court Bars Sex Bias In Pensions**

(Continued from page one)

**courts agreed, that this double standard violated the ban on sex discrimination in employment that is contained in the federal Civil Rights Act.**

The facts were not in dispute. As the Supreme Court noted, the department based its sex-differentiated pay deductions on mortality studies and past experience indicating that its female employees "on the average" would get more benefits from the program. Because of the different contribution rates, the court observed, "a female employee took home less pay than a male employee earning the same salary."

The AFL-CIO and UAW brief noted that use of average ages conceals the fact that the majority of women do not live longer than most men, but under the plan were nevertheless required to pay more than men.

The Supreme Court took the same approach, noting that most of the women workers "received smaller paychecks because of their sex but they will receive no compensating advantage when they retire."

Mortality tables could probably show differences in life expectancy for persons of different races or national origin, the court majority noted, but such distinctions would clearly violate a law "designed to make race irrelevant in the employment market."

**In any type of group insurance program, the court observed, "healthy persons subsidize medical benefits for the less healthy" and risks are shared.**

For the women who initiated the suit five years ago, the Supreme Court decision carried a price tag.

Largely as a result of the attention given their original lawsuit, the California legislature abolished sex differentials in public pension programs, and the Los Angeles Water Dept. dropped its

double standard in 1975.

Both a federal district judge and a federal appellate court had granted their request for retroactive refunds of the extra money they had paid into the pension plan, but the Supreme Court denied retroactivity.

On that point, with only Justice Thurgood Marshall disagreeing, the court said retroactivity is not required because the pension plan had been set up in good faith and the cost of refunds could be "devastating."

Despite the denial of retroactivity, the Supreme Court decision was seen as a strong plus for equal rights.

The majority opinion, written by Justice John Paul Stevens, saw no contradiction with the Supreme Court's earlier ruling that employers can exclude pregnancy from an otherwise

**State to Review Industry Wage Orders**

The State Industrial Welfare Commission has announced it will soon begin a full review of its 1976 wage orders.

The Commission, which sets the State's minimum wage and standards for hours of work, overtime pay and working conditions, adopted 15 wage orders two years ago that cover most California industries.

The review process involves gathering nominations of people willing to represent employers and employees on wage boards. *Names may be submitted to the Commission, Wage boards are expected to be appointed in late September.*

Industrial activities that have never

been included in Commission wage orders are on-site construction, on-site drilling and mining, and on-site logging. The Commission has said it is investigating those industries and further information on the subject is welcome.

The Commission also announced that Mike R. Elorduy, secretary-treasurer of Teamsters California State Council of Cannery and Food Processing Unions, has been elected chairman.

The other commissioners are Yvonne Postelle, personnel administrator for the city of Davis; Jackie Walsh, state organizer of the Hotel and Restaurant Employees and Bartenders International Union; Howard Wackman, first vice president of the California Farm Bureau Federation; and John H. Bennett, labor relations manager for Crown Zellerbach Corp.

The Industrial Welfare Commission was created in 1913 with authority to set minimum wages, maximum hours, other conditions of employment, and working conditions for employed women and minors. The State Legislature extended the Commission's authority to issue regulations covering male workers in 1972 and 1973.

**Picketing Rights**

(Continued from page one)

state court to adjudicate the store's trespass claim it would cause "no realistic risk of interference" with the National Labor Relation Board's authority to enforce prohibitions against unfair labor practices under the labor law.

But Justices William J. Brennan, Potter Stewart and Thurgood Marshall strongly disagreed, charging that the majority had abandoned a principle of labor law pre-emption that has been followed for at least two decades.

"This drastic abridgment of established principles is unjustified and unjustifiable," Brennan said in writing the dissent.

The picket line in question had been set up on a walkway adjacent to the Sears store in October 1973. After the company was granted an injunction by a local court to restrain the picketing on the property, the Carpenters moved the picket line to a public sidewalk about 200 feet away.

Neither the union nor the company filed a complaint with the NLRB charging an unfair labor practice over the picketing dispute.

Stevens held that the union could have filed an unfair labor practice charge when the company demanded that the pickets leave the store's property. If Sears had filed a charge with the board, Stevens said, the issue would have been whether the picketing had an objective prohibited by federal labor law.

He concluded that Sears' action in the state court only challenged the location of the picketing—thereby permitting the court to hear the trespass claim without risking interference with the NLRB's role.

The California supreme court subsequently reversed the ruling of the lower state court.

**Brennan termed the majority's ruling an "unfortunate decision" that "will threaten the fabric of national labor policy."**

He predicted that local courts will now "erroneously conclude that they are capable of correctly applying labor laws" rather than relying on the expertise of the NLRB.

—AFL-CIO NEWS

comprehensive disability program. But it clearly did not take the court further down the road of allowing sex differentials. Justice Harry A. Blackmun, in a separate opinion agreeing with the court's conclusion, expressed the view that "today's decision cuts back on General Electric" — the case involving pregnancy benefits — and makes it "somewhat questionable" as to whether the GE case can continue to be relied on a precedent.

Chief Justice Warren E. Burger and Justice William H. Rehnquist dissented from the majority conclusion, declaring that there is no illegal discrimination in allowing employers to base pension deductions "on statistically sound and proven disparities in longevity between men and women."

—AFL-CIO NEWS

**OSHA Sets Inspection Guidelines In Wake of Supreme Court Decision**

(Continued from page one)

Court made it clear that "the great majority of businessmen can be expected in normal course to consent to inspection without warrant."

"We in OSHA share that belief, and hope that most employers will consent," Dr. Bingham said. "When they do not, our compliance safety and health officers have been instructed to deal with such refusals in a courteous and responsible manner, leave the premises promptly, contact Labor Department attorneys, and obtain a warrant as quickly as possible."

Dr. Bingham explained that the Court decision spelled out the circumstances under which it contemplated a warrant could be issued. "In the case of worker complaints or catastrophe investigations, OSHA is clearly in a position to justify the issuance of a warrant," she noted.


"But the Court does not require specific evidence of an existing violation at the workplace", she said. "The court said employers' rights would be adequately safeguarded if we show that reasonable legislative or administrative standards for conducting an inspection are satisfied with respect to a particular establishment," she added.

Dr. Bingham pointed out that OSHA's priority system for conducting inspections should fulfill that requirement. The system gives first attention to catastrophe and worker complaint situations, followed by scheduled industry inspections based on such criteria as injury rates, worker population and the like. Further, she noted, her policy has long been to direct 95 percent to OSHA's scheduled inspection activity toward establishments in these designated high risk industries.

In another area, Dr. Bingham said that instructions had been given to regional offices to communicate OSHA's plan of operation to labor commissioners in states that have their own job safety and health programs. Commissioners are expected to communicate with their attorney general to determine the appropriate course of action under state law.


"I hope," Dr. Bingham concluded, "that we will be able to safeguard employers' rights as required by the Supreme Court, without hampering our ability to spot check their establishments to assure they are meeting their responsibility of providing a safe and healthful workplace for their employees."

The full impact of the ruling may not be known for some time — depending on what delays OSHA encounters in petitioning U. S. district court judges for warrants and if employers attempt to use the decision as a loophole to avoid spot-check investigations.



**the utility reporter**

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# Refunds due on S.S. Taxes Withheld from Sick Pay

By Charlie Gadzik

Last month's issue reported that some employers have mistakenly withheld social security taxes (FICA) from sick pay. It encouraged members to request refunds from their employers and promised to publish the adjoining list of those that were over-withholding.

A look at the list shows that Local 1245 employers fall into three groups according to their withholding practices. The first group consists of private companies that have incorrectly withheld FICA from sick pay at any time in the last three years. These employers owe refunds. The second group is private companies that have properly exempted sick pay from FICA taxes. No refunds are due from this group.

The third group is made up of public agencies that have been deducting social security (also called OASDI) from sick pay but who nonetheless owe no refunds. Unlike private companies, the public agencies participating in social security are required by law to deduct OASDI from all wages, including sick pay. (There may be an exception for public agencies like irrigation districts, which support themselves and don't rely on taxes to operate. For more information, see the note following this article.)

If your employer is listed among those that owe refunds, you should send him a written request asking for the return of your money. You are entitled to claim anything that was withheld in 1975, 1976 and 1977 as well as 1978.

Although your money is refunded directly by the employer, *Internal Revenue Service rules require each member to make this written request before the money can be returned.* The request doesn't have to be fancy. Just write on a plain piece of paper that "I, (Your Name), request the refund of all FICA taxes withheld by (Employer's Name) from wages paid to me while on sick leave." Add the date and your signature and give it to your employer.

Those employers who have been over-withholding have promised their cooperation in refunding the money and have assured the Union that FICA will not be deducted from sick pay in the future. However, if problems arise, you should contact your Steward or Business Representative.

## Tax Refund Due

### Companies deducting incorrectly

Central Cal Communications Corp  
Citizens Utilities  
Concord TV Cable  
Davey Tree  
Monterey Peninsula Cable TV  
Mt Wheeler Power (1975 only)  
Sierra Pacific Power  
State TV Cable  
Wells Rural Electric  
Western TV Cable  
X-Ray Engineering

## No Tax Refund Due

### Companies deducting correctly

Bay Cablevision  
C P National  
P G & E  
Pacific Gas Transmission  
Pacific Tree  
Plumas-Sierra REC  
Sonic TV Cable  
Standard Pacific Gas  
Tele-Vue Systems

## No Tax Refund Due

### Public agencies deducting correctly

A/C Transit  
City of Alameda  
City of Berkeley  
City of Gridley  
City of Healdsburg  
City of Lodi  
City of Lompoc  
City of Oakland  
Orange Cove I D  
City of Redding  
City of Roseville  
Sacto. Reg. Trans. Dist.  
City of Santa Clara

Lindmore I.D.  
Merced I.D.  
Nevada I.D.  
Oroville-Wyandotte I.D.  
Paradise I.D.  
Placer County Water Agency  
Richvale I.D.  
SMUD  
Thermalito I.D.  
Tri-Dam Project  
Truckee-Donner PUD  
Yuba County Water Agency

### ATTENTION: MEMBERS IN SELF-SUPPORTING PUBLIC AGENCIES

Unlike private companies, public agencies are required by law to withhold social security taxes from sick pay. But some agencies, like those outlined, may be exempted from this requirement because they don't use tax money to operate. For the moment they are still classed as public agencies, but that may change depending on the outcome of an appeal now being considered in Washington. If the appeal is successful, you may be entitled to a refund. In the meantime, FICA will continue to be deducted from your sick pay. Watch the Utility Reporter for further developments.

# Outside Construction Hot Line

By John J. Wilder

It is official — Sierra Pacific Power Company's 230 KV transmission line is out for bid. Bids on the first 70 miles of this project are due July 5. The project will begin very soon after this date.

Lord Electric is at work on Unit 12, a small substation at the Geysers. Presently, there are five men on the job.

We have nothing new to report on the Keswick Power Plant Substation renovation. The job was awarded to B & A Electric of Sacramento. Hopefully, some people will be placed on this job around August.

The Rollins Dam Hydro Electric Power Plant job has been awarded to a general contractor. We have no word yet on who will do the electrical work, and it will be some time before anybody is placed on this job.

Harker and Harker, and Slater Electric have nearly completed the seven miles of transmission line they are building in Reno. Slater is still performing underground work for Sierra Pacific Power Company.

An underground job for the United States Bureau of Reclamation in Placer



### A/C Transit District

Bargaining is still in progress. Local Union 1245 has requested and been granted strike sanction.

### C-P National (Telephone)

Bargaining is still in progress. Negotiating meetings were held June 7, 8, 9, 14 and 15, 1978. Other meetings will be scheduled in the near future.

### City of Gridley

Bargaining is still in progress. The last meeting was held June 19, 1978.

### City of Healdsburg

Bargaining is still in progress.

### City of Lodi

Bargaining is still in progress. The last meeting was held June 14, 1978.

### City of Oakland

Bargaining is still in progress.

### City of Redding

Local 1245 members employed at the City of Redding overwhelmingly voted to reject the tentative results of contract negotiations. As a result, additional meetings were held June 13 and 14. Other meetings will be scheduled in the near future.

### Paradise Irrigation District

Local 1245 members employed by Paradise Irrigation District voted unanimously to reject the tentative results of contract negotiations. Presently, Local 1245 is trying to arrange another meeting with the District's negotiating committee.

### Orange Cove Irrigation District

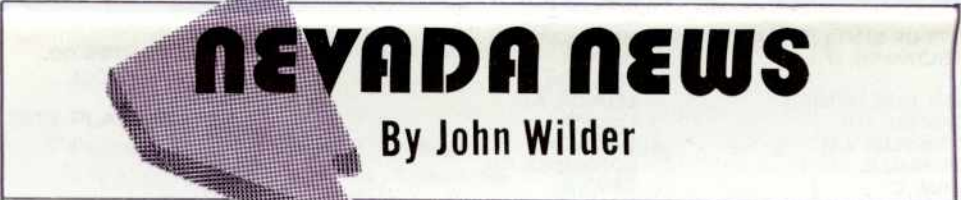
On May 31, 1978, Local Union 1245 formally notified Orange Cove Irrigation District of its desire to open negotiations. To date, no meetings are scheduled.

### Sierra Pacific Power Company

The Company's latest wage offer has been submitted to the membership for its consideration. The ballots will be counted June 26, 1978.

### RCA Tracking Station (NASA)

Bargaining is expected to commence in the very near future. (See "Nevada News" for additional information.)



The National Labor Relations Board has again ruled in our favor concerning the certification we have been seeking for the employees at the RCA Missile Tracking Station in Ely, Nevada. The Company has one more appeal, which they must make within ten days of June 12, 1978. If they do not appeal, we will start preparing for bargaining immediately. We cannot say too much for the courage of the employees who are fighting for their rights to be represented by the Union of their choice.

Sierra Pacific Power Company's wage proposal was overwhelmingly defeated in a mail ratification vote. The Union and

Company Negotiating Committees met on June 1 and 2 and reached a tentative settlement subject to ratification. The ballots are to be in on June 26, and will be counted in Reno at that time.

CP National Telephone negotiations in Elko, Nevada were held on May 4 and 5, May 16 and 17, and again on June 7, 8 and 9, 1978. Progress is being made, however, slowly. The next meeting is scheduled for June 14 and 15.

If prices continue to rise at the present rate, it looks like it will trigger the cost of living clauses in both the Mt. Wheeler and Wells Rural Electric Company agreements.

Negotiations for CP National Power Division, Clerical Unit in Elko, Nevada have been completed and have been ratified by the membership.



County was awarded to a non-union contractor. Union contractors came in second and third.

The transmission line for the City of Redding from Keswick Switching Station is out for bid. The due date is June 13.

Commonwealth Electric will begin to work on small substations at the Geysers, Unit 15 in the very near future.

Anyone who has not received his contributions from the pension fund, should contact Local Union 1245 immediately.



During the period April 20, 1978 through May 23, 1978 applications for membership were received from the following persons:

**SAN JOAQUIN DIVISION**

ELLIS, R.D.  
GARCIA, T.  
HANSEN, E.W.  
SIMMONS, S.J.  
SULLIVAN, P.E.

**COAST VALLEY DIVISION**

BOLINGER, J.N.  
CASHERO, J.E.  
KEMPER, R.F.  
JEFFERSON, M.J.  
MARCEBO, J.R.  
MOHLER, T.L.  
REDDEKOPP, J.D.  
REENTS, M.A.  
SPRANGER, G.L.

**MONTEREY PENN. TV CABLE**

BARTHELOW, P.J.

**SONIC CABLE TV**

ACKERMAN, M.A.

**PIPE LINE OPERATIONS**

ODEN, L.M.

**CAL-PAC NEEDLES**

COOK, S.F.  
WALTERS, M.J.

**CITY OF SANTA CLARA**

REICHMANN, W.J.

**SAN JOSE DIVISION**

CASSELL, H.R.  
CONNELLY, J.J.  
CRAIG, M.E.  
CRUZ, C.  
JOHNSON, K.L.  
JOHNSON, R.I.  
MARTIN, R.U.  
O'DONNELL, K.M.  
PERRY, D.S.  
POWELL, C.A.  
SENKIR, T.E.

**MATERIAL DISTRIBUTION**

CULLAR, R.D.  
NAGEL, J.A.  
ROMANO, G.T.

**EAST BAY DIVISION**

BENOIT, J.W.  
BRAY, K.N.  
BUDESILICH, A.P.  
CHAVEZ, R.L.  
CHINN, B.G.  
CONTRERAS, M.  
CONTRERAS, R.J.  
DAVIS, C.  
DOMBROUSKI, T.L.  
GONZALES, M.E.  
GREEN, K.L.  
HEANNE, E.N.  
HIGHTOWER, S.R.  
HUNTER, B.J.  
JONES, R.E.  
LANGE, B.A.  
LEHNE, F.M.  
LOGAN, J.  
LOPEZ, S.P.  
MEACHAN, D.J.  
MIZOKUCHI, A.K.  
MULDER, R.  
PENA SAMSON de la  
PRIEST, L.A.  
RODRIQUEZ, D.A.  
SETOGA, A.S.  
SIBLEY, J.J.  
SPADAOECHIA, C.A.  
TEDESCO, J.  
TORRES, A.D.  
VILLALOBOS, J.A.  
WALKER, K.C.  
WARDERS, J.M.

**X-RAY ENGINEERING**

MARTINI, G.M.

**CONCORD TV CABLE**

BURLESON, C.T.  
RAHBARI, M.R.

**TELE-VUE SYSTEM**

DUMOND, E.W.  
GRAHAM, L.D.  
RICE, R.D.

**BAY CABLEVISION**

GAY, F.A.

**SAN FRANCISCO DIVISION**

BARAIRO, S.S.  
GONZALES, F.M.  
HUEY, D.H.  
MONACO, L.M.  
O'CONNELL, J.A.  
PAUL, R.S.  
SCAFANI, M.A.

**GENERAL OFFICE**

ARNOLD, P.M.  
BAUTISTA, E.P.  
BEHLOW, J.R.  
CHAN, K.C.  
CHANG, M.  
DAVIS, L.J.  
DULAY, A.F.  
FOSTER, M.D.  
GERMAINE, G.R.  
GERSTNER, M.D.  
HUEY, N.  
LEM, D.W.  
LEONOR, A.C.  
LIM, E.P.  
LORD, C.A.  
RODRIGUEZ, F.N.  
SAND, B.  
SHIGEMATSU, L.M.  
SMITH, Y.R.  
TANG, J.  
VENERACION, M.S.  
VUONG, Y.N.

**WESTERN TV CABLE**

JOHNSON, E.D.

**STOCKTON DIVISION**

CRIPPEN, K.H.  
HEARON, T.B.  
RANEY, M.J.

**SACRAMENTO REGIONAL TRANSIT**

CHIN, D.H.  
DZIUK, P.M.

**PACIFIC GAS TRANSMISSION**

LEHMAN, D.W.

**HUMBOLDT DIVISION**

LYLE, D.T.

**SHASTA DIVISION**

ALLISON, J.G.

**CITY OF REDDING**

ANDERSON, D.R.  
HAYES, J.A.  
REEVES, E.  
SHELTON, R.P.

**SIERRA PACIFIC POWER CO.**

BAIR, S.M.  
BESELER, W.D.  
BLURTON, D.M.  
DAANE, M.L.  
MENESINI, M.E.  
PATERSON, W.A.  
WOLBERTON, T.A.  
UTLEY, T.M.

**CAL-PAC SO. LAKE TAHOE**

DOBSON, N.I.  
FISCHER, A.L.

**TRUCKEE DONNER PUD**

JONES, N.C.  
WALTRIP, B.C.

**CAL-PAC ELKO**

BAILEY, J.M.  
HARMER, D.K.  
HARRIS, M.E.  
SMILEY, R.K.  
YRAGUEN, F.

**CITY OF ROSEVILLE**

BALLARD, M.L.  
BAUDREAU, P.W.  
GOUCHER, D.E.

**COLGATE DIVISION**

DURHAN, J.L.

**NORTH BAY DIVISION**

MIKOWICZ, J.  
WRIGHT, A.I.

**SACRAMENTO DIVISION**

EKBOM, M.A.

**SMUD**

AUGUST, E.A.  
BJORK, G.L.  
FENDER, T.J.  
GILBERT, G.N.  
LOPEZ, R.N.  
LOY, J.E.  
ROGERS, J.R.  
WILSON, M.

**CITIZENS UTILITIES CO.**

DAVY, P.J.  
FENDER, R.E.  
GUNN, D.L.  
LISCIO, C.A.  
OLIVEIRA, E.A.  
RUTHERFORD, G.K.  
SMITH, M.B.  
SPANGLER, N.A.  
WADE, R.  
WOOD, M.A.

**GENERAL CONSTRUCTION**

AITA, R.R.  
AITKEN, D.R.  
AMBLE, D.M.  
ANDEREGG, A.A.  
ARTERBERRY, T.A.  
ANDREWS, J.E.  
BADILLA, A.S.  
BALL, J.B.  
BATULA, G.A.  
BAUER, R.E.  
BELL, R.A.  
BERGERON, L.E.  
BILLICK, I.L.  
BLACKMORE, D.L.  
BRADLEY, J.S.  
BROOKS, D.  
BROOKS, L.E.  
CAMACHO, R.R.  
CAMPBELL, G.N.  
CAMPBELL, W.A.  
CASIDAY JR., B.B.  
CLARK, J.W.  
COREY, J.R.  
COULTER, R.A.  
CRIDER, H.R.  
CRISE, D.M.  
CROWHURST, P.A.  
CURNOW, G.R.  
D'ALESSANDRO, A.M.  
DAVIS, C.R.  
DAVIS, V.D.  
DICKINSON, G.M.  
DRIVER, C.R.  
ELBEN JR., H.J.  
EDGE, D.S.  
EDIE, R.A.  
ELKINS, F.D.  
ELLIS, R.L.  
ENCALLADO, R.A.  
FIELD, P.A.  
FLIPPO, J.C.  
FOUTAINE, M.S.  
FOURKILLER, L.H.

FRASER, M.E.  
FREESE, M.  
FRITZ, R.M.  
FYFE, D.T.  
GAINES, J.E.  
GIBSON, D.A.  
GIESSER, R.L.  
GILBERT, C.C.  
GLAZE, T.L.  
GOINS, D.L.  
GONNELLA, A.R.  
GONSALVES, D.J.  
GONSALVES, R.A.  
GRAHAM, J.D.  
GRANDO, A.  
GRIFFIS, J.J.  
HALL, H.D.  
HANSEN, E.W.  
HANSEN, L.D.  
HARRISON, A.D.  
HENLEY, G.L.  
HILLIARD, R.E.  
HOLT, R.W.  
HORST, G.E.  
HOWANIEC, J.M.  
HUNTINGTON, V.L.  
IVESTOR, R.B.  
JOHNSON, D.L.  
JOHNSON, L.R.  
JOHNSON, R.B.  
JOLIN, D.E.  
JONES, K.G.  
JORDAN, J.H.  
KLINGEMAN, D.B.  
LANCIERI, M.J.  
LANDZICK, M.J.  
LANGFORD, S.G.  
LANGLEY, D.W.

LOCKHART, D.H.  
LORING, D.E.  
LOWRANCE, D.N.  
McGUFFEY, M.C.  
McMELLON, D.R.  
MAARSCHALKERWEERD, W.  
MACKEY, B.L.  
MAHER, J.M.  
MARCHISIO, B.S.  
MARTIN, B.E.  
MASON, M.D.  
MAYFIELD, J.C.  
MEANS, J.T.  
MELLO, A.J.  
MOGG, W.L.  
MOLNAR, N.T.  
MORALES, R.M.  
MORRIS, C.B.  
MUNOZ, G.M.  
O'BANNON, R.W.  
O'HARA, J.L.  
OTTER, L.S.  
PAUSTIAN, R.F.  
PERRY, J.S.  
PETERSON, E.C.  
PHIPPS, J.D.  
PITTS, F.D.  
PONTIOUS, E.B.  
POOL, R.N.  
PRESTON, S.K.  
RHOADES, D.W.  
RICHARDS, G.T.  
RIVERA, A.  
ROCHA, R.  
ROHDE, K.A.  
ROUNTREE, D.G.  
ROWLAND, S.H.  
SCOFIELD, M.J.  
SHOLLER, S.M.

SKINNER, B.E.  
SOLENO, L.  
SPENCER, J.L.  
SPROLES, A.  
STANLEY, G.R.  
STEVENS, T.  
STOWE, S.A.  
SULLIVAN, R.J.  
SWILLEY, J.L.  
SWINDALL, R.L.  
THOMAS, D.D.  
TRAINER, R.G.  
VILLEGIANTE, F.J.  
WAGNER, A.L.  
WALLRAUIN SR. J.R.  
WARREN, A.J.  
WARREN, G.W.  
WILBURN, J.T.  
WILMOT, D.D.  
YEPIZ, R.

**DAVEY TREE**

ARGTA, R.  
FORTI, F.A.  
HARRELL, M.  
HAWKINS, G.E.  
NAVARRO, A.J.  
PIPER, D.J.  
SIMONSON, P.A.  
STOW, W.A.

**PACIFIC TREE**

VOET, R.G.

**USBR**

MYERS, J.A.  
WOODS, R.L.

# APPOINTMENTS

The following members have been appointed to the committees listed below:

## LOCAL UNION COMMITTEES

### Election Committee

Gary Mai	Rosetta Kline	Orval Stoval	Leonard Simmons
Skip Harris	Jerry Smith	Lance Karber	Einar Petersen
Steven Lee	Leo Heer	Barbara Symons	Marvin Rubendall
John Seibert	Larry McAllister	Bettie Charles	Carol Kichenmaster
Charles Stockham	Chuck Larsen	Russ Conroy	Joe G. Parra

### Safety Committee

Sandy Zraggen  
Dave Parmenter

## GRIEVANCE COMMITTEES

### East Bay Division Joint Grievance Committee

Lawrence Henderson

### Shasta Division Joint Grievance Committee

Will Rodrigues

### Humboldt Division Joint Grievance Committee

Barry Jensen

### Materials Distribution Division

T. L. Kellar  
William Sullivan

## NEGOTIATING COMMITTEES

### Pipe Line Operations

Ruben Arredondo  
Mark B. Smith  
David Zollar

### City of Oakland

Cecil Jackson  
James Krugh

### Materials Distribution Interim Training Committee

Ray Kmetz

### Sierra Pacific Power Company 1978 Wage Bargaining Ballot Committee

Madeline Cherry	Jack Larramendy
Ethel Larson	Steve Sealey

### Computer Operations Interim

Mary Wise  
Frances Weston

### Orange Cove Irrigation District

Kenneth Loy  
Adolph Martinez

### Cal-Pac Elko Telephone

Ray Paoli	Janet Petersen
Bernard Guzanski	John Petersen

# You may be eligible for SS

## OLDER MEMBERS:

A FULL TIME JOB DOESN'T STOP ALL SOCIAL SECURITY BENEFITS

By Charlie Gadzik

Few employees realize that they can collect a portion of their social security benefits before they retire. Oftentimes a worker can continue in his regular job at full salary and each year still receive hundreds of dollars from social security. But you must apply for the benefits to receive them. By not applying, you forfeit the benefits you would have received had you filed earlier.

Here's how the system works. A person between the ages of 62 and 65 can earn up to \$3,240 and still receive his entire social security benefit. For those between 65 and 72, \$4,000 can be earned while receiving full benefits. After age 72 there is no limit on how much you can earn.

If a worker makes more than these earnings limits, his social security benefit is reduced. He loses \$1.00 in benefits for every \$2.00 earned over the limit. But he must earn a great deal of money before his benefits will be entirely canceled out.

Take, for example, the hypothetical cases of Carol Jones and Tom Brown. Carol is 65 and is earning \$12,000 a year. She has applied for social security benefits to be eligible for medicare, but is continuing to work. Her potential social security benefit at \$391.80 a month is 4,701.60 a year. Because of her age she can earn \$4,000 from a job without losing a penny of benefits, but she loses \$1.00 for every \$2.00 she earns above that limit. Since her salary is \$8,000 over the limit (\$12,000 - \$4,000 = \$8,000), she loses \$4,000 of her social security benefits. That leaves \$701.60 in benefits she can collect in addition to her \$12,000 salary.

Tom Brown's case is different. Aged 64, he has always paid the maximum social security tax and now makes \$18,000 a year. His potential social security benefit at \$450.00 a month is \$5,410.80 a year. Because he is under 65, only the first \$3,240 of his earnings are exempt, leaving an excess of \$14,760 (\$18,000 - \$3,240 = \$14,760). According to the formula that cancels \$1.00 in benefits for every \$2.00 in excess earnings, Brown on his own would not be entitled to any benefits. But he has a wife, also 64, who is eligible for a wife's benefits on his earnings record. Together they are potentially entitled to \$8,062 in social security benefits for the year. Brown's excess earnings cancel \$7,380 of that amount (\$14,760 ÷ 2 = \$7,380), leaving he and his wife \$682 in benefits on top of his \$18,000 salary.

NOTE: Payments received before age 65 will, of course, reduce the monthly benefit at 65, but only by a small amount. For example, the combined payments to Brown and his wife would be reduced by about \$5.00 a month at age 65 or only \$60.00 a year.

**Dedication and involvement need not be measured in years of service, but rather in the willingness to support your interest in your Local Union, in the contract which your Union has negotiated for you and the legislative process which effects labor and more importantly, you and your family.**

Because they could forfeit benefits they could have collected had they filed earlier, employees who continue to work past retirement age should consider filing their claims as soon as they are eligible at age 62. Every case is different, however, and what is best for your situation may not be best for someone else. It is always a good idea to visit your social security office and figure out yourself how to get the most out of your social security benefits.



City of Santa Clara members and Local 1245 honor Clyde Ramsdell. On April 28, 1978, friends of Brother Clyde Ramsdell (left) honored him at his retirement party. Business Representative Orv Owen (right) and Shop Steward Richard Murphy (center) presented Local 1245's Pin and Scroll to Brother Ramsdell and thanked him for his faithful service to the Local.

## 'Be Wary of Hospital Cost Control Panels'

All AFL-CIO affiliates are being urged to refuse to serve on voluntary hospital cost control committees being formed by the American Hospital Assn., American Medical Assn. and the Federation of American Hospitals by Bert Seidman, director of the AFL-CIO Dept. of Social Security.

Seidman said that the AFL-CIO has refused to serve on a committee composed of the above organizations because it considers their drive "a vehicle for holding down wages of hospital workers."

On May 10 the AFL-CIO Executive Council adopted a statement on "hospital cost containment" voicing support for President Carter's announced aim to

develop "an effective and fair anti-inflation program" to curb soaring hospital costs. But, the council said:

**"Such legislation must not create incentives for hospitals to hold down the wages of already low-paid hospital workers. We could not tolerate such a blatant injustice. Such unfair treatment of hospital workers is all the more indefensible since even the Council on Wage and Price Stability has admitted that sharply escalating non-labor costs — not wages — have been responsible for virtually the entire hospital cost increase."**

The Council's statement urged the Congress "to enact effective hospital cost containment legislation without

wage controls on low-paid hospital workers."

But it also noted that even the enactment of such legislation "will not bring a halt to rapidly rising health care costs since it will not affect physicians' fees and other health care costs" which are also increasing too rapidly.

"Only a universal and comprehensive national health insurance program with effective and fair cost controls and incentives for improving the quality and enhancing the efficiency of health care will bring both lasting health care cost containment and adequate health care to the American people," the Council declared.

—Calif. AFL-CIO News

## Senior Citizens National Council merits support

By Dorothy Fortier

The National Council of Senior Citizens is a strong voice for older Americans. The Council, supported by the AFL-CIO since its inception in 1961, has fought many successful battles for the rights of senior citizens. An early victory for the Council's legislative effort was passage of Medicare, in the face of determined opposition from other organizations purporting to represent senior citizens.

In addition, the NCSC, with the strong support of organized labor, has won seven increases in Social Security benefits, a nutrition program providing inexpensive meals for older Americans, an expanded food stamp program, legal services, and improved transportation for senior citizens.

"The NCSC is making tremendous strides for the Nation's older Americans, as part of this organized force, seniors throughout the country are able to effectively challenge existing legislation and open the door to future improved legislation for senior citizens," Local 1245 Business Manager Dean Cofer comments.

"Strength through Organization" was adopted as the slogan for the NCSC convention in June. To maintain that strength, the Council has embarked on a massive membership drive to enlist retired Americans in the battle for a better life for senior citizens. "In light of the victories already achieved by the NCSC and the future battles yet to be fought and won, I strongly urge Local 1245's older members to seriously consider the merits of the NCSC and make a commitment to becoming an active part of the organization," Cofer stated.



### Join the National Council of Senior Citizens

An Advocacy Organization for Senior Citizens  
Endorsed by AFL-CIO

#### Services include:

- Group rates on Medicare supplements
- Savings on prescriptions
- Discount travel service
- A lobbying effort centered in Washington
- Senior Citizens News
- Affiliated clubs across the nation

#### YOUR NCSC MEMBERSHIP APPLICATION

##### ANNUAL MEMBERSHIP DUES (Check One)

- individual—\$4.00     member of supporting club or union—\$3.50  
 family (includes your spouse)—\$5.00  
 lifetime (individual or couple)—\$100.00

name of club or union retiree group, if applicable

your name

address

city

state

zip

Mail this application with your check to:  
NCSC, 1511 K Street, N.W., Washington, D.C. 20005

# Labor reaffirms its priorities

A report on the 1978 Joint Legislative Conference sponsored by the California Labor Federation and State Building & Construction Trades Council of California AFL-CIO

By Bob Thomson

The bomb-Prop 13, appeared to be the theme for this year's Joint Legislative Conference in Sacramento, May 22 thru May 24. Opening day started by being welcomed to the city of Sacramento by Mayor Phillip Isenberg. Governor Brown highlighted the first day of the Conference by denouncing the Jarvis-Gann initiative at length in harsh terms before approximately 400 delegates in attendance. Though most of his speech was an excoriation of what he called the "demagoguery of Jarvis", he also concluded by indicating that there has been a growth of jobs in California under his administration.

During the first day's session, we also had presentations from the President of the State Building and Construction Trades Council, James S. Lee; Lieutenant Governor Mervyn Dymally; Senate President Pro Tempore James R. Mills; Senator Ray Johnson; Assembly Majority Floor Leader Howard Berman; Assembly Republican Floor Leader Paul Priolo; and the Executive Secretary-Treasurer of the California Labor Federation John Henning, covered the Senate Bills and Assembly Bills that are on the California AFL-CIO Legislative program for 1978.

All delegates had the opportunity for

Legislative visitations to the State Capitol. We were able to sit in on sessions of State Senate and Assembly Standing Committee meetings, talk to various Senators and Assembly Members about Labor's Legislative program.

One of the Senate Committee meetings covered by Local 1245 Delegates was Governmental Organization. AB 2744, authored by Assembly Member Berman, which permits an Agency Shop clause to be negotiated in public employee collective bargaining contracts was eventually, after pro and con discussions (and a little behind the door lobbying), passed out of Committee and will be soon heard on the Senate floor.

State Senate Majority Leader, David Roberti, was the "Friend of Labor" speaker at the dinner meeting on May 23rd. Senator Roberti covered Construction Trades Council and Labor's involvement in the Legislature and what must be done in the future to preserve or enhance our position in the Labor movement.

Six delegates: Dean Cofer, Howard Darrington, Mert Walters, Ron Fitzsimmons, Red Henneberry, and Bob Thomson represented Local 1245 at the conference. Other Local 1245 members present representing various labor councils were Darrel Mitchell and Stan Sleeper.

## The Deflator!



## Forced overtime battle won by employers

AB 1295, the Labor supported bill to ban forced overtime in California died in the state senate Industrial Relations Committee in May.

A spokesman for Assemblyman Tom Bates, chief sponsor of the bill, said no attempt will be made to revive the issue during this legislative session.

The bill was originally drafted to prevent employers with more than 50 employees from compelling overtime. In an effort to help the embattled bill gain a majority on the seven-member committee, Governor Brown's office suggested a more limited application of the forced

overtime ban, amending it to prevent only those employers with more than 100 employees from compelling overtime under threat of demotion or discharge. Other amendments removed the outright ban of forced overtime and instead gave workers the right to bring allegations of abuses of overtime before the state labor commissioner.

AB 1295, introduced in the assembly in March, 1977 aroused much heated debate. Testifying before the senate Industrial Relations Committee on behalf of the bill, Assistant Business Manager Mert Walters cited specific incidents where Local 1245 members had been severely disciplined because they refused to work overtime in non-emergency situations. Additional testimony about mandatory overtime abuses by employers came from workers in communications, oil, chemical and atomic

plants, airlines, laundry and dry cleaning, dairy industries, motion picture industries and from members of Unions representing machinists, hospital workers, retail clerks, teamsters and paper workers.

Unfortunately, the bill's supporters were unable to gain enough votes from Democratic committee members to hold the amended bill over for a later vote. Only Democratic Senators Alan Sieroty and Nate Holden stood solidly with labor in support of the bill.

If the bill receives broad enough support, it could be reintroduced next year. Its passage would have benefited all California workers and in order to get it reintroduced next year, Local 1245 urges you to contact your legislative representatives voicing your discontent with its failure.

### HOW TO WRITE YOUR SENATORS:

Your letters to both of your U.S. Senators could make the difference in the passage of Labor Law Reform (S. 2467).

No fancy letters are needed. Just a simple, straight-forward statement. You don't need a typewriter. Send either a postal card or a letter.

Tell them to pass the Labor Law Reform Bill (S. 2467), without further amendment, because the rights of working people must be protected. Ask them also to vote to end any filibuster.

Send your letters to both Senators in your state, addressed:

Sen...  
U.S. Senate  
Washington, D.C. 20510

### THE REWARDS OF APATHY

**APATHY HAS A LOT GOING FOR IT** — It is easy to catch and is painless. You can ignore it and nothing happens. The stronger it gets, the less you feel you need to do about it. It becomes most noticeable when it begins to spread over a large area. When it does, the individual usually feels it belongs to someone else. Another appealing thing about apathy is the warm glow of nothingness it gives. The temptation is to leave it alone and it will go away. With this attitude it will stay. Apathy demands a special treatment for it will not go away alone. The treatment starts with a good dose of involvement followed by long periods of action. It may be hard to get a confirmed apathetic to take the cure. And then it isn't permanent.

Action must be rewarded while apathy is to be condemned. Since it is easier to condemn than to praise, it stands to reason that apathy is here to stay. It is needed by those who would rather condemn than act. Apathy has a lot going for it, but action is more fun. It must be. Have you ever heard anyone say, "Let's go where the apathy is"?

## Senate Panel OKs Public Workers' Agency Shop Bill

Legislation sponsored by the California AFL-CIO to give local government employees the same right to negotiate agency shop agreements with their employers as that already provided for educational employees under the 1975 Rodda Act won the approval of the Senate Governmental Organization Committee.

The bill, AB 2744 authored by Assemblyman Howard Berman (D-L.A.), won committee approval Tuesday by a vote of 6 to 2. It now goes to the Senate floor.

Committee passage of the bill came after scores of trade unionists from throughout the state, who were participating in the three-day joint legislative conference held by the California Labor Federation and the State Building & Construction Trades Council, had spent Monday afternoon contacting legislators from their districts to urge them to support the bill.

The bill won Assembly passage with

strong bipartisan support last month by a vote of 55 to 16.

As sent to the Senate floor, the bill affirms the right of public employees "to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations" and declares that "an agency shop agreement may be negotiated between a public employer and a recognized public employee organization which has been recognized as the exclusive or majority bargaining agent pursuant to reasonable rules and regulations, ordinances, and enactments, in accordance with this article."

The measure defines an "agency shop" as meaning an arrangement that requires an employee, as a condition of continued employment, either to join the recognized employee organization, or to pay the organization a service fee in an

amount not to exceed the standard initiation fee, periodic dues and general assessments of such organizations for the duration of the agreement, or a period of three years from the effective date of such agreement, whichever comes first."

Under federal law, the collective bargaining agent chosen by a majority of the workers in a bargaining unit is required to bargain for all workers in the unit. Agency shop provisions help balance the federal law by assuring that all workers pay their fair share of the costs of contract negotiations, grievance handling, arbitrations and contract enforcement that benefits all employees, a union spokesman explained.

The bill also contains a so-called "conscience clause" similar to an amendment in the labor law reform bill (S 2467) now up for action in the U.S. Senate.

# Local's Policy Discussed



At the podium, Senior Assistant Business Manager Willie Stewart reports on Negotiations and other issues of vital concern to the Council. Left to right, seated, are Recording Secretary Kathy Tindall, Business Manager Dean Cofer and Vice President Ron Fitzsimmons.

CARMEL — All Advisory Council Members or their alternates were present at the Joint Executive Board/Advisory Council Meeting held at the Holiday Inn in Carmel, California May 6 and 7, 1978.

As reported in the May issue of the UTILITY REPORTER, Jerry Hale was presented the Competitive Scholarship Award for 1978 by Business Manager Dean Cofer for his winning essay.

Retired members Royce Herrier, Mark Cook and Roy Murray received special recognition for their continued regular attendance at Unit meetings in their respective areas. Brothers Herrier and Cook were present at the Council meeting. These brothers are a prime example of dedicated unionists.

Under "good of the union," a report was given on the status of the strike against the *Sacramento Bee* by the Mailers Union, Local 31. It was concurred that Local Union 1245 on behalf of the Sacramento Central Labor Council and the Mailers Union, Local 31, will request that Union members cancel their subscriptions to the *Sacramento Bee*. The *Bee* has demonstrated anti-labor policies and for this reason does not deserve union patronage. Business

Manager Dean Cofer reported that the Local Union had already cancelled its subscriptions to the newspaper.

Other items acted upon by the Council included:

- ✓ Proposals to amend the Local Union Bylaws, Article V, Section 10 submitted by Units 3417 and 3411;
- ✓ Proposal to amend the Local Union Bylaws, Article V, Section 11 submitted by Unit 3417;
- ✓ Proposal to amend the Local Union Bylaws, Article VI, Section 3 submitted by Unit 3811; and

The next regular Advisory Council meeting will be held August 5 and 6, 1978, at Local Union Headquarters, 3063 Citrus Circle, Walnut Creek, California. All members are strongly urged to attend Advisory Council meetings.

If you desire additional information concerning Advisory Council meetings or other Union business, contact your Business Representative.

Union members who wish to receive the Executive Board Report may have the Report mailed to their homes on a monthly basis by expressing the desire in writing. All requests will expire each January, and renewals must be received in writing.



Advisory Councilmembers attentively listen to reports from the Officers and Staff of Local 1245.



President Howard Darington administers the oath of office to Brother Frank Locati. Frank is the newly appointed Advisory Councilmember representing members employed at Pacific Gas Transmission Company.



## Notes of Interest

Local Union 1245 Recording Secretary Kathy Tindall was elected by her precinct to serve as a delegate to the Washoe County Democratic Convention held in Reno, Nevada in April, 1978. She also served as a delegate to the Nevada State Democratic Convention held in May, 1978.

\* \* \*

Brother Lawrence H. Casserly was appointed by the Sutter County Board of Supervisors to the Sutter County Employment and Training Council. The function of the currently 18-member Council is to submit recommendations regarding program plans, basic goals, policies and procedures to the Board of Supervisors concerning employment and training programs under the Comprehensive Employment and Training Act (CETA).

\* \* \*

William H. Peitz Photography is owned and operated by Brother Bill Pietz in Tracy. For custom photographic services, contact Bill at 209/835-1256.

\* \* \*

Sister Bernice Aston has been selected as a participant in the National Endowment for the Humanities Seminar, "Changing Social and Cultural Patterns in American Labor History." The Seminar will be held in New York City, at the City University of New York Graduate Center, beginning June 19, and lasting until July 15, 1978.

\* \* \*

Brother Dean Cofer was elected Vice President, District II, of the California Labor Federation, AFL-CIO, at the June 1, 1978 Executive Council meeting. Cofer was also appointed to serve on the Safety and Occupational Health Committee of the California Labor Federation.

\* \* \*

A. W. Wells, Unit No. 3216, Trinity, was the winner of the Unit Drawing for the month of May, 1978.

\* \* \*

Brother Gary Abrahamson was appointed by the Executive Board to fill the vacant position of East Bay and Material Control Department on the Advisory Council.

## Letter of Agreement Summaries

**Editor's note:** Members of Local Union No. 1245 who wish to receive a copy of the full text of any of the letter of agreements shown below may do so by submitting their written request to the Local Union.

### Pacific Gas and Electric Company

**PG&E No. 78-20:** Provides for the return of an employee, formerly a Trencher Operator, from long term disability status to the position of Backhoe Operator, Gas Construction, General Construction.

**PG&E No. 78-21:** Provides for the temporary upgrade of an employee from Holedigger Operator to Subforeman B for the duration of a special assignment involving the Line Construction Department, General Construction.

**PG&E No. 78-24:** Provides for the return of an employee, formerly a Gas Serviceman at Roseville, from long term disability status to the position of Service Operator in Roseville.

### Sierra Pacific Power Company

**SPPC No. 78-5:** Provides for the reclassification of an employee from Assistant System Operator, Power Production Department to Control Room Operator, Generating Plant Operations, Tracy Station.

**SPPC No. 78-6:** Provides for the reclassification of an employee from Line Working Foreman in Yerington to Lineman in Yerington.

**SPPC No. 78-7:** Provides for the reclassification of an employee from Service Utilityman, North Tahoe Electric Department to his former location and job classification: Helper, North Tahoe Electric Department.

# 1978 - Attend your Local 1245,

## SAN JOAQUIN

			July	Aug	Sept	Oct	Nov	Dec	
1111 FRESNO	Eagles Hall 1528 Van Ness	Chairman: D. Findley	Tuesday 7:30 p.m.	*11	1	5	3	7	5
1112 BAKERSFIELD	Central Labor Council 200 W. Jeffrey	Chairman: E. Mallory	Thursday 7:30 p.m.	13	10	14	12	9	14
1113 MADERA	Malik's Lounge 427 So. Gateway	Chairman: L. Jameson	Thursday 7:30 p.m.	6	3	7	5	2	7
1116 CORCORAN	Club Room 901 Chittonden	Chairman: F. Torres	Thursday 7:30 p.m.	6	3	7	5	2	7
1117 WASCO	Power Club 1101 - 12th St.	Chairman: T. Caterlin	Monday 5:00 p.m.	10	14	11	9	13	11
1118 CRANE VALLEY	Power House #2 Office	Chairman: E. Prindiville	Thursday 7:30 p.m.	13	10	14	12	9	14
1119 BALCH	Power House	Chairman: R. Bugg	Thursday 6:30 p.m.	13	10	14	12	9	14
1120 SELMA	Masonic Lodge 2012 High	Chairman: R. Cameron	Wednesday 5:00 p.m.	5	2	6	4	1	6
1121 COALINGA	Power Club Jayne & Merced Avenue	Chairman: S. Gillespie	Wednesday 7:30 p.m.	5	2	6	4	1	6
1122 MERCED IRRIGATION DISTRICT	Pine Cone Coffee Shop 2000 E. Childs	Chairman: J. Goodson	Wednesday 7:30 p.m.	12	9	13	11	15	13
1123 MERCED	Pine Cone Coffee Shop 2000 E. Childs	Chairman: M. O'Dell	Tuesday 7:30 p.m.	11	8	12	10	14	12
1124 LOS BANOS	Fireman's Hall 520 "J" Street	Chairman: F. Wright	Wednesday 7:30 p.m.	12	9	13	11	15	13

## COAST VALLEY

				July	Aug	Sept	Oct	Nov	Dec
1211 SALINAS	American Legion Hall 14 W. Laurel Drive	Chairman J. Collenback	Tuesday 7:00 p.m.	*11	8	5	3	7	5
1214 MOSS LANDING	Odd Fellows Hall 17-A East Beach Watsonville	Chairman: J. Greensides	Thursday 7:30 p.m.	6	10	7	5	9	7
1215 SAN LUIS OBISPO	Elks Lodge 222 Elk Lane	Chairman: M. Maysey	Wednesday 8:00 p.m.	12	16	13	11	15	13
1216 SANTA MARIA	Vandenberg Inn 1316 So. Broadway	Chairman D. Woods	Thursday 8:00 p.m.	13	17	14	12	16	14
1217 PASO ROBLES	Elks Lodge 1420 Park Street	Chairman T. Tweedie	Tuesday 7:00 p.m.	11	15	12	10	14	12
1218 LOMPOC	514 South I Street	Chairman: W. Herrier	Monday 7:30 p.m.	10	14	11	9	13	11
1219 HOLLISTER	Paines Resturant 421 East	Chairman J. Johnson	Wednesday 7:00 p.m.	5	9	6	4	8	6

## PIPE LINE

				July	Aug	Sept	Oct	Nov	Dec
1311 BARSTOW	V.F.W. Club Room 25214 W. Main Street	Chairman W. Blevins	Wednesday 4:45 p.m.	5	2	6	4	1	6

\*Changed due to holiday

## SANTA CLARA

				July	Aug	Sept	Oct	Nov	Dec
1411 CITY OF SANTA CLARA	Clover Hall 99 N. Bascom	Chairman: B. Blankenship	Thursday 7:00 p.m.	13	10	14	12	9	14

## SAN JOSE

				July	Aug	Sept	Oct	Nov	Dec
1501 SAN JOSE CLERICAL	Clover Hall 99 N. Bascom	Chairman: B. Symons	Thursday 8:00 p.m.	6	3	7	5	2	7
1511 SAN JOSE	Clover Hall 99 No. Bascom	Chairman: L. Williams	Tuesday 8:00 p.m.	18	15	19	17	21	19
1512 BELMONT	Good Shepherd Hall 1336 - 5th Avenue	Chairman: E. Larsen	Wednesday 8:00 p.m.	12	9	13	11	8	13
1513 SANTA CRUZ	Arion Hall 230 Plymouth St.	Chairman: A. Barson	Tuesday 8:00 p.m.	11	8	12	10	14	12
1514 SAN JOSE AREA - GENERAL CONSTRUCTION	Clover Hall 99 No. Bascom	Chairman: R. Swilley	Tuesday 8:00 p.m.	*11	1	5	3	7	5

## OAKLAND

				July	Aug	Sept	Oct	Nov	Dec
2211 OAKLAND GENERAL	Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Murphy	Thursday 5:00 p.m.	13	10	14	12	9	14

## EAST BAY

				July	Aug	Sept	Oct	Nov	Dec
2301 EAST BAY CLERICAL	Golden Gate Lanes El Cerrito	Chairman:	Tuesday 5:30 p.m.	18	15	19	17	21	19
2311 OAKLAND	Edgewater-Hyatt House 455 Hegenberger Road	Chairman:	Tuesday 5:00 p.m.	*11	1	5	3	7	5
2312 EAST BAY AREA - GENERAL CONSTRUCTION	Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Brewer	Wednesday 5:30 p.m.	5	2	6	4	1	6
2314 HAYWARD	Elegant Ranch 22865 Atherton	Chairman: J. Obermeyer	Wednesday 8:00 p.m.	12	9	13	11	8	13
2316 CONCORD	I.B.E.W. Local 1245 3063 Citrus Circle Walnut Creek	Chairman: R. Hoyer	Thursday 7:30 p.m.	13	10	14	12	9	14
2317 ANTIOCH	Fiberboard Club 2nd & L Street	Chairman: F. Harbrecht	Tuesday 8:00 p.m.	11	8	12	10	14	12
2315 LIVERMORE	Eagles' Hall 525 N. Livermore Ave.	Chairman K. McCoy	Thursday 7:30 p.m.	6	3	7	5	2	7

## SAN FRANCISCO

				July	Aug	Sept	Oct	Nov	Dec
2401 SAN FRANCISCO CLERICAL	Sheraton Palace Hotel Market & New Montgomery	Chairman: L. Samson	Wednesday 5:30 p.m.	12	9	13	11	8	13
2412 SAN FRANCISCO	War Memorial Center 6655 Mission Street Daly City	Chairman: R. Fitzsimmons	Wednesday 7:30 p.m.	5	2	6	4	1	6

## STOCKTON

				July	Aug	Sept	Oct	Nov	Dec
2511 STOCKTON	Jesters Club 6011 N. West Lane	Chairman P. Nickeson	Thursday 7:30 p.m.	6	3	7	5	2	7
2514 TRACY	Norm's Pizza Parlor 2227 Tracy Blvd.	Chairman M. Duarte	Tuesday 5:00 p.m.	11	8	12	10	14	12



# IBEW Unit Meeting! - 1978

## STOCKTON (Continued)

			July	Aug	Sept	Oct	Nov	Dec
2515 MODESTO	Sundial Lodge*	Chairman	12	9	13	11	8	13
	808 McHenry, Rm 138	M. Johnson	Wednesday 7:30 p.m.					
2516 LODI	Sr. Citizen's Hall	Chairman	13	10	14	12	9	14
	113 N. School St.	P. Hansell	Thursday 7:30 p.m.					
2517 SONORA	I.O.O.F. Hall	Chairman:	*3	1	5	3	7	5
		J. Robinson	Tuesday 7:30 p.m.					

## SACRAMENTO REGIONAL TRANSIT DISTRICT

			July	Aug	Sept	Oct	Nov	Dec
3011 SACRAMENTO REGIONAL TRANSIT DISTRICT	1412-21st Street	Chairman:	12	9	13	11	8	13
	Sacramento	W. Nunez	Wednesday 3:00 p.m. & 5:00 p.m.					

## PACIFIC GAS TRANSMISSION

			July	Aug	Sept	Oct	Nov	Dec
3021 SANDPOINT	Traveler's Hotel	Chairman:	12	9	13	11	8	13
		R. Hess	Wednesday 7:00 p.m.					
3023 WALLA WALLA	Touchet Fire Station	Chairman:	12	9	13	11	8	13
		A. Howell	Wednesday 7:00 p.m.					
3024 REDMOND	86 Corral Club	Chairman:	13	10	14	12	9	14
	Stockman's Room	W. Miller	Thursday 7:00 p.m.					
	North 6th Street							

## HUMBOLDT

			July	Aug	Sept	Oct	Nov	Dec
3111 EUREKA	Veterans' Memorial	Chairman:	11	8	12	10	14	12
	10 & H Streets	H. Darington	Tuesday 7:30 p.m.					
3112 GARBERVILLE	Fireman's Hall	Chairman:	13	10	14	12	16	14
	Locust Street	A. Weber	Thursday 5:00 p.m.					

## SHASTA

			July	Aug	Sept	Oct	Nov	Dec
3211 RED BLUFF	Palomino Room	Chairman:	6	3	7	5	9	7
	723 Main Street	H. Iness	Thursday 7:30 p.m.					
3212 REDDING	Hospitality House	Chairman:	*5	1	5	3	7	5
	532 N. Market	J. Eide	Tuesday 7:30 p.m.					
3213 BURNEY	Woodworker's Hall	Chairman:	13	10	14	12	16	14
		W. Rodriguez	Thursday 7:30 p.m.					
3216 TRINITY	New York Hotel	Chairman:	11	8	12	10	14	12
	Weaverville	A. Wells	Tuesday 7:30 p.m.					

## NEVADA

			July	Aug	Sept	Oct	Nov	Dec
3311 RENO	Carpenter's Hall	Chairman:	*7	1	5	3	7	5
	1150 Terminal Way	P. Lantis	Tuesday 7:30 p.m.					
3315 ELY	Fire Dept.	Chairman:	11	8	12	10	14	12
	Meeting Hall	J. Salvi	Tuesday 7:30 p.m.					

## DESABLA

			July	Aug	Sept	Oct	Nov	Dec
3411 CHICO	Retail Clerks Hall	Chairman	12	9	13	11	15	13
	First & Sheridan	H. Stansbury	Wednesday 7:30 p.m.					
3417 PARADISE	Veterans Memorial Bldg.	Chairman:	11	8	12	10	14	12
	Skyway	W. Harris	Tuesday 7:30 p.m.					

## DRUM

			July	Aug	Sept	Oct	Nov	Dec
3511 AUBURN	Moose Lodge	Chairman:	11	8	12	10	14	12
	Sacramento & High	P. Harrigan	Tuesday 7:30 p.m.					
	Auburn							
3512 ROSEVILLE	Villa Rosa Restaurant	Chairman:	17	21	18	16	20	18
	1704 Douglas Blvd.		Monday 5:00 p.m.					

## DRUM (Continued)

			July	Aug	Sept	Oct	Nov	Dec
3513 GRASS VALLEY	Loyal Order of Moose	Chairman:	20	17	14	19	16	14
	698 Whiting Street	W. Webber	Thursday 7:30 p.m.					
	Grass Valley							

## COLGATE

			July	Aug	Sept	Oct	Nov	Dec
3611 MARYSVILLE	DaVinci's	Chairman:	18	15	19	17	21	19
	1235 Bridge St.	C. Larsen	Tuesday 6:00 p.m.					
	Yuba City							

## NORTH BAY

			July	Aug	Sept	Oct	Nov	Dec
3711 MARIN COUNTY	Sam's	Chairman:	13	10	14	12	9	14
	209 Third Street	D. Madden	Thursday 7:30 p.m.					
	San Rafael							

			July	Aug	Sept	Oct	Nov	Dec
3712 SANTA ROSA	Labor Center	Chairman:	*5	1	5	3	7	5
	1706 Corby Avenue	H. Stiefer	Tuesday 8:00 p.m.					
	Santa Rosa Avenue							
	Off Ramp							

			July	Aug	Sept	Oct	Nov	Dec
3714 UKIAH	Ukiah Grange	Chairman:	5	2	6	4	8	6
	South State	J. Trunnell	Wednesday 8:00 p.m.					

			July	Aug	Sept	Oct	Nov	Dec
3716 NAPA	American Legion Hall	Chairman:	11	8	12	10	14	12
	1240 Pearl Street	S. Sleeper	Tuesday 8:00 p.m.					

			July	Aug	Sept	Oct	Nov	Dec
3717 FORT BRAGG - PT. ARENA	Presbyterian Church	Chairman:	6	3	7	5	9	7
	Pine and Main	D. McDonell	Thursday 5:00 p.m.					
	Fort Bragg							

## SACRAMENTO

			July	Aug	Sept	Oct	Nov	Dec
3811 SACRAMENTO	Dante Club	Chairman:	*11	1	5	3	7	5
	2330 Fair Oaks Blvd.	G. Johnson	Tuesday 7:30 p.m.					

			July	Aug	Sept	Oct	Nov	Dec
3812 VACAVILLE	Chamber of Commerce	Chairman:	13	10	14	12	9	14
	400 Monte Vista Street	A. Murray	Thursday 7:00 p.m.					

			July	Aug	Sept	Oct	Nov	Dec
3813 PLACERVILLE	Round Table Pizza Parlor	Chairman:	5	2	6	4	8	6
	512 Main Street	W. Tomlinson	Wednesday 5:00 p.m.					

			July	Aug	Sept	Oct	Nov	Dec
3815 DAVIS G.C.	Gallery	Chairman:	6	3	7	5	2	7
	Veterans Memorial	N. Brownlee	Thursday 7:30 p.m.					
	Center							
	203 East 14th Street							
	Club Room							

## S.M.U.D.

			July	Aug	Sept	Oct	Nov	Dec
3911 SACRAMENTO MUNICIPAL UTILITY DISTRICT	Dante Club	Chairman:	5	2	6	4	1	6
	2330 Fair Oaks Blvd.	T. Smiley	Wednesday 5:00 p.m.					

			July	Aug	Sept	Oct	Nov	Dec
**3912 FRESH POND - (SMUD)	Moose Hall	Chairman:	*18	1	5	3	7	5
	Meyer Road, Camino	C. Vanderpool	Tuesday 4:00 p.m.					

## CITIZENS UTILITIES COMPANY

			July	Aug	Sept	Oct	Nov	Dec
4012 SUSANVILLE	Grand Cafe	Chairman:	5	2	6	4	8	6
	Main Street	M. Kostick	Wednesday 7:30 p.m.					

			July	Aug	Sept	Oct	Nov	Dec
4013 ALTURAS	Elks Lodge	Chairman:	11	8	12	10	14	12
	Main Street	R. Kristenson	Tuesday 5:30 p.m.					

			July	Aug	Sept	Oct	Nov	Dec
4014 ELK GROVE	Pizza Barn	Chairman:	19	16	20	18	22	20
	8610 Elk Grove Blvd.	E. Petersen, Jr.	Wednesday 5:30 p.m.					

			July	Aug	Sept	Oct	Nov	Dec
4015 BURNEY - C.U.C.C.	Woodworker's Hall	Chairman:	13	10	14	12	16	14
		F. Crowe	Thursday 5:30 p.m.					

## TREES

			July	Aug	Sept	Oct	Nov	Dec
4411 DAVEY TREE - LAS VEGAS	I.B.E.W. Hall	Chairman:	5	2	6	4	1	6
	4321 E. Bonanza Road	C. Davison	Wednesday 7:00 p.m.					

\*Changed due to Holiday

\*\*Time changed to 5 p.m. as of November 7, 1978

## Electrical workers meet in Reno

By Dave Rossi

The Joint Executive Conference of Northern California Electrical Workers met May 13, 1978 at Harrah's Hotel in Reno.

The delegation from Local 1245 consisted of Business Manager Dean Cofer, Assistant Business Manager Tony Morgado, Recording Secretary Kathy Tindall, Business Representatives Rich Hafner, John Stralla and I.

Chairman Walter Hurlburt called the conference to order, and introduced host Business Manager John Byrne of I.B.E.W. Local 401 who welcomed the delegation.

Director of the California Division of Industrial Safety, Art Carter addressed the delegation and stated that fatal industrial accidents in California had declined in 1977 by 3% over 1976. He stated also that the Division of Industrial Safety is interested in knowing of non-union contractors who are not complying with Cal/OSHA, as well as union contractors.

Attorney Al Brundage spoke on the subjects of double breasted contractors, jurisdictional disputes between labor unions and how union locals are obligated to bargain with individual contractors.

Mayor Bruno Menicucci, City of Reno, talked about the continued growth of the Reno area, and labor's role concerning the growth. He also talked about some of the problems which have occurred as a result of rapid growth.

W. L. Vinson Vice President, Ninth District, discussed organizing. He stated that approximately 95 percent of the utility industry is organized, and commented on recent efforts made by Local 1245 in this area. He also mentioned the fact that while the Ninth District has increased in membership, some others have declined. Vice President Vinson also addressed the possible need for a per-capita increase as a result of some Districts operating in the red.

## Working Life in Sweden

By Ed Vallejo

On May 16, Business Representative Frank Quadros and I had the privilege of attending a seminar on Employment and Labor Market Policy at the University of California at Berkeley. The seminar was jointly sponsored by the U.S. Department of Labor, the Institute of Industrial Relations-UC Berkeley, and the Swedish Labor Market Board. Representatives from the Swedish Embassy, the Swedish Informations Service and Consulate were our official hosts, as well as the University. The program was given to exchange ideas and experiences among the labor representatives of the two countries, concerning concepts and programs affecting labor market policy. Various speakers, expert in their respective fields, gave short presentations on the theme of the seminar. It was interesting to note that those of us from the American Labor movement were so interested in the Swedish experience that our contribution to their knowledge was not very broad. During the morning, the discussions revolved around the Swedish Labor Market Policy and its effectiveness in their country. In the afternoon, we broke into workshops to better acquaint ourselves with each other and our specific experiences.

The Swedish Labor Market Board is a government agency which has the exclusive responsibility of achieving and maintaining full, productive, employment. In order to achieve that goal, the Board is funded by the government under an act of Parliament to provide vocational guidance, rehabilitation, occupational training, financial assistance, etc. The Board is composed of 15 members, 6 are from labor, 3 from management and the remainder are officials. Labor plays an integral part in the economic policy of Sweden as a result of the Labor Market Board. The fact that Sweden has enjoyed a Labor Party in government for some forty years, certainly contributes to the pro-worker at-

titude that seems to prevail in that country. For example, unions play a vital role in the educational process. They provide substantial assistance to the system by providing teachers, informational material, speakers, vocational guidance, and actual administration of some programs in the schools. Unlike this country, the students of Sweden are influenced not only by business interests, but by workers as well. Thus the graduating student who enters the labor force is much better prepared in the world of work. This also accounts for favorable public opinion of unionism among the citizenry. Currently, 90% of the organizable blue collar workers, and 75% of the organizable white collar workers are organized into unions.

Under the Labor Market Board, the Employment Service is similar to ours. However, it is more regionally located and administered somewhat differently. The Employment Service has 8,000 employees but only 800 are located in the main office. The rest are scattered to better administer the various programs. Recently, the government enacted a law that provides for compulsory notification of job vacancies. An employer, regardless of the number of employees, is obligated to notify the Employment Service of vacancies in jobs lasting more than ten days. Employers who fail to notify the Employment Service of job vacancies can be fined. This allows the Service to have continuous information at all times. The Service provides guidance and vocational training which is conducted by the Board of Education. The training programs are similar to apprenticeship programs in this country, except that the Board of Education has the responsibility of hiring teachers and administering the programs with an unlimited budget provided by the government. The government views this as a vital part of their policy to seek full employment.

Another interesting concept heard at the seminar was the Mobility Policy. This policy provides for worker mobility in job training, job placement, and retraining for employment where available. For example, if a trade union welder in the southern area becomes unemployed, he/she could be retrained as an electrician and qualify for additional unemployment benefits while retraining with the assurance that he was training for an actual job either in the same locale or elsewhere at the end of the training period. The government subsidizes companies that are proposing to shut down, by granting financial assistance to keep the workers employed, until such time as the employees are either retrained or seek other employment. The idea here is that the labor force is continually being mobilized for its full potential effectiveness within the labor market. Granted, this concept is not without problems, but as a whole, it recognizes the worker's choice in selecting vocations where a real possibility of employment exists. Also interesting, is that should you be employed in a government created job such as a public works project, all pay and working conditions are negotiated, just as in the private sector. To encourage workers to seek permanent jobs elsewhere, these types of jobs do not usually last longer than six months.

The Unions are either considered part of the trade union organization or the white collar organization of affiliated unions. These unions range from the Swedish Metal Workers to Swedish Chimney Sweeps, from Civil Servants to lawyers, dentists and doctors. It is assumed in Sweden, that if you are not a union member you probably belong to a management association. Management associations are governed by the larger employer organization made up of some 35 affiliated groups such as Engineering Employers, Commercial Employers, Building Employers, etc. Their structure, although management, is geared toward maintaining effective labor relations with the unions. The employer organization requires the various associations to submit drafts of each collective bargaining agreement before signing to their parent board.

The Swedish government recognizes the expertise which unions and branch organizations have about labor market conditions at all levels, so their participation in the decision-making process is essential. In view of the growing importance of labor market policy as a component of economic policy of any country, it should be considered a definitive advantage that the decision-making process leads to measures that are the result of joint labor and management appraisals of those economic problems. Should we in this country adopt such a national policy at all levels of government, labor and management, I believe there could be a full realization of the human resource potential we have yet to discover.

I want to thank our Swedish brothers and sisters for allowing me the privilege of learning something of them and hope that we contributed to their knowledge as well. In conclusion, I would say the experience was not only very enlightening, but heartwarming as well, to meet fellow unionists from another country, and realize that we all have the same dedication to attain dignity for the worker.

## Labor editors discuss issues

By Dorothy Fortier

Nearly 200 labor editors from the United States and Canada attended the Secretary of Labor's Conference for Labor Editors, May 3, 4, and 5, 1978 at the Hyatt Hotel in Washington, D.C.

Secretary of Labor Ray Marshall, in cooperation with the International Labor Press Association, sponsored the special conference for editors of union publications to give labor editors an opportunity to meet face-to-face with key Carter officials; ask questions of Administration officials on energy, transportation, health and trade; and participate in workshops on vital subjects.

Addressing the delegation of labor editors representing about 550 publications, Secretary of Labor Ray Marshall called Labor Law Reform one of the most important Carter Administration priorities "because of the intrinsic provisions of the bill" and "the nature of the campaign that has been waged against it based on heavy-handed distortion."

Marshall stressed that "if we lose against this kind of distortion, it will encourage distortion against programs that will jeopardize the interest of the labor movement." Marshall said he has "never seen distortions as great as in this particular case." He added: "The anti-union forces have been spending

vast sums of money to defeat Labor Law Reform. Since they are unable to attack the legislation on its merit, they have filled our nation's newspapers with hysterical and misleading advertisements screaming about giving power to union bosses and other distortions."

**The campaign to support Labor Law Reform is now in the final stage. For months, the American Labor movement has urged greater participation by Local Union members in the campaign to enact Labor Law Reform legislation. That campaign has now reached its peak. The major threat before us now is that the bill will be filibustered on the Senate floor. We have to stop the filibuster by invoking cloture. It doesn't take much effort. Simply write your Senator and say: I support S. 2467, Labor Law Reform, and urge you to vote for cloture and final passage, and sign your name and address.**

Other speakers included: Donald Elisburg, Assistant Secretary of the Employment Standards Administration, Ernest Green, Assistant Secretary of the Employment and Training Administration, Frank Burkhardt, Assistant Secretary of the Labor-Management Services Administration, Julius Shiskin, Commissioner of the Bureau of Labor Statistics,

Robert Lagather, Assistant Secretary of Mine Safety and Health Administration, James Schlesinger, Secretary of the Department of Energy, Patricia Harris, Secretary of Housing and Urban Development, Brock Adams, Secretary of Transportation, Robert Strauss, Special Trade Representative, Howard Samuel, Deputy Under Secretary for International Affairs, Robert Carswell, Deputy Secretary of the Treasury, Stuart Eizenstat, Assistant to the President for Domestic Affairs and Policy.

The Conference also was highlighted by a program on the National Aeronautics and Space Administration (NASA), sponsored by the Machinists, I.B.E.W., Sheet Metal Workers and Plumbers.

At the conclusion of the Conference, labor editors attended workshop sessions on key Labor Department programs such as occupational safety and health, employment standards, and pension reform, employment and training, labor statistics and international trade policies affecting American workers.

The entire program was concise and well delivered. It would be advantageous to the labor movement to participate in future programs of this nature if they become available.

# Local 1245 members in action

## Colgate/Shasta Senior Members Honored

On Friday, May 12, 1978, Local 1245 hosted an Awards Presentation Banquet honoring I.B.E.W. members from DeSabra and Shasta Divisions with 20, 25, 30 and 35 years of membership in the Union.

Business Representatives Arlie Baker and Larry Hope, aided by Senior Assistant Business Manager Willie R. Stewart, made the award presentations in behalf of the Local.

The members listed below were entitled to receive service awards at the May 12 dinner:

**35 Year Members**  
W. G. Conrad  
G. E. Marion  
J. M. Miller  
O. Simmons  
Ellis E. Royat  
W. A. Wedderien

**25 Year Members**  
Russell A. Green  
P. B. Miller  
D. C. Sabin  
H. F. Meikle  
Edward L. Mills  
R. H. Pearse

**30 Year Members**  
M. M. Aicega  
G. Bobinger  
R. A. Brown  
F. J. Pierson Jr.  
E. C. Selberg  
N. Valey  
R. Wunsch Jr.  
C. M. Jones  
L. J. Murphy  
C. W. Perkins  
W. F. Poole

**20 Year Members**  
H. J. Johns  
Lee Knight  
Larry D. Plummer  
Alvin J. Silva  
L. D. Terrell  
D. L. Yeates



Some of the award recipients are shown above.



Award recipients, wives are shown above.



Business Representative Larry Hope presents the door prize to the winning couple.

## Tracy Unit 2514 members enjoy the picnic at Oak Island Park



## General Construction Shop Steward Conference

The Shop Stewards listed below were present at the Shop Stewards' Training Seminar held on May 20, 1978 for General Construction Stewards. The session was conducted by Business Representatives Roger Stalcup and Mickey Harrington.

Dean Lees  
Boriel Gomez  
Stanley Stensrud  
Stephen Stewart  
Leo Heer  
Bruce Miles  
Ray Friend  
Floyd Farmer  
Jan McCracken  
Fred Pedersen

Don Findley  
Michael Belloli  
Gene Wallace  
Bill Twohey  
Thomas Dotter  
Larry Metz  
Kenny Williams  
Ron Kashmieder  
James Foster, Sr.  
James Findley



## DeSabra, Colgate, Drum and Shasta Divisions Shop Steward Conference

The Shop Stewards listed below were present at the Shop Stewards' Training seminar held on May 20, 1978 for De Sabla Division, Shasta Division, Colgate Division and Drum Division Stewards. The session was conducted by Business Representatives Larry Hope, Arlie Baker and Rich Hafner and Senior Assistant Business Manager Willie Stewart.

Bob Sanders  
Ted Smith  
Jerry Lee  
Stan Justis  
Martin Brutlag  
Patrick Harrigan  
Fred Wannamaker  
Harold Crowhurst  
Doyal Babcock  
Alan Carrell  
Skip Harris  
Larry Casserly  
Sherman Fox

Bill Wadman  
Harvey Iness  
John Jaster  
James Dean  
Ron Powell  
Natalie Walters  
Bruce Martin  
Hugh Hageman  
Will Rodriguez  
Marci Mearns  
Thomas Conwell  
Gary Hall



## Humboldt Division Shop Steward Conference

The Shop Stewards listed below were present at the Shop Stewards' Training Seminar held on May 20, 1978 for Humboldt Division Shop Stewards. The meeting was conducted by Business Representatives Darell Mitchell and Manny Mederos.

James Crow  
John Grant  
Richard Flohaug  
Jeff Jacobsen  
Ken Haycraft  
Jim Russell

Chuck Stockham  
Clark Fleming



# The Safety Scene



## Avoid headaches

### Don't get caught without your hard hat on

Over the years there have been a number of excuses why a few people were reluctant to wear a hard hat. These included: It's too heavy; It gives me headaches; It makes my neck hurt; It's too cold to wear; It's too hot to wear; I can't see with it on; and I can't hear right wearing it.

Today, hard hats are being worn. And, like any item of personal protection, the hard hat's acceptance has come about over a period of time during which its value had to be proven through use. Nothing is believed quite so universally as is proven experience.

"Headache!" is the warning given when something is dropped. This warning usually comes too late. An object dropped starts at zero speed and accelerates to 32 ft/sec at the end of the first second. During the first second, it has fallen 16 ft.

At the end of the second second it has

accelerated another 32 ft to 64 ft/sec and has fallen a total of 48 ft. If it weighs one pound, it will strike with about the same force as a 48-lb weight dropped one foot. At the end of the second second, it is going 64 ft/sec, or 43½ mph.

Suppose a wrench is dropped. It would take the person a ½ second to realize he had dropped it and yell, "Headache!" It would take the person below another second to hear the warning and react to it (if they heard it at all). Even then, they would not know which way to dodge until they had looked up. This might take another ½ second.

Assuming that a wrench was dropped from a point 58 ft above ground or floor, it would be four feet from the person's head and traveling at the rate of about 43½ mph before he even saw it!

The force with which an object strikes can be calculated as follows: The weight of the object times the distance it falls

( $F = W \times D$ ). Generally things that fall are tools and materials being used on the job. Some examples are in the chart.

#### Tool Dropped

Square washer	3½ oz
13.5 KV insulator	2 lb 9 oz
5/8x16 machine bolt	1 lb 10 oz
5/8x18 machine bolt	1 lb 14 oz
10 in. crescent wrench	12 oz
12 in. crescent wrench	14 oz
9 in. pliers	15 oz

#### Force When Dropped

32 Feet	48 Feet
7 ft lbs	10.5 ft lbs
82 ft lbs	123.0 ft lbs
52 ft lbs	78.0 ft lbs
60 ft lbs	90.0 ft lbs
24 ft lbs	36.0 ft lbs
48 ft lbs	72.0 ft lbs
30 ft lbs	45.0 ft lbs

—Sierra Pacific Power Company Safety Bulletin

General Order 95 (GO95) is not only comprised of construction standards, but it also contains safety rules and as such it is administered by the Public Utility Commission of the State of California.

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.



Accidents Don't Just Happen—  
**THEY ARE CAUSED!**



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### Fed Hotline Set Up to Locate Asbestos-Exposed Workers

800-652-1150

That's the "hotline" toll free number for any of the upwards of 400,000 California workers who have been exposed to asbestos during or since World War II to call between now and July 14 to learn about the serious long-term health hazards they may now be facing as a result of their exposure.

The hotline number was announced at a press conference in San Francisco called by the California Labor Federation, AFL-CIO, and the Western Institute for Occupational and Environmental Sciences, Inc., of Berkeley which is conducting the first broad, public survey of the impact of this recognized occupational health hazard.

### Cellon treated poles may be hazardous to your health

Anyone who has a health problem that might be caused by working with cellon treated poles (i.e., skin rashes, sores on hands, arms, face, etc.) and who would be willing to participate in a health evaluation survey, please fill out the following form and send it to Tony Morgado, P. O. Box 4790, Walnut Creek, California 94596.

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

PHONE NUMBER: \_\_\_\_\_

CLASSIFICATION: \_\_\_\_\_

AGE: \_\_\_\_\_

TYPE OF IRRITATION: \_\_\_\_\_

LOCATION OF JOB: \_\_\_\_\_