that he had lung cancer. P G & E denied the claim and took the position that cigarette smoking was the cause of his illness. Eventually doctors discovered asbestos fibers in Molinaro's lung because a biopsy did not indicate asbestosis (a lung disease itself) and stipulated to an award of benefits. Molinaro's medical witness recited the statistical probability that asbestos contributed to the cancer condition. Molinaro's lawyer, Frank J. Reilly, filed an appeal arguing that both cigarettes and asbestos are co-carcinogens, and that asbestos workers who smoke have a far higher (about 7-8 times) incidence of lung cancer than cigarette smokers who work in other industries. A panel of three commissioners of the Workers' Compensation Appeals Board reversed the trial judge's ruling and found Molinaro's lung cancer to be an occupational disease based on the scientific relationship between asbestos and lung cancer to prove a compensation claim. While everyone concedes that cigarette smoking causes certain illnesses, not enough attention is given to cancer-causing agents in the workplace.

Sick Pay FICA Rebate

Union Action Spurs $14,000 in Refunds

By Charlie Gadzik

Citizens Utilities Company has announced that it will refund over $14,000 in social security taxes which were mistakenly withheld from its employees. The action comes in response to a union request made in early May. The amounts of the individual rebates ranged from $789 to a few cents, with the average member getting around $44, a sum equal to more than three times the average monthly union dues. Rebates were necessary because the company withheld FICA taxes from employees' sick pay, which is supposed to be tax exempt. The error is a common one because the sick pay exemption is relatively unknown.

Of the original sixty employers, ten (listed below) were found to owe rebates. Citizens Utilities, which cooperated fully with the union request, is the first company to respond with a list of those getting refunds. The other employers have promised their cooperation. Because of IRS rules, members must give their employers written requests for rebates before any money can actually be returned. Use the following format for the request: "I hereby request the refund of all FICA taxes withheld from wages paid to me on sick leave or industrial injury. I certify that I have not claimed and will not claim any other refund for these taxes." Add your signature, social security number and the date, and give it to your employer.

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

Pillard Appoints Cofer — Convention Resolutions Committee

International President Charles Pillard recently announced the appointment of Dean Cofer, Business Manager-Financial Secretary of Local Union 1245, to serve as a member of the Resolutions Committee for the 31st Convention of the IBEW.

The Resolutions Committee is charged with the responsibility of reviewing all resolutions (that have been submitted by the Local Unions for action by the Convention) and making recommendations to the full Convention for adoption or rejection of said resolutions. Upon receiving notification of his appointment, Cofer remarked: "It is an honor, on behalf of our Local Union, to accept the appointment to serve on this prestigious committee during our 31st IBEW Convention. I had the pleasure of serving on the Resolutions Committee for the recent convention of the California Labor Federation, AFL-CIO, and look forward to serving on the Resolutions Committee for our own Brotherhood."
The Supreme Court's majority decision, written by Justice John Paul Stevens and joined by Justices Stewart, White, Marshall, and Powell, took the same stand, noting that neither of the women workers "received smaller paychecks because of their sex but rather because they did not have no compensating advantage when they retire."

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

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

Largely as a result of the attention given the original lawsuit, the California legislature abolished sex differentials in public pension programs and the Los Angeles Water Dep't dropped its double standard in 1975.

Although both a federal district judge and a federal appellate court had granted their requests for retroactive refund of the extra money they had paid into the pension plan, the Supreme Court denied retroactivity.

On that point, with only Justice Thurgood Marshall disagreeing, the court said, "retroactive relief does not require that the pension plan was set up in good faith and the cost of refunds could otherwise be "unconstitutionally onerous.""

Despite the denial of retroactivity, the Supreme Court's ruling was viewed as a strong plus for equal rights.

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

Justice Harry A. Blackman wrote a separate opinion in which he agreed with the majority opinion.

In concluding the majority opinion, Justice Stevens said:

"To insure the flabby and the fit as women as they were equivalent risks may be more common than treating men and women alike; but nothing more than habit makes one 'subsidy' seem less far than the other.'"
Educate—Participate—Fortier Addresses “Women in the Work Force”

By Pat Rutherford

“Educate yourself — participate in your own Local Union,” Dorothy Fortier, Editor of the Utility Reporter, told her fellow women Union members at the California Labor Federation, three-day Trade Union Summer School for Women.

Fortier was one of five prominent panelists chosen to discuss positive, creative accomplishments of their Unions. Rather than moan about problems, Dorothy advised them to educate themselves and become thoroughly informed about their problems. “Involve yourself actively in your Union; attend meetings, participate, initiate.”

Women comprise 10 percent of Local 1245’s membership. Dorothy pointed out that two members of our Executive Board are women, as are four appointees to the administrative staff. “We have representation on six Labor Councils, the Advisory Council, numerous negotiating, grievance and election committees, as well as the political education and safety committees.”

New approaches to old problems were presented by an outstanding group of speakers. For example, a modified and true apprenticeship method in new job areas, to provide training and upgrading, has helped women in the Graphic Arts International Union become journeymen and get good jobs. Creation of apprenticeship programs was presented by Chuck Hagen, a member of the Division of Industrial Relations, suggested that apprenticeships in clerical work would permit breaking away from traditional job limits, ending dead-end jobs.

Sandwiched between speeches were workshops on negotiating, organizing, and communication. Dorothy attended a communications session, while I took part in a simulated organizing campaign. The simulation benefited from the expertise of Chuck Hagen, National AFL-CIO Director of Organizing for the Western United States, and Diane Rodriguez, Los Angeles Field Representative of the AFL-CIO Department of Organization. The quality of the conference was impressive, ranging from high officials to tough minded women who have been active and successful in their Unions long before it became fashionable or before Title 7.

The “Women in the Work Force” conference, held on the UCLA campus, August 4, 5, and 6, was sponsored by the California Federation of Labor, the Coalition of Labor Union Women, and the UCLA Center for Labor Research and Education.

July 21, 1978 marked my one year anniversary as your Business Manager—Financial Secretary. It has been a busy and eventful year, sometimes frustrating, always exciting... It has been a year of learning, expanding, training, “gearing-up”, and above all moving ahead. Some of the highlights of the year are as follows:

ORGANIZING:

Since July 1, 1977, five new employer groups have joined Local Union 1245. In addition, the Local Union has been actively engaged in signing up non-members on properties currently under contract with the Local Union. As a result of all of this organizing activity, I am proud to report that your Local Union has signed up over 1,000 additional members in the past 12 months, and that Local Union 1245 is now over 10,000 strong.

What does this increased strength mean? It means that we, as a Local Union, have more “clout”. Employers, government, the AFL-CIO, and our own International Union all know and respect Local Union 1245... with increased membership, that respect grows. Additionally, the more groups and members our Local Union gathers, the more professional and efficient becomes our operation (the benefits of which should be obvious to everyone). I particularly want to thank the Staff, Shop Stewards, and officers for their support and help in making our continuing organizing drive a success.

SERVICE AWARD DINNERS:

We have held twelve Service Award Dinners throughout our jurisdiction during the last 12 months. These dinners will continue to be held annually to honor the membership and their spouses, who attain 20, 25, 30, 35, and 40 or more years of membership in the Local Union. It has been my pleasure to be able to personally attend eight of these dinners in the last year — whenever I have been unable to attend, due to scheduling conflicts, I have been represented by the Area Business Representative and one or more of my Assistant Business Managers.

SHOP STEWARD TRAINING:

Twenty-four hour Shop Steward training sessions have been held throughout our jurisdiction in the period since July 21, 1977. I have personally attended and participated in 18 of these training sessions — so I speak with some authority when I say that the Shop Stewards and Business Representatives are to be commended for giving up one or more of their Saturdays in order to learn how to do a better job of representing the membership.

If you have heard me, many times in the past year, compliment the Local Union Administrative Staff and Business Representatives (headed up by W. F. Stewart)... but enough just cannot be said about these top notch Unionists. They are responsible for negotiating and policing over 60 working agreements — and still find the time to attend Unit Meetings, make field contacts, come to organizing drives, plan and conduct Shop Steward training programs, return phone calls, and perform countless other duties. On behalf of myself, all of my stewardship, and your Brotherhood, please attend your monthly Unit Meetings and continue to support your Unit Officers, Shop Stewards and Business Representatives.

Members’ Tips Pay Off

By Charlie Gadzik

Our members at Citizens Utilities can thank brothers Percy Rome, Steve Moore and Howard Peterson for the $14,000 rebate they will receive. (See article on page 1.) It was their tip that set in motion the investigation which led to the refund.

In March of this year the three members noticed newspaper accounts that two members of our Executive Board are women, as are four appointees to the administrative staff.”

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All three of these men are to be commended for their service. But you don’t have to hold an office or be on a committee to be involved. Involvement means keeping your eyes and ears open to spot contract violations, safety hazards and other improper conditions. It means speaking out and keeping your steward and Business Representative informed. This kind of involvement is the real strength of our union.

Loud and Clear

Atoka

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Local’s Policy Discussed

The Local Union Advisory Council met on August 5th and 6th at the Local’s headquarters in Walnut Creek. The weekend session provided Council members an opportunity to hear the Business Manager’s detailed report of the Local’s activities and to act on several proposals.

A highlight of the meeting was the presentation of special awards to two members. Don Robinson, a PGT General Construction Gas Department employee, was honored with the George Meany Scouting Award for his service to scouting, his union and the community. Council member Frank Locati, a PGT employee, received the Life Saving Certificate of Recognition for his efforts to revive a heart attack victim.

Among the items acted upon by the Council were:
- Proposal that Local 1245 support United Way;
- Proposal that the Executive Board consider a Bylaw Amendment change in Article 4, Section 4, from 5 to 10 days;
- Proposal that the Advisory Council Report show which makes each motion, seconds it, and votes for it. Under “good of the Union”, the Council heard:
  - Request for closer communication between the Business Manager and PGT members in remote areas;
  - Special thanks to IBEW International President Pillard, Dean Cofer, Bill Peitz, Hank Lucas and Mert Walters for the work they did for the USBR and Department of Energy members;
  - Request for an update on the Credit Union;
  - Request for an update on the apathy survey.

The purpose of the 27 member Council is to discuss the business of the Union and report on the activities of the Units, it may make recommendations to the Executive Board on policy or other matters related to the functions of the Local Union. The Council also acts as a review board for actions taken by the Executive Board. If a majority of the Advisory Council disagrees with an action of the “E” Board and the “E” Board declines to modify its action, the issue is put to the general membership for a vote. These functions make the Advisory Council an important part of Local 1245’s democratic government.

The next meeting is scheduled for November 4th and 5th at the Local Union headquarters in Walnut Creek.
Editor’s note: Members of Local Union No. 1245 who wish to receive a copy of the full text of a letter agreement shown below which pertains directly to his/her classification or division may do so by submitting a written request to the Local Union.

Pacific Gas and Electric Company
PG&E 78-33: Establishes a revised Communication Technician schedule for Chico, Paradise and Willows.
PG&E 78-35: Establishes the guidelines for the application of a flextime arrangement and provisions clarifying its use on Good Friday. The provisions of this letter agreement are applicable to most of the employees in the Comptroller’s Departments who presently work between 8:00 a.m. and 5:00 p.m. at 77 Beale Street, San Francisco.

Outside Construction Hot Line

By John Wilder

The court suit involving Seaward Construction Company in its attempt to get on Sierra Pacific Power Company’s bid list for the cross state high voltage line was settled by allowing Seaward to bid on the 70 mile portion from Oreana to Valmy. However, they were unsuccessful in the bid. Tri-O Electric, Inc. from Salt Lake City, Utah, was the low bidder and the job is finally started. We have approximately 20 linemen on the job at present and hope to dispatch a number of groundmen shortly.

Presently, we have no idea when the remaining portions of the Sierra Pacific Power Company transmission line will be let for contract, nor do we know what problems we will be faced with, (i.e., those caused by Seaward Construction in this current section).

Slater Electric will do the transmission line in the Redding area, however, crews will probably be transferred from a job they are finishing in Nevada.

Sierra Pacific Power Company

SPPC 78-12: Provides for the reclassification of an Apprentice Lineman to Helper under the provisions of Section 16.13.

Editor’s Note: Recent negotiations with public employee agencies have been the most difficult in the history of Local Union 1245, as a result of the passage of Proposition 13 on June 6th and the subsequent enactment of SB 154 and a follow-up measure SB 2212 by the California State Legislature. These actions have hindered the Local’s ability to effectively and expeditiously conclude negotiations with many local public agencies within the State of California.

CITY OF GRIDLEY
Bargaining is still in progress. The next joint meeting, scheduled August 22, 1978, between Local Union 1245 and the City will be conducted with the assistance of a mediator from the State Mediation and Conciliation Service.

CITY OF HEALDSBURG
Bargaining is still in progress.

CITY OF LODI
Negotiations have reached an impasse. The issues will be heard before the City Council at its next meeting.

CITY OF OAKLAND
Our members are currently working under an extension of the Agreement. Negotiations are still in progress. The next meeting is scheduled August 21, 1978.

CITY OF ROSEVILLE
We are not in bargaining with the City of Roseville. The statement in the July issue of the UTILITY REPORTER was in error.

PARADISE IRRIGATION DISTRICT
Bargaining is still in progress.

ORANGE COVE IRRIGATION DISTRICT
Bargaining is still in progress. We are negotiating the first agreement. The next meeting is scheduled for August 28.

NEVADA IRRIGATION DISTRICT
Bargaining has begun: the first meeting was held Aug. 18, 1978, the next meeting is scheduled for September 7.

LINDEMIRE IRRIGATION DISTRICT
The results of bargaining were unanimously ratified by the membership on Aug. 16, 1978. The new Agreement provides a 7 percent wage increase, effective September 1, 1978. Improvements were gained in the language covering funeral leave provisions, and in the Insurance Health Plan. The District’s contribution to the Plan was increased.

CITIZENS UTILITIES COMPANY OF CALIFORNIA
Bargaining is in progress to improve the existing medical benefits and establish a dental plan. The first meeting was held Aug. 18, 1978. Additional meetings are scheduled August 15 and 16.

C-P NATIONAL (Telephone)
Bargaining is scheduled for August 28, Elko, Nevada. Hopefully this meeting will conclude negotiations.

C-P NATIONAL (Winnemucca)
Negotiations are in progress on wages only.

C-P NATIONAL (So. Tahoe, Gas)
Bargaining is still in progress.

RCA MISSILE TRACKING STATION (NASA)
Bargaining is still in progress.

SIERRA PACIFIC POWER COMPANY
The membership ratified the results of bargaining Monday, August 14, 1978. A general wage increase of 7 percent, retroactive to May 1, 1978, will be provided to all bargaining unit employees.

STATE CABLE TV
The contract is open for negotiations on wages and benefits. Meetings will be scheduled in the very near future.
A Day in the Life of A Business Representative (Editor's Note: This feature is representative of a typical day in the life of a Business Representative.)

1. Full steam ahead. Business Representative Jim McCauley leaves his home in Pleasant Hill at 7:00 a.m. to make a contact at the Livermore Yard. In addition to servicing Local Union 1245 members employed at Pacific Gas and Electric Company in East Bay Division (Mission District), the Centralized Gas Meter Shop in Fremont and Materials Distribution in Emeryville, Jim services 1245 members at Tele-Vue Systems, Inc., Davey Tree (Mission District), Teleprompter of Milpitas, Teleprompter of Newark, Concord Cable TV, Bay Cablevision and X-Ray Engineering.

2. Shooting the breeze. Jim and some of the employees at the Livermore Yard (PG&E) discuss work conditions and general items of concern over coffee before they are dispatched to the field. An important part of a Local Union 1245 Business Representative's job is to make himself available to the membership as often as possible.

3. Shop Steward Leonard Simmons and Jim are signed out for the day. Local 1245 Systems, Inc. perform all the work in connection, including any inside or prewiring, installations, maintenance and repair of cable television associated apparatus including the installation of Milpitas, Teleprompter of Newark, Concord Cable TV, Bay Cablevision and X-Ray Engineering.

4. In route to the Gas Meter Shop (PG&E) in Fremont, Jim stopped to discuss grievance issues with Shop Steward John Siebert and Adrian Martinez at a nearby job site.

6. Jim meets Shop Steward Lou Anzaldo, a Light Crew Foreman, at the Hayward Airport where Lou is installing electric underground. Lou, a member of the East Bay Division Joint Grievance Committee, informed Jim of some problems in the Mission District and discussed the possibility of discussing them at the next grievance meeting.

7. "And what are you going to do about it?" When Jim arrived at the Centralized Gas Meter Shop, he was summoned by Shop Steward Ray Gaeta and Jess Suarez to discuss a grievance. Jim assured Ray and Jess that he would formally file the grievance and that it would be resolved in accordance with the provisions of the grievance procedure in the PG&E contract.

9. Nobody is going to believe this. I am late again.

10. Shop Steward Joe Graham briefs Jim on the new Centralized Gas Meter Shop in Fremont. Local 1245 the Shop primarily specializes in repairing and maintaining regulators for Company's entire system.

11. (Left to right) Local Investigating Committee General Foreman Vern Dover, East Bay Business Representative Paul Pettigrew, Jim McCauley and McCoy discuss resolution of a grievance at the grievance is not resolved at the Local Investigating Committee, it is either referred to the Division Joint Grievance Committee for resolution.
A typical day in the life of a Local 1245 Business Representative.

Simmons and Jim chat before the crews day. Local 1245 members at Tele-Vue work in connection with the construction, installation, testing, operation of cable television systems and its associated installation of coaxial cable. Jim employees at six separate cable TV companies.

Jim briefs Jim on how things are going at the Meter Shop. PG&E opened the new shop 1977. Local 1245 members employed at the shop.

Checking for messages, Jim returns to the office to check his messages and make a few phone contacts.

Jim and PG&E Personnel Representative Marsha Baddella discuss grievances in the Fremont Gas Meter Shop and schedule Local Investigating Committee meetings to try and resolve some of them.

Investigating Committee members: Jim McCauley and Shop Steward Ken a grievance at the Livermore Yard. If a grievance at the Livermore Yard it is either referred to Fact Finding or the Committee for settlement.

Late evening. The day is not over yet. Jim and Business Representative Scott Thomas, both Contra Costa County residents, are shown manning the telephones for Sunne McPeak on election night. Local Union 1245 strongly supported Ms. McPeak in her campaign for Supervisor, Contra Costa County, District 4.

Jim and Business Representatives Veodis Stamps (left) and Scott Thomas (center) discuss the flow of grievances in East Bay Division. Veodis services East Bay (Central and Bay Districts, Physical; Alameda, Oakland, Berkeley, Richmond Clerical), the City of Alameda, the City of Berkeley, the City of Oakland, Davey Tree (Central and Bay Districts), and Alameda/Contra Costa Transit District. Scott services East Bay (Diablo District and the Steam Plants), Davey Tree (Diablo District), Pipeline Operations (East Bay, Tracy and McDonald Island), Standard Pacific Gas Lines and General Construction (Diablo District). East Bay is one of the most populous divisions in our jurisdiction.

Jim and Shop Steward Al Cuellar discuss appending grievance concerning one of the employees at the Decoto Yard. Decoto Pipe Yard is the only pipe wrapping facility in PG&E's system.
East Bay Stewards Meet in Walnut Creek

The Shop Stewards listed below were present at the Shop Stewards' Training Seminar held on June 3, 1978 for East Bay Division Shop Stewards. The meeting was conducted by Business Representatives Jim McCauley, Veodis Stamps and Scott Thomas in cooperation with the Institute of Industrial Relations, Center for Labor Research and Education, U.C., Berkeley.

Gary Abrahamson
Francis Harbrecht
Ray Kneetz
Red Hendrickson
Jim Duncan
Ramon Marin
Tom Young
Jim Davis
John Trowbridge
Milo DeWitte
Lou Anzalda
Tom Coleman
Ron Cole
Robert Houchins
Chris Syambot
David Thompson
Don Baker
Jan Smedley

Stewards listen to a detailed review of the grievance procedure.

Jim McCauley, John Sloan and Veodis Stamps conducted the Training Session. John is a Labor Studies Coordinator at U.C. Berkeley.

Some of the participants in the workshop sessions are shown below

Dateline-Coast Valley

By Bob Gibbs

As many of our members already know from articles printed in their local newspapers, Cal/OSHA conducted a walk-around inspection at Moss Landing Power Plant on August 2, 1978. Shop Steward Charles Kasper and I, along with the Plant Superintendent and the Division Safety Representative for PG&E, accompanied two Industrial Hygienists from OSHA on the inspection.

During the day the Hygienists noted many places where asbestos insulation was in need of repair. They also collected various samples of what appeared to be asbestos fibers for testing. Thus far, the only action taken has been the issuance of a memorandum of information from OSHA to PG&E.

Charles Kasper did a great job on the inspection and deserves the thanks of all the members at Moss Landing.

Boycott Coors Beer

Utility Reporter—August, 1978—Page Eight
Members Get Free Legal Advice

Legal Services Plan is Greatly Expanded

(800) 652-1569
In California

(702) 329-1735
In Nevada

By Charlie Gadzik

For some time now, Local 1245 members have had a toll-free number they could call for legal advice. Each time members call, they get free legal advice from competent attorneys in their own area. These same attorneys also offer legal services to members and their families.

The IBEW 1245 Group Legal Services Plan is a benefit provided with no extra cost to members and their families. It is available to all dues paying members regardless of who they work for.

What is Group Legal Services Coverage?

Coverage under the IBEW 1245 Group Legal Services Plan assures you and members of your immediate family of having access to quality legal service at reduced rates.

How the Plan Works

By providing for free consultations and easy access to lawyers, the plan allows members to act preventively and to consult with lawyers before problems become serious. By offering reduced fees, the plan significantly decreases the cost of retaining legal representation.

Participating law firms have been carefully selected by IBEW 1245’s attorneys, Neyhardt, Anderson & Nussbaum; Union members enjoy the benefits of this selection process. By contract, Group Legal Services attorneys are accountable both to the IBEW 1245 members who utilize their services and to the Union and Neyhardt, Anderson & Nussbaum.

Who is Covered?

Only present and retired members in good standing and their immediate families are covered by the plan. (“Immediate Family” includes only a spouse, dependent children up to the age of 21, or children still in school and supported by their parents.)

Benefits

Each year, every individual covered by the plan is entitled to:
1. Two free initial consultations;
2. Representation at reduced rates which may be no greater than those set in a pre-determined fee schedule.

What is an Initial Consultation?

An initial consultation takes place when you describe your problem to an attorney and discuss the alternative actions available to you. Two initial consultations are provided free of charge each membership year.

What is a Reduced Rate Fee Schedule?

This schedule is a list of the charges for various legal services like those shown below. The rates are generally 20-30% lower than those charged by most attorneys in the area. A current Reduced Rate Fee Schedule is on file at all times with each contracting attorney’s office participating in the plan and available for review by individual members upon request. Soon your shop steward will also have a current schedule. A quotation of approximate fees is included in the initial consultation. (Fees may be higher for work which requires travel outside the surrounding community.)

The Following Is a Partial List of Legal Services Available Under the Plan:

Adoption
Bankruptcy
Civil Litigation
Consumer Fraud
Incorporation
Marital Problems
Criminal Charges
Personal Injury
Collection Remedies
Debt Problems

Do you remember the “yellow dog” contract? Or did you ever hear about it, or hear about it?

In the days before the Wagner Act made illegal, managed wages used to prevent unions from organizing. The “yellow dog” forced workers to swear they wouldn’t join a union or help one organize their plant.

It’s a relic of this country’s industrial stone age. Or is it just a relic?

Powerful interests are trying to turn back the clock and whistle the “yellow dog” back on to the scene, and all the other union-wrecking devices that accompanied it in the past—company spies, goons, etc.

Their objective is to wreck your union and tear up the contract that protects you on the job. Why else would top-level management people of major industries be flocking to special seminars in union-busting conducted by slick professionals? And why else would the National Association of Manufacturers set up a "Council on Union Free Environment" to keep "third parties", as it refers to unions, from coming between employers and their employees?

They’ve already begun the countdown and already rung up results: Union organizing successes have sunk in recent years from more than 60 percent to only 46 percent, and attempts to dislodge unions through decertification elections have increased 150 percent—most of this because of the work of the union-busters.

Along with the National Association of Manufacturers (NAM), the war on workers is being waged by the U.S. Chamber of Commerce, the U.S. Industrial Council, contractors groups, the right-to-work-for-less gang—all the foes we’ve fought over the years.

This time, they are going for broke. We’ve beaten them back before because we’ve had leaders and members unafraid to fight for their unions and determined to win.

Now, we must fight again. And if we do—all of us, at the work-place and at the polls by supporting labor-backed candidates—we will win again.

Important Notice—Reduce your Medical Costs

Blue Cross Representative Jay Coyne has requested that Local Union 1245 members interested in obtaining individual copies of "Take Care of Yourself: A Consumer’s Guide to Medical Care", written by Dr. James F. Fries and Dr. Donald M. Vickery, complete the form shown below instead of contacting their local Blue Cross representative.

ORDER FORM

"Take Care of Yourself"
P.O. Box 5524
Walnut Creek, CA 94596

Please send me ______ copy(ies) of Take Care of Yourself at the discount price of $2.00 per copy.

Enclosed is my check or money order for $ ______ made payable to Take Care of Yourself.

Please Print:

Name ________________________________

Home Address ________________________________

City/State/Zip ________________________________

Utilities Reporter—August, 1978—Page Nine
On Friday, June 23, 1978 Local Union 1245 hosted an Awards Presentation Banquet honoring I.B.E.W. members in San Joaquin Division (Fresno, King and Yosemite District) with 20, 25, 30 and 35 years of membership in the Union. Business Representative Ron Van Dyke, aided by Senior Assistant Business Manager Willie R. Stewart made the award presentations on behalf of the Local.

The members listed below were entitled to receive service awards at the June 23 dinner:

35-year members:
- L. Moore
- J. A. Morrill
- H. P. Norris
- W. W. Peterson
- Gerald M. Pippig
- D. J. Pizzio
- M. R. Pollock
- J. D. Quercia
- Frank Raines
- W. E. Rowe
- A. J. Sasso
- J. W. Schmidt
- M. G. Siemiller
- J. Smart
- C. Smith
- D. D. Sorenson Jr.
- J. D. Sparks
- D. W. Stansfield
- T. M. Stanley
- C. W. Stone
- D. K. Stough
- J. P. Vance
- Homer Wells
- A. B. Williams
- H. H. Wright

30-year members:
- W. H. Hebrard
- W. W. Petersen
- J. E. Eberle
- G. L. Taylor
- G. Newton
- Gerald M. Pippig
- J. R. Forbes
- C. W. Thomas
- D. J. Pizzio
- D. E. Foster
- C. E. Gantlett
- G. C. Harkreader
- J. J. Hendrickson
- R. H. Henrickson
- T. H. Jackson
- R. B. Kerr
- J. P. Kroeker
- L. K. Krog
- Robert E. Large
- W. R. Littrell
- K. G. Malone
- G. V. Mayer
- D. L. Nixon
- J. C. Cochran Jr.
- J. D. Sparks
- J. H. Nash
- B. Neuman
- T. H. Jackson
- J. D. Spaulding
- E. A. Baxter

20-year members:
- M. R. Pollock
- C. E. Garoutte
- N. N. Varney
- G. A. Balentine
- J. D. Quercia
- G. C. Harkreader
- W. G. Vercoe
- L. D. Bates
- Frank Renfrow
- J. J. Hendrickson
- M. N. Vernava
- A. L. Beagle
- W. E. Rowe
- R. H. Henrickson
- E. W. Webb
- E. F. Belcher
- F. R. Torres
- D. J. Pizzio
- D. E. Foster
- F. R. Torres
- A. J. Morrill
- R. L. Cox
- J. A. Eberle
- J. R. Forbes
- D. E. Foster
- C. E. Gantlett
- G. C. Harkreader
- J. J. Hendrickson
- R. H. Henrickson
- T. H. Jackson
- R. B. Kerr
- J. P. Kroeker
- L. K. Krog
- Robert E. Large
- W. R. Littrell
- K. G. Malone
- G. V. Mayer
- O. O. Milburn
- W. Montgomery
- J. H. Nash
- B. Neuman
- L. C. Spencer
- E. W. Webb
- C. W. Thomas
- J. C. Cochran Jr.
- J. D. Sparks
- K. G. Malone
- D. R. Franck
- Alfred Gonzales
- G. H. Hancock
- G. E. Johnson
- J. D. Lombardi
- J. D. Petropoulos
- William Phillip
- C. F. Pouncey
- R. B. Snow Jr.
- Harry Sewell Jr.
- Jack Harden
- R. H. Henrickson
- E. W. Webb
- A. R. Hawkins
- Tom Kocoris
- F. E. Pickering
- Harry Sewell Jr.
- W. F. Kowalski
- A. J. McCauley
- C. W. Stone
- W. Montgomery
- J. H. Nash
- B. Neuman
- D. L. Nixon
- J. Occhino
- John Pate
- F. E. Pickering
- N. R. Pinney
- W. D. Potts
- A. H. Prinz
- L. W. Sealey
- Johnnie E. Seely
- J. I. Spaulding

In addition to receiving a 30-year service award, Brother Tom Kocoris was presented a honorary retirement pin and scroll by Senior Assistant Business Manager W. R. Stewart.

On July 9, 1978 East Bay members and their families enjoyed their first Independence Day Picnic. The festivities, coordinated by Business Representative Scott Thomas were held at Crow Canyon Park in Castro Valley. Each of the East Bay Units contributed $75.00 toward the affair.

The picnic was a tremendous success.
During the period July 19, 1978 through August 22, 1978 applications for membership were received from the following persons:

SAN JOAQUIN DIVISION
ANTONELLI, D.L.
ANTON, S.M.
BAKER, G.T.
BANTA, S.D.
BARBER, G.T.
BETHEL, J.H.
BENEVEDES, R.D.
BENTON, L.J.
BERRY, J.R.
BIBIANO, P.G.
BIAZZI, C.C.
BJORKEN, B.O.
BLAKESLEY, F.M.
BLOCH, J.E.
BRETTON, J.W.
BRICK, J.C.
BROADWAY, R.
BRAUN, M.L.
BUNNELL, W.D.
BUTLER, B.E.
BUTLER, W.D.
CAINE, J.E.
CALABRESE, N.L.
CALLISTER, M.D.
CALLISON, R.B.
CALVI, F.
CANNON, H.A.
CANTIER, G.B.
CANTON, T.M.
CANTS, G.E.
CAPORALE, R.O. Jr.
CAPRIO, L.H.
CARASO, R.A.
CARAZE, R.J.
CARAMASCHI, R.W.
CARLSON, D.M.
CARTER, J.W.
CARTER, M.D.
CARTER, R.H.
CARTER, S.C.
CARROLL, C.E.
CARROLL, D.J.
CARROLL, Sr., D. C.
CARR, Jr., S.H.
CARRASCO, R.A.
CARRASCO, R.J.
CARRASCO, R.M.
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The Safety Scene

Editor's Note: Assistant Business Manager Tony Morgado has been 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.

Poisonous Plants In The Garden

By John Tucker and M.H. Kimball

Since the beginning of time, people the world over have lived near hundreds of plants that can cause irritation, illness, or death. Over the years, many new plants have been introduced into gardens from their native meadows and mountains. A few of these plants are extremely poisonous; a far greater number of them are moderately poisonous, producing varying degrees of illness or irritation. Some plants cause dermatitis, hay fever, or other illness as a result of the allergic sensitivity of the person rather than the direct toxicity of the plant.

Some of the most poisonous plants are used in the manufacture of valuable drugs and medicines. Digitalis, obtained from the leaves of the common foxglove, Digitalis purpurea, is a good example. Other plants are attractive garden flowers or shrubs and are highly prized for their beauty or landscape usefulness, although they are poisonous. For instance, oleander, Nerium oleander, is popular and commonly planted, but it is also poisonous.

Violently Toxic Plants

Castor bean (Ricinus communis) grows wild alongside roads and streambeds in all warm areas of California. It is also widely planted as an ornamental crop where it is grown for the oil in the seed. Some of the several hundred varieties are strikingly beautiful as colored-foliage ornamentals. In colder areas, the castor bean is grown as an annual. In areas of moderate temperature, the tops may die back, but new growth may appear from stem buds near or slightly below ground. In subtropical regions, plants frequently grow for years and may become small trees.

The seeds and the foliage of young seedlings are poisonous. Most of the toxic or poisonous material (ricin) is contained in the fleshy part of the mature seed. Susceptibility to ricin varies somewhat with the individual, but small quantities can produce serious results. When eaten, two or three seeds can cause the death of a child; as few as six seeds can cause the death of an adult.

You can eliminate this danger by clipping off and destroying the seed heads before they mature. If you destroy the seed heads, it is possible to safely grow castor beans as a plant to provide quick shade or as a garden ornamental. Castor beans also carry an allergen that causes severe reactions in some people who handle castor pomace as a fertilizer.

The color and pattern of castor bean seeds make them particularly attractive to children. The seeds are about 3/8 to 3/4 inch long, mottled brown, gray, or black, shiny, and interesting in appearance. They make natural playthings, and any small child who happens to find one will, almost inevitably, put the seed in its mouth. If he swallows it whole, there is little danger. There is no available antidote for the poison, so it is necessary to follow first aid procedures and get the affected person to a physician or hospital immediately.

Oleander (Nerium oleander) is an evergreen shrub that is widely planted in the warmer climates of the world. This valuable ornamental grows 15 to 25 feet tall and bears a profusion of white, pink, or red flowers in summer. The shrub's ability to withstand heavy irrigation or dry conditions makes its usefulness extremely desirable.

It has been known for centuries that the oleander is poisonous. All parts of the plant are toxic and leaves, stems, flowers, or berries. A child can become severely ill from eating a few leaves. Even the smoke from burning oleander brush affects some persons. The effects of the toxic material are similar to those of the digitalis and can be treated by a physician.

May Invade the Garden

Poison oak (Rhus diversiolia) is by far the worst of the plants in this group. In wooded, shrub, and members of the genus. The tree is planted as an ornamental plant. The large leaves are finely divided and fern-like, similar to the leaves of wild carrot. All parts of the plant are poisonous.

Black nightshade (Solanum nodiflorum) is a rather common weed in gardens. The green berries are reported to be poisonous, but, when fully ripe and glossy black, they are apparently harmless.

Tree tobacco (Nicotiana glauca) is common in many vacant lots, uncultivated fields, and along roadsides at lower elevations in California. The entire plant is poisonous and has been mistakenly eaten for greens. Several other species of Nicotiana are grown as garden ornamentals. All are poisonous when eaten.

Angel's trumpet, jimsonweed, or thorn-apple (Datura species) may occur as weeds in vacant lots and waste areas. All parts of the plants are poisonous, particularly the leaves and the seeds. In recent years, increasing numbers of poisoning cases have been reported.

Common mistletoe (Phoradendron species) infests many trees in gardens and cities. The berries are poisonous. Other skin-irritating plants that may appear as aliens in the garden are the several species of nettles (Urtica species) and members of the Phacelia genus.

Other Poisonous Plants

It is nearly impossible to list every plant species, which, at some time, has been responsible for illness, irritation, dermatitis, or other allergy. Remember, some poisonous plants may cause only slight skin irritation; others, such as castor bean, may produce severe illness or death. Some are toxic when eaten raw, but are safe when cooked.

Division of Agricultural Sciences, UC