



utility reporter

VOL. XXVI NO. 8

WALNUT CREEK,
CALIFORNIA

AUGUST, 1978

Official Publication of I.B.E.W.
Local Union 1245, AFL-CIO,
P.O. Box 4790,
Walnut Creek, Ca. 94596



\$40,000 Claim Won Against PG&E

By Frank J. Reilly, Attorney at Law

Joseph Molinaro worked as a mechanic in the steam department for Pacific Gas & Electric for 25 years — most recently at the Moss Landing facility. He retired early because of poor health. Eventually doctors discovered that he had lung cancer.

A claim for workers' compensation benefits was filed by his union attorneys, Neyhart, Anderson & Nussbaum in San Francisco, alleging that Molinaro's lung cancer was caused by exposure to asbestos. P G & E denied the claim and took the position that cigarette smoking was the cause of his illness.

The trial judge found for P G & E because a biopsy did not indicate asbestos fibers in Molinaro's lung following surgery. P G & E's medical witness conceded asbestos is a cancer causing agent but felt that since there was no clinical evidence of asbestosis (a lung disease itself) no relationship existed between his job and the development of lung cancer.

Molinaro's medical witness recited the statistical evidence found by Dr. Selikoff in New York that the combination of cigarette smoking and asbestos exposure leads to an enormous increase in the incidence of lung cancer (with or without asbestosis).

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 statistical probability that asbestos contributed to the cancer condition.

Following these proceedings, P G & E agreed that Molinaro was 100% disabled and stipulated to an award of benefits, which Joe Molinaro lived to collect. He died on November 9, 1977 and in supplementary proceedings before the Workers' Compensation Appeals Board, his widow was awarded an additional \$40,000 in death benefits.

As the Molinaro case indicates, it is not necessary to demonstrate the exact 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.

The Union was alerted to this tax exemption by notes from three watchful members from the San Jose area. (See article entitled "Members' Tips Pay Off".) Acting on these tips, Union staffers carefully researched the issue, and Business Manager Cofer wrote each of Local 1245's employers to inform them of the exemption and to request rebates. Articles publicizing members' rights to rebates were published in the May and June editions of the Utility Reporter.

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 while 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

Modesto I.D. Employees Join Local 1245

On August 15, 1978, the Board of Directors of the Modesto Irrigation District adopted a resolution formally recognizing Local Union 1245 as an employee organization representing District employees in their employment relations with the District. The action was in response to Local Union 1245's request of July 21, 1978 for such formal recognition.

The foregoing resulted from a request of District employees, acting through the Modesto Irrigation District Employees' Association, that Local Union 1245 serve as their bargaining representative. This action was taken at an Employee's Association meeting on July 12, 1978. Subsequently, some 200 out of a potential 240 employees signed applications for membership in Local Union 1245.

The action of the Modesto Irrigation District employees to seek representation from Local Union 1245, occurred because salaries had fallen behind rises in the cost of living in recent years, and it was precipitated by an action of the Dis-

trict's Board of Directors on July 5, 1978 to grant a 1/2 percent general wage increase retroactive to December 1, 1977 to supplement the 5 percent raise the Board of Directors had previously put into effect in spite of a nearly 9-1 vote in opposition by the Employees' Association membership.

Henry Azevedo, who as President of the Employees' Association, urged the membership to seek assistance from a professional labor union, was very active in signing-up District employees into Local Union 1245.

From the Business Manager's Staff, Business Representative Peter R. Dutton headed up Local Union 1245 activities in this matter and was provided assistance by Senior Assistant Business Manager Willie R. Stewart and Assistant Business Manager Merton Walters.

Local 1245 welcomes these new members and assures them that the full resources of the Local Union will be available to them in dealing with their employer.

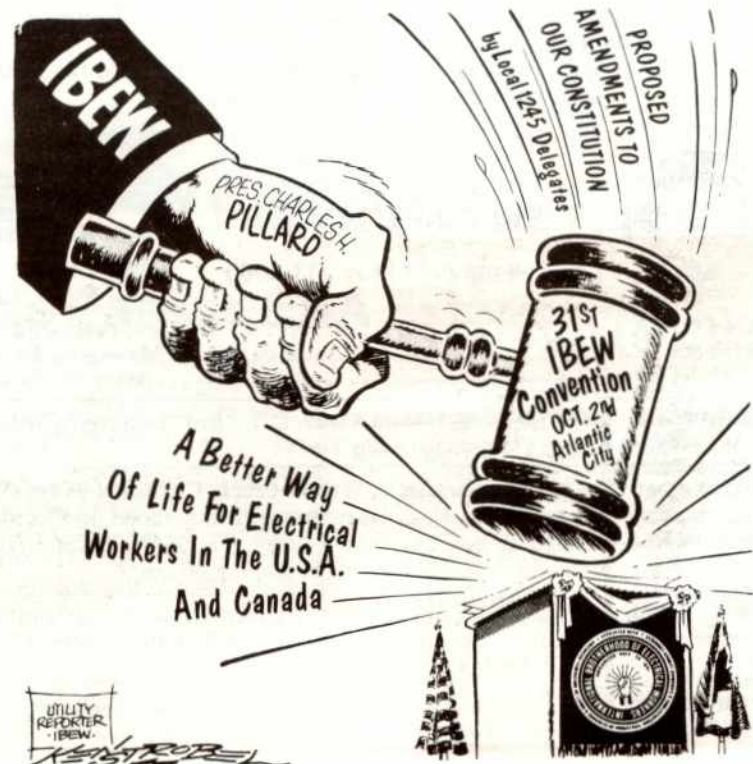
Pillard Appoints Cofer — Convention Resolutions Committee

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 recom-

mendation 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."



IBEW filed suit lead to court bar on pension bias



LANDMARK RULING—Holding a copy of the far-reaching U.S. Supreme Court decision outlawing discrimination against women in pension programs which resulted from a suit initiated by IBEW Local 18 of Los Angeles are: Patrick J. "Pat" Burns, an IBEW international representative; Robert M. Dohrmann, the union's attorney; and W. L. Vinson, international vice president of IBEW District 9. The decision benefits all working women in the country.

When the U.S. Supreme Court recently handed down its decision that a pension plan can neither require higher contributions from women workers nor require women workers to accept lower retirement benefits than men, the nation's TV, radio and daily press media gave little, if any, credit to the AFL-CIO's International Brotherhood of Electrical Workers' union which had initiated the case five years earlier.

But the fact is that women workers throughout the country have Alice Muller, a former officer and long-time member of IBEW Local 18 of Los Angeles to thank for bringing the original charge of discrimination to the attention of Patrick J. Burns, the IBEW's international representative for the union's Ninth District.

Burns took it up with Ninth District Vice President W. L. Vinson who obtained the approval of IBEW President Charles H. Pillard to carry the case through the courts.

The court battle itself got underway in 1973 when the IBEW filed the action in behalf of its women members, charging that the Los Angeles Department of Water and Power's pension program violated the 1974 Civil Rights Act.

When the law suit was filed in the U.S. District Court in Los Angeles, Local 18 was engaged in an organizing campaign to represent clerical employees at the city's large publicly owned utility.

Subsequently, the union won an overwhelming election victory at the utility to represent the largely female office staff.

The IBEW Local 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 wages.

The union's suit charged — and two lower courts agreed — that this double standard violated the ban on sex discrimination in employment contained in the federal Civil Rights Act.

Both the national AFL-CIO and the United Auto Workers submitted a joint brief supporting the IBEW suit.

On April 25, 1978 when the U.S. Supreme Court ruled on the issue, it said that a pension plan cannot require higher contributions from women workers even if the sex differential is based on evidence that women, on the average, live longer and thus can expect to collect more in retirement benefits.

The L.A. D.W. & P. had based its sex-differentiated pay deduction on mortality studies and past experience indicating that its female employees "on the average" would get more benefits from the program.

But, the court observed, "a female employee took home less pay than a male employee earning the same salary."

Moreover, the union briefs noted, the use of average ages conceals the fact that the majority of women do not live longer than most men, but, under the plan, were nonetheless required to pay more than men.

The Supreme Court's majority decision, written by Justice John Paul Stevens and joined by Justices Stewart, White, Marshall and Powell, took the same approach, noting that most of the women workers "received smaller paychecks because of their sex but 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 high court's majority decision 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 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 Dept. dropped its double standard in 1975.

Although both a federal district judge and a federal appellate court had granted their requests for retroactive refunds 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 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'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 illegal discrimination 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 though they were equivalent risks may be more common than treating men and women alike; but nothing more than habit makes one 'subsidy' seem less fair than the other."

Sept. 4-10 Designated Union Label Week

The week of September 4-10, 1978 has been designated "Union Label Week" by the AFL-CIO and its national Union Label and Service Trades Department.

Local 2247 Merges With 1245

Effective September 1, 1978, the International Office expanded Local Union 1245's jurisdiction to include electrical manufacturing. This expanded jurisdiction came about through the merger of Local 2247 of Reno, Nevada, into Local 1245.

Local 2247, which was led by Business Manager Ann Spencer, was a manufacturing local which represented the employees of Lynch Communication Systems in Reno, and had a membership of approximately 250 members.

The officers and staff of Local 1245 would like to take this opportunity to welcome the officers and members of Local 2247 into our Local.

The week is set aside each year to pay tribute to the emblems of the trade union movement which symbolize gains made by organized labor in achieving better working conditions, fair wages and increased job security for working people through collective bargaining.

Union Label Week reminds all consumers of the importance of buying union-made, American-made products and of using union services, especially those bearing the Union Label, Shop Card, Store Card and Service Button.

These insignias tell the consumer that goods and services so identified are produced by skilled, trained workers in exchange for fair wages and working conditions. When consumers buy the goods and services produced by fellow workers, they help create and maintain jobs and strengthen the economy.

Observances of Union Label Week are being planned nationwide by many labor organizations affiliated with the AFL-CIO and the Union Label and Service Trades Department.

Correction

Newly appointed Northern Area Executive Board Member William "Bill" Peitz was spelled improperly in last month's issue of the UTILITY REPORTER. The correct spelling is shown above.

Labor Day Picnic In Alameda County


The annual Labor Day picnic, sponsored by the Alameda County Central Labor Council's Committee on Political Education featured addresses by Secretary of Labor **F. Ray Marshall**, Lieutenant Governor **Mervyn Dymally**, who is endorsed by State COPE for re-election, and U.S. Representative **Yvonne Brathwaite Burke**, COPE-endorsed candidate for Attorney General of California.

In addition, Richard K. Groulx, executive officer of the Alameda council, says that COPE endorsed candidates for the legislature, congress and local offices had been invited to attend and speak.

The picnic started at 10:00 a.m. on Monday, September 4, at the Alameda County Fairgrounds in Pleasanton and concluded at dusk that day.


Other features of the traditional Labor Day observance by the East Bay COPE included games for all ages, refreshments, a talent show, valuable prizes, Dixie-land music and "fun for all."

There was a \$2.00 admission charge for adults attending, which will help finance the Alameda County COPE participation in the 1978 General Election campaign.



the utility reporter

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Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598 Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, Ca. 94596. Second Class postage paid at Walnut Creek and at additional mailing offices.

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to the Utility Reporter, to P.O. Box 4790, Walnut Creek, Calif. 94596.

Subscription price \$1.20 per year Single copies, 10 cents
Circulation 20,000

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, using the tried 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 addressed and Diane Reynolds, 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 Hogan, National AFL-CIO Director of Organizing for the Western United States, and Diana 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.

YOUR Business Manager's COLUMN



DEAN COFER

Moving Ahead

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 18,000 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. The

job is far from finished, we sit at 18,000 now, but there is still a big organizing job left to do...let's all continue working together to ensure that a year from now our Local Union can announce that we have reached a membership figure of 19,000 or 20,000.

UTILITY REPORTER:

Special recognition is due Dorothy Fortier, Managing Editor of the Utility Reporter since August 1977. Dorothy has eliminated “canned articles”, increased coverage of Local Union events and news worthy items, and has generally improved the overall appearance and readability of our Utility Reporter.

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 members (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 Saturday 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 Business Representatives, Assistant Business Managers, and Shop Stewards 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.

BUSINESS STAFF:

You have heard me, many times in the past year, compliment the Local Union Administrative Staff and Business Representatives (headed up by W. R. 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, conduct organizing drives, plan and conduct Shop Steward training programs, return phone calls, and perform countless other duties. On behalf of myself, and the officers and members of Local Union 1245, I offer a hearty “thanks” to the Business Staff of the Local Union (and their families) for the long hours and hard work they have put forth in the past year and in the years to come.

In closing, I would like to again remind you that this is your Union. We need your active participation, concern, and help in maintaining, protecting and advancing the welfare and interests of 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 Union investigation which led to the refund.

In March of this year the three members noticed newspaper accounts that told of possible overwithholding of social security taxes by employers. In separate letters they informed the Business Manager's staff and asked for an investigation. Union staffers carefully checked out the information, determined that refunds were indeed in order, and began contacting each employer.

The successful rebate effort shows the concrete benefits that result from membership involvement. In this case, a sharp eye and a short letter made our members \$14,000 richer. This amount will increase as members working for other employers claim their refunds.

Percy Rome, Steve Moore and Howard Peterson are all active members. Rome is a Line Subforeman for PG&E in San Jose Division who has held a variety of union offices and has been a shop steward for years. Moore, a Lineman who works with Rome, is a recently appointed shop steward. Peterson works as a Line Driver for the City of Santa Clara. He has been active as a unit chairman, and is a negotiating committee member.

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



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 who 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.



Newly appointed Advisory Council Member Gary Abrahamson is sworn in by President Ron Fitzsimmons. Gary is employed by Pacific Gas and Electric Company as a Corrosion Mechanic at Oakport. He fills the vacant seat on the Council for East Bay and the Material Control Department.



Business Manager Dean Cofer (at the podium) reports on the activities of the Business Manager's Office.



Assistant Business Manager John Wilder addresses the Council from the podium. Seated from left to right are: Northern Area Executive Board Member Bill Peitz, Southern Area Executive Board Member Bob Thomson, Recording Secretary Kathy Tindall, Vice President Howard Stiefer, Business Manager Dean Cofer, Central Area Executive Board Member Red Henneberry, At Large Executive Board Member Marvin Rubendall and Treasurer Nannette Brownlee.



President Ron Fitzsimmons and Business Manager Dean Cofer proudly present Don Robinson (center) with the George Meany Scouting Award for his service to Scouting, his union and the community. Also shown are Business Representative Mickey Harrington (left) and Mrs. Robinson.

NEVADA NEWS

By John Wilder

Sierra Pacific Power Company — The membership accepted the Company's proposal on wages in their ratification vote of August 14. Votes tallied in at: 146 — Yes, 108 — No, 4 — Void. The wage increase will be effective with the August 25, 1978 payroll checks. Retroactive checks will be available either on the payroll checks of September 22 or October 6, 1978.

A Shop Steward's meeting will be held on Saturday, September 16, 1978 at 9:00 a.m. The Meeting will be held at the Kings Inn in Reno. A letter is being prepared to send to Shop Stewards with more details.

RCA Services — Bargaining began on August 1 and 2. Good progress was made. The Company is preparing a full proposal to offer to the Union. Upon receipt of this proposal, the Union and the Company will schedule further negotiating sessions.

CP National, Elko Power Division — The membership has rejected the Company's last proposal. Further meetings with the Company will be scheduled in the near future.

CP National, Elko Telephone Division — The membership voted on the Company's proposed contract. It was overwhelmingly rejected. Discussions have taken place with both the Company and the Federal Mediation Service in an effort to get back to the bargaining table. At this point no date is set and there is a possibility of charges being filed with the National Labor Relations Board because of the Company's proposed actions.

CP National, South Lake Tahoe — A meeting was held in Walnut Creek on July 20 and 21 and again in South Lake Tahoe on August 10. Agreement has been reached subject to membership ratification which will be held August 17.

Lynch Communications — All the IBEW members in Nevada welcome the Brothers and Sisters of Local 2247, Reno, who will be merging with Local Union 1245 on September 1, 1978.

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.

Appointments

CENTRAL LABOR COUNCILS

San Francisco
Louise Walker

NEGOTIATING COMMITTEES

Nevada Irrigation District
Wilbur Baum
Charles T. Mildred
Larry Richardson
Edmond Rossovich

Tri-Dam Project
William Cashman

RCA (NASA), Ely, Nevada
Brooks Heimer

C-P National (So. Tahoe)
Jack E. Bruns
Brynn Dawley

State TV Cable
Gary M. Harmon

Pacific Gas and Electric Company

Wage Negotiating Committee

Bettie Charles
Ray Friend
Richard Havey
Harvey Iness
J. V. Robinson, Jr.
J. S. Russell
Frank Saxsenmeier

Benefit Negotiating Committee

Gary Abrahamson
Art Fahrner
Cindy Naranjo
Will Rodriguez
Bill Sullivan
Geary Weaver
Stuart Neblett

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.

Slater Electric has won the bid on another small transmission line in the Redding area for the United States Bureau of Reclamation. This job also includes the wrecking of about six miles of towers.

Our sister Local Union 47 has quite a bit of underground work going on in their area. They informed me last week that they had some problems filling some of the calls.

The small substation job at the Geysers should be finished within the next couple of weeks.

The New Melones switchyard job is shut down at the moment due to lack of material.

We still have dock crews in the Reno area doing Sierra Pacific underground and wood pole distribution work.

Contracts should be available for distribution in the near future. They are making the rounds for signatures at the present time.

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.

LINDMORE 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 August 3. 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

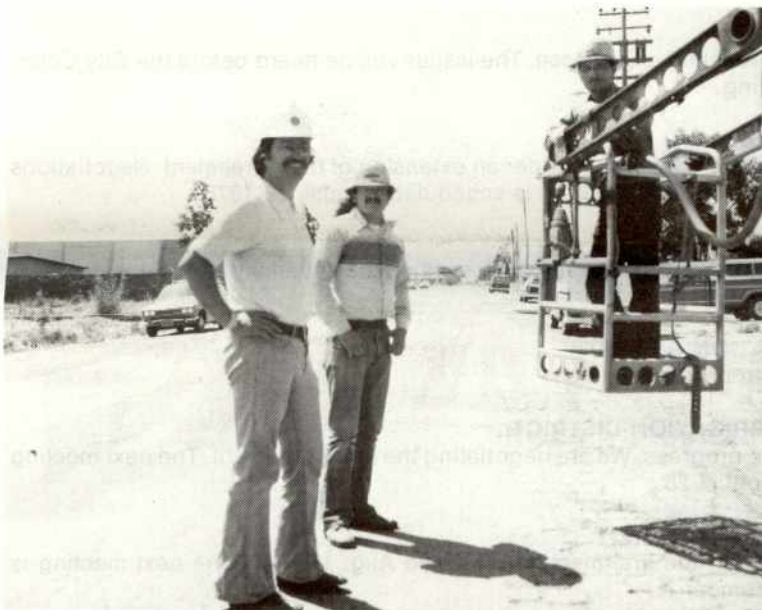
The contract is open for negotiations on wages and benefits. Meetings will be scheduled in the very near future.

A Day in the Life of A Busi

(Editor's Note: This feature is representative of "a typical day in the l



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.



6. 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.



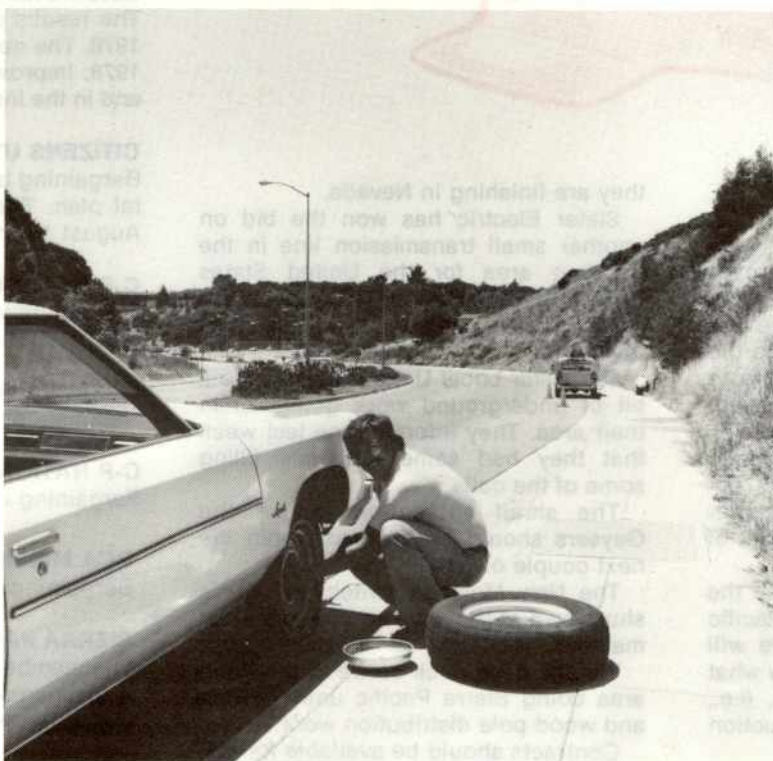
11. Jim meets Shop Steward Lou Anzaldo, a Light Crew Foreman, at the Hayward Airport where Lou is installing electric underground. Lou, a member of the East Bay Division Joint Grievance Committee, informed Jim of some problems in the Mission District and discussed the possibility of discussing them at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



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 Representatives job is to make himself available to the membership as often as possible.



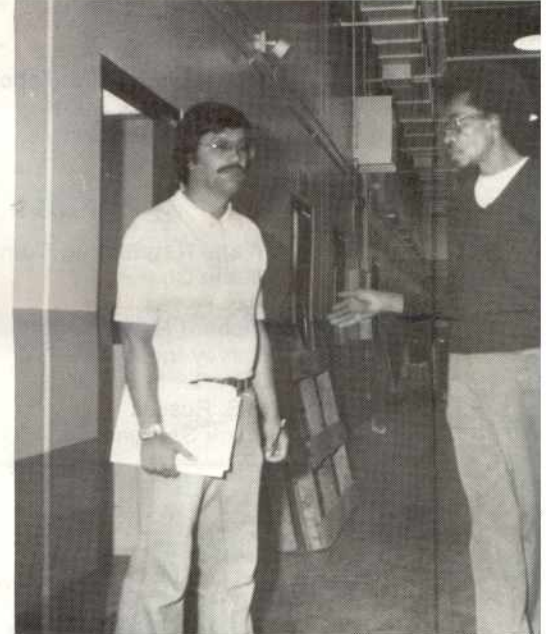
7. "And what are you going to do about it?" When Jim arrived at the Centralized Gas Meter Shop, he was summoned by Shop Steward Ray Gaeta and Jess Suarez to discuss a grievance. Jim assured Ray and Jess that he would formally file the grievance and that it would be resolved in accordance with the provisions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



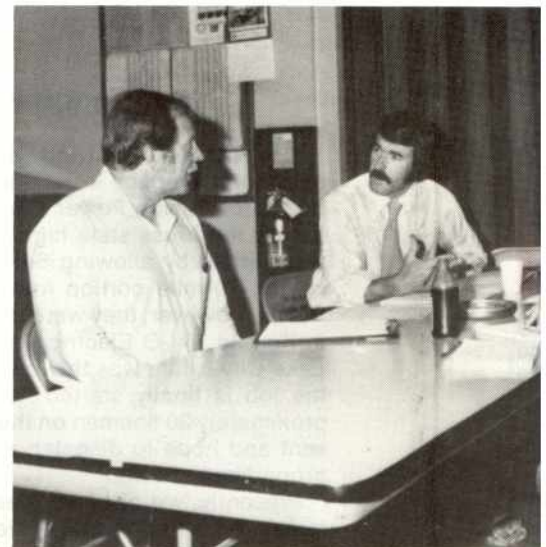
12. Nobody is going to believe this. I am late again.



3. Shop Steward Leonard Simmons and Jim McCauley are signed out for the day. Local 1245 members at Pacific Gas and Electric Company perform all the work in connection with the installation, maintenance and repair of cable television associated apparatus including the installation and repair of associated apparatus. Jim represents bargaining unit employees at six separate companies in the Bay Area.



8. Shop Steward Joe Graham briefs Jim on the new Centralized Gas Meter Shop. The new Centralized Gas Meter Shop in Fremont was opened in 1977. Local 1245 members at the Shop primarily specialize in repairing and replacing regulators for Company's entire system.



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

Business Representative

(typical day in the life of a Local 1245 Business Representative.)



Simmons and Jim chat before the crews start their day. Local 1245 members at Tele-Vue work in connection with the construction of cable television systems and its assignment of coaxial cable. Jim supervises employees at six separate cable TV com-



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



am briefs Jim on how things are going at the new Gas Meter Shop. PG&E opened the new shop in 1977. Local 1245 members employed at the shop are in repairing and proving gas meters and the tire system.



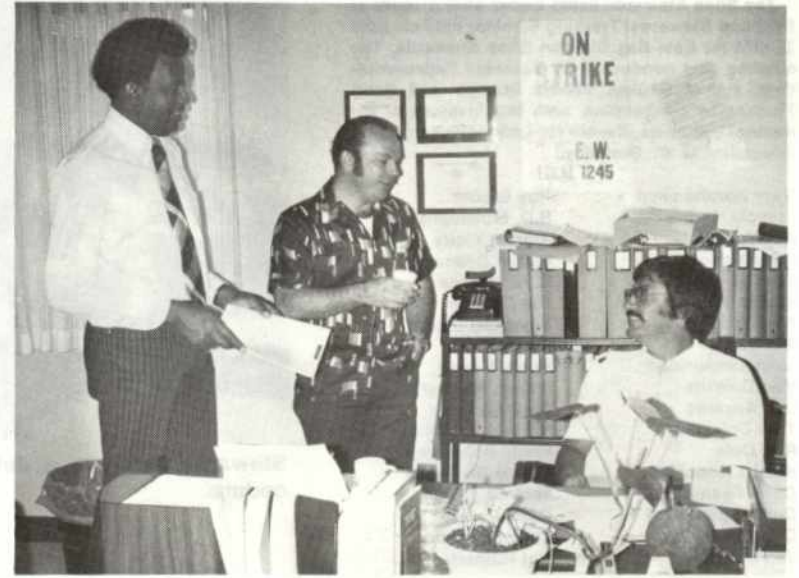
9. Jim and PG&E Personnel Representative Marsha Baddella discuss grievances in the Fremont Gas Meter Shop and schedule Local Investigating Committee meetings to try and resolve some of them.



Local Investigating Committee members: Ken Dover, East Bay Division Personnel Representative, Jim McCauley and Shop Steward Ken Thomas discuss a grievance at the Livermore Yard. If a grievance is not resolved at the Local Investigating Committee level it is either referred to Fact Finding or to the Arbitration Committee for settlement.



14. 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.



5. 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.



10. Jim and Shop Steward Al Cuellar discuss appealing grievance concerning one of the employees at the Decote Yard. Decote Yard is the only pipe wrapping facility in PG&E's system.



15. Home at last.

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 Kmetz
Red Henneberry
Jim Duncan
Ramon Marin
Tom Young
Jim Davis
John Trowbridge
Milo DeWitte
Lou Anzaldo
Tom Coleman
Ron Cole
Robert Houchins
Chris Syambot
David Thompson
Don Baker
Jan Smedley

Roy Geiber
R.D. Muenhimer
Alanna Vieira
Esther Granado
E. N. Hearne
Joe Graham
Raymond Gaeta
Bill Sullivan
Henry House
Robert Rochell
Tony Sanchez
Raymond Williams
Frank Robertson
Cortes Saunders
Mildred White
Dean Cofer
Tony Morgado
Pat Rutherford



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.

* * *

I want to personally thank the Stewards who gave of their time to attend the Shop Stewards' Conference in Carmel on July 15. We accomplished quite a bit and had a little fun at the same time.

* * *

Jack Greenside from Moss Landing Power Plant, and Bob Angle from Morro Bay Power Plant, are currently serving on the Traveling Maintenance Crews Interim Negotiating Committee. Gary Outlaw, Operator at Morro Bay Switching Center, is working on the Committee that is investigating problems in the substation departments.

* * *

The cable television company in Salinas — Central California Communications Corporation (CCCC) was recently purchased by Western Communications which also operates the Monterey Peninsula TV System, (MPTV). I am confident Shop Stewards Fred Holt and David Jones of C.C.C.C. and Bob Patterson of MPTV will help me to keep on top of any problems that may arise.

* * *

I would like to close by thanking the Stewards, Officers and other active members for their support and participation. To those members who are not active, I extend an invitation for help. In unionism there is always room for one more.



Kneeling in front of Coast Valley Stewards are Business Representatives Ray Shepherd (left) and Bob Gibbs.

Coast Valley Stewards Meet

Business Representatives Ray Shepherd and Bob Gibbs conducted an all-day Shop Stewards' training session for Stewards in the Coast Valley area. The meeting was held at the Holiday Inn in Carmel on July 15, 1978.

The session provided an open forum for Stewards to discuss the problems in their area. In addition, intensive training was provided on grievance handling, effective interviewing and the art of listening.

Under the guidelines of the Local's new System-wide Shop Stewards' Training Program, each Business Representative is required to hold, individual or joint training sessions a minimum of four times yearly for the Stewards in his area.

Local 1245 would like to thank again the

following Stewards, who gave up a Saturday of being with their families and other weekend activities, to participate in this conference and to make it a success.

Coast Valley Stewards who were in attendance:

Coast Valleys
James Mauzey
Paul E. Nelson
Dale Walker
J.D. Smith
Don Woods
Gary Outlaw
Charles Kasper
Lorenzo Gonzalez
John Collenbach
Chester Bartlett

General Construction
John K. Gibbs
Dean E. Mooney
Marvin A. Smith
City of Lompoc
Larry G. McCammon
Wilbur Herrier
Charles Silkwood
TPT-Santa Maria
Dale E. Fox



Legal Services Plan is Greatly Expanded

**(800) 652-1569
In California**

To use the Plan call:

**(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. But effective immediately members can get free legal advice from competent attorneys in their own area. These same attorneys also offer expert legal services for rates that are 20 - 30% lower than prevailing rates in the area.

The IBEW 1245 Group Legal Services Plan is a benefit provided at 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 benefit 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 during 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
- Partnership Agreement
- Personal Injury
- Collection Remedies
- Debt Problems

- Employment Problems
- Guardianship
- Property Damage
- Real Estate
- Traffic
- Wills
- Workers' Compensation

How To Use the Plan

IBEW 1245 Legal Services Plan lawyers are located in offices throughout California. If you wish to use the Plan, call toll free in California (800) 652-1569; and in Nevada, call (702) 329-1735. You should identify yourself as a member of the IBEW 1245 and describe briefly the problem you wish to discuss. Depending upon the type of problem you have, you will either be immediately connected with an attorney or you will be given the telephone number of the contracting attorney's office nearest your home. If no attorney is available to take your call at the time you call, leave a message and

your call will be returned as soon as possible.

You may discuss your problem by telephone, or, if you prefer, make an appointment to meet with the attorney. In some instances, the attorney may request that you make an appointment. **Whether handled by telephone or by office appointment, the initial consultation is free of charge.**

The attorney with whom you consult will advise you of your legal rights and remedies, and may recommend a course of action to you. You will also be told what fees and costs, if any, you can expect to pay in order to follow the various avenues available to you.

A Reduced Rate Fee Schedule and a brochure describing the plan will soon be mailed to every member. But you don't have to wait to use the plan. You can start using the plan today by calling one of the numbers listed above.

COME-BACK FOR THE 'YELLOW DOG'?

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

In the days before the Wagner Act made it illegal, managements used it 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 employes?

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.

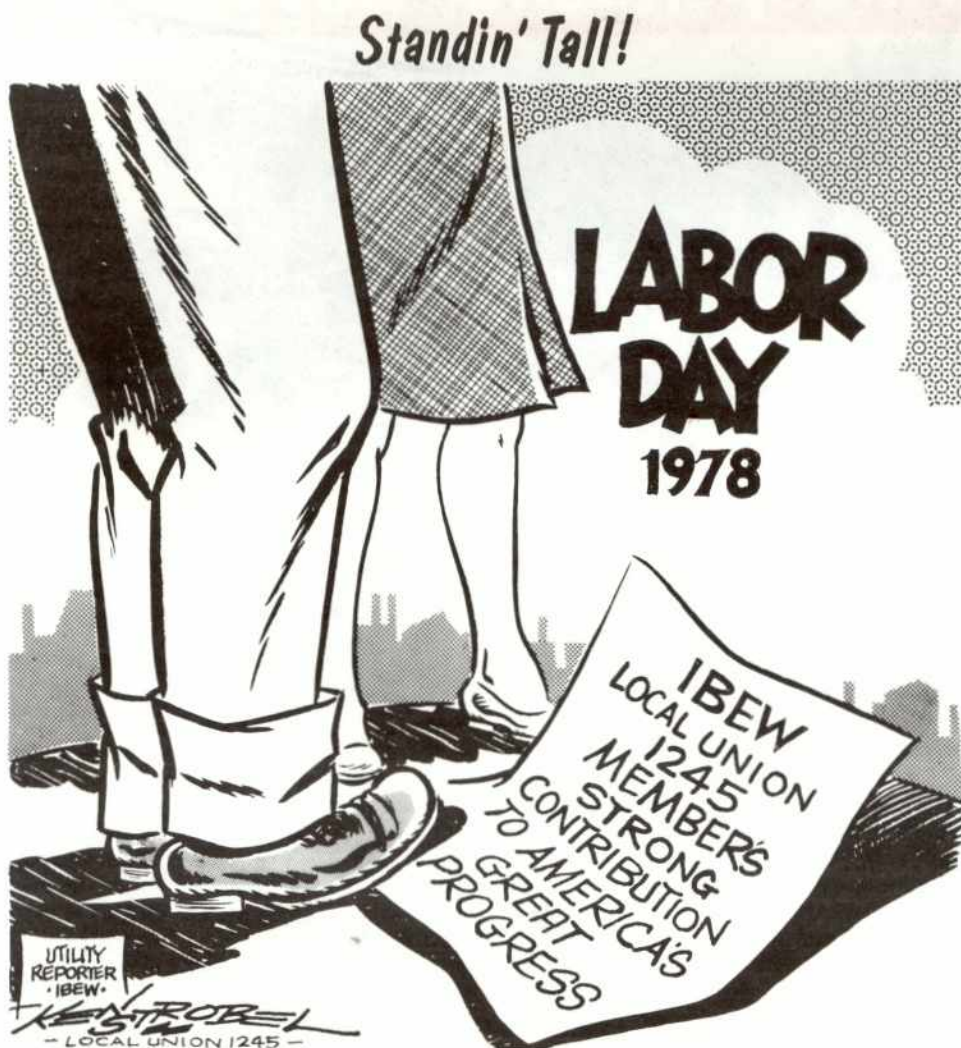
Along with the National Association of Manufacturers (NAM), the war on workers is being waged by the U.S. Chamber of Commerce, the U.S. Industrial Council, contractors groups, the right-to-work-for-less gang—all the foes we've fought over the years.

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 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 _____

CUT OUT

Awards Presentation Banquet in Fresno

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. Finks
Lloyd Gaither
W. H. Hebrard
G. Newton

30-year members
G. A. Balentine
L. D. Bates
A. L. Beagle
E. F. Belcher
K. Brown
J. V. Browning
W. R. Chandler
D. J. Chilberto
Antone J. Cirimele
J. V. Cochran Jr.
Carl Cook
F. D. Curb
J. C. Daniels
E. P. Diener
C. Faretta
W. M. Forbes Jr.
Jack Harden
R. S. Harris
A. P. Hawkins
W. F. Kowerski
J. C. Mallory Jr.
H. Martin
E. Matinzo
J. A. McCauley
C. B. McClurg

L. Moore
J. A. Morrill
H. P. Norris
W. W. Petersen
Gerald M. Pippig
D. J. Pizzio
M. R. Pollock
J. D. Quercia
Frank Renfrow
W. E. Rowe
A. J. Sasso
J. W. Schmidt
M. G. Siemiller
J. Smart
C. Smith
C. D. Sorensen Jr.
J. D. Sparks
D. W. Stanciff
T. M. Stanley
C. W. Stone
D. K. Straughn
J. P. Vance
Homer Wells
A. B. Williams
H. H. Wright
Tom Kocoris

25-year members
B. D. Baker
F. E. Barlow
F. A. Baxter
G. L. Bittner

E. S. Bleeker
R. L. Cox
J. A. Duran
J. E. Eberlein
J. R. Forbes
D. E. Foster
C. E. Garoutte
G. C. Harkreader
J. J. Hendrickson
R. H. Hendrickson
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
D. L. Nixon
J. Occhinerio
John Pate
F. E. Pickering
N. R. Pinney
W. D. Potts
A. H. Prinz
L. W. Sealey
Johnnie E. Seely
J. I. Spaulding

J. Standlee
J. F. Stansbury
D. G. Stephens
G. L. Taylor
C. W. Thomas
F. R. Torres
N. N. Varney
W. G. Vercoe
M. N. Vernava
E. W. Webb

20-year members
E. Bryant
R. L. Clark
B. C. Coats
D. E. Creviston
D. R. Franck
Alfred Gonzales
G. H. Hancock
G. E. Johnson
J. D. Lombardi
J. D. Petropulos
William Phillip
C. F. Pouncey
B. V. Rose Jr.
Harry Sewell Jr.
R. B. Snow Jr.
L. C. Spencer
I. Sullivan
Clyde J. Wolf
R. W. Yates
R. G. Young



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.



35-year award recipients



30-year award recipients



25-year award recipients



20-year award recipients



Wives and guests



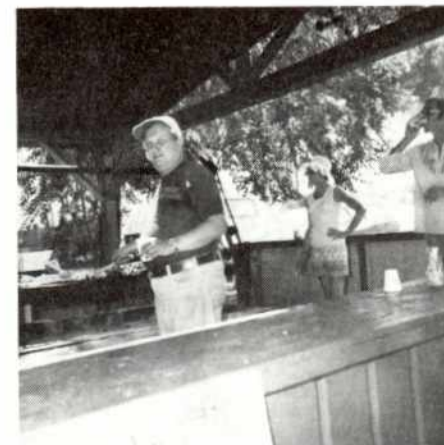
East Bay Members Host First Independence Day Picnic

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.



Barbara Shrader and her father Rufus are shown above. Barbara won the highly competitive beer drinking contest at the picnic.





Members

During the period July 19, 1978 through August 22, 1978 applications for membership were received from the following persons:

SAN JOAQUIN DIVISION

ABERCROMBIE, D.L.
ANTON, S.M.
LANDES, F.P.
MURPHY, M.P.
MYERS, E.S.
O'BRIEN, J.D.
REYES, L.R.
STREETS, G.S.
YAMAMOTO, L.T.

COAST VALLEYS DIVISION

CANDELARIA, Y.A.
DYKSTRA, J.J.
LEWIS, T.J.
MARRIOTT, C.J.

TELEPROMPTER-SANTA MARIA

BRUECKNER, R.J.
GALVAN, D.M.

PIPELINE OPERATIONS

GUZMAN, J.M.
HAYES, G.K.

SAN JOSE DIVISION

CHRISTMAN, J.R.
DE GROOF, N.
DE LOURA, D.G.
HENDRIX, M.L.
HILL, J.F.
HOLMES, D.J.
McCAREU, E.M.
MORRIS, A.E.
WARE, N.P.
YEATER, C.J.

TELEPROMPTER-SANTA CRUZ

BELLAR, R.D.
GARDNER, R.S.
GHIELMETTI, J.B.
THOMAS, M.D.
WHITE, P.S.

MATERIALS DISTRIBUTION

ARDIZZOIA, W.J.
BARLELOUX, C.D.

EAST BAY DIVISION

COSTA, K.M.
DAY, M.F.
EVANS, H.G.
FRY, M.K.
GARCIA, S.S.
HESSLER, M.A.
JOE, WING
LIO, E.G.
PEDERSEN, J.A.
RODEN, R.L.
WARD, D.J.

X-RAY ENGINEERING

KNOBLAUCH, J.W.
McDONALD, G.V.
MOXLEY, E.E.

CONCORD TV CABLE

BERGERON, K.E.
CROCKETT, G.K.
DAVIEGA, M.P.

TELE-VUE SYSTEMS

BRIXEY, D.A.

BAY CABLE VISION

CALVO, T.B.
MALLOY, D.J.

SAN FRANCISCO DIVISION

CANEPÀ, S.M.
CHAVEZ, K.D.
COTTER, J.J.
JEW, G.
MATSU, W.S.

GENERAL OFFICE

CLEWIS, V.R.
DIXON, R.T.
FONG, G.C.
HUNG, H.Y.

LAWSON, K.E.
MACARIO, D.M.
MASANGCAY, R.P.
MAYNARD, M.A.
REGAN, E.L.
SCHEMBRI, M.A.
SILVERFOOTE, J.M.
TERRY, R.D.
WILSON, D.E.
WOODHOUSE, B.R.

STOCKTON DIVISION

CANEPÀ, K.L.
HAMMERSTROM, T.L.
SANTOS, G.
WILLIAMSON, T.M.

SACRAMENTO REGIONAL TRANSIT

COMPORATO, A.V. Jr.

CITY OF REDDING

RIGGS, L.G.

SIERRA PACIFIC POWER CO.

BANOVICH, D.M.
BOND, P.K.
MURPHY, B.R.

C-P NATIONAL (SO. TAHOE)

SHOEMAKER, W.J.

C-P NATIONAL (WINNEMUCCA)

INGRAM, D.J.

WELLS RURAL ELECTRIC

BRAUN, M.L.
CALLISTER, M.D.
DEDMAN, R.W.
GROSSMAN, A.A.
SUPP, E.F.
SWETT, C.E.
THORNAL, R.W.
WELSH, W.R.
ZEAING, M.M.

DE SABLE DIVISION

HAWKINS, B.L.
MYERS, K.M.

DRUM DIVISION

DUNHAM, J.E.

COLGATE DIVISION

MORRISON, R.C.

NORTH BAY DIVISION

DAVINI, D.T.
DUFFY, D.M.
GREENWALD, P.B.
LICKY, R.A.
MACKHAM, R.E.
McDONALD, B.D.
ROBERTS, J.P.

SMUD

ALLEN, M.D.
BAZIL, W.E.
BENTON, L.J.
BROADWAY, R.
FERREIRA, A.
GEE, S.
HILLIARD, M.R.
HOOD, B.L.
LOUTHER, L.P.
MARTIN, M.L.
MILLER, G.M.
PALACIOS, C.
RALLEY, M.E.
RIOS, R.R.
WALTER, D.R.

USBR

BATES, D.L.
GOODWIN, D.R.

CITIZENS UTILITIES CO.

COOK, K.M.
FEIGEN, J.R.
ITHURBURN, S.B.
JAMES, B.H.

LYONS, M.L.
McKENZIE, D.L.
MOSHER, O.K.
NUNES, C.A.
PARANZIN, P.P.
PARKS, H.B.
PEDEN, G.E.
PHILLIPS, J.T.
POST, K.J.
ROBINSON, C.M.
STONER, G.I.
WITHROW, K.M.
WOODS, R.A.

GENERAL CONSTRUCTION

ALLARD, F.J.
ANDERSON, D.E.
ANDERSON, R.K.
ARNDR, B.E.
AUSTIN, J.L.
AZEVEDO, A.M.
BAILEY, T.
BAKER, G.T.
BANTA, S.D.
BENEVEDES, R.D.
BETHEL, J.H.
BIANO, P.G.
BLY, G.K.
BROCKMAN, D.M.
CARNEY Jr., C.
CARRASCO, R.A.
CARROLL Sr., D.
COHOON, E.F.
COLWART, A.B.
COON, G.T.
CUNNINGHAM, P.C.
CUNNINGHAM, R.L.
CURTIS III, H.F.
DAMITZ, S.J.
DAVIS, C.J.
DELONG, D.C.
DING, J.L.
DOBBS, D.M.
DOZIER, S.K.
DUARTE, R.E.
EDWARDS Jr., John
ENGLER, J.W.
EPPERLY, S.P.
FOSTER, J.L.
FOSTER, K.D.
GALVAN, M.
GARCIA, F.D.
GENSLER, L.E.
GINES, B.L.
GLASS, M.J.
GRANT, B.D.
GRIGGS, D.A.
GRILHO, D.J.
GRISSOM, C.E.
HAINES, J.L.
HALL, L.R.
HANKS, D.R.
HARDER, P.H.
HAWKINS, W.P.
HERGENRADER, S.D.
HESPELER, G.S.
HEYWOOD, R.F.
HOLCOMB, D.M.
HURLBURT, M.R.
JACK, C.J.
JIMENEZ, M.G.
KISH, K.D.
KNISLEY, J.W.
LAGE, E.R.
LANDERS Jr., O.B.
LANGWORTHY, G.L.
LEWIS, R.
LINDER, D.M.
LLAMAS, D.G.
LLOYD, T.M.
LOVOS, W.P.
LYNN, J.H.
MARTIN, R.C. II
MATHIS, V.G.
MEZA, N.M.
MILLER, F.E.
MORRIS, J.
MUIR, C.J.
MULHERN, K.T.
NELSON, D.R.

NICHOLS, C.A.
OLIVIERI, D.J.
PHILLIPS, G.D.
PLYS, T.L.
POE, R.L.
PRANKE, G.W.
PLYS, T.L.
RADEMACHER, T.F.
RAMOS, A.C.
RATHKOVEC, J.A.
RAY, C.M.
REED, D.L.
REITMAN, R.B.
RICE, R.J.
RIUGGENBERG, B.K.
ROBERTS, S.G.
ROBERTSON, E.H.
RODGERS, W.D.
RODRIGUEZ, W.P.
ROOD, C.U.
ROW, F.E.
SEWART, D.L.
SHANKLE, S.B.

SMALLEY, C.
SNELL, R.L.
SULLIVAN, K.W.
TUCKER, C.F.
WHITE, A.S.
WHITLEY, D.D.
WHITELY, J.W.
WOMACK, B.K.
YOUNG, B.T.

DAVEY TREE
ANDERSON, J.L.
GALAVIZ, J.F.
GRAHAM, L.J.
HOTCHKISS, W.C.
LABAT, M.E.
NELSON, R.L.
PHILLIPS, A.L.
WISLER, M.H.

PACIFIC TREE
CLARK, M.L.
KIRKHAM, D.J.

McDONALD, D.A.
PAUL, C.B.
RICHARD, S.A.
SHORT, V.W.
THORNHILL, J.B.
WAISTELL, R.D.

OROVILLE-WYANDOTTE I.D.
COFFELT, J.V.

TELEPHONE CONSTRUCTION
DENNY, J.S.
MacDONALD, J.W.

OUTSIDE LINE CONSTRUCTION
BURNS, T.G.

TRAVELERS IN
PRATER, R.L.
POHL, L.D.
NICHOLAS, P.J.

Organizing

By Mickey Harrington

During the last month or so we have had a special organizing drive at SMUD. The Shop Stewards, Unit Officers, Advisory Councilman and many of the rank and file members (some pictured below) have doubled their efforts to help build up the membership rolls. The Business Manager, Hank Lucas and I would like to

thank: Chuck Beaurier, Oscar Bingen, Rick Burns, Russ Conroy, Maggie Coyle, Gene Curry, Richard Daugherty, Gary Funk, O. D. Harris, Jack Noble, Billy Paynter, Pete Ramon, Ray Rico, Jerry Sanders, Tom Smiley, Lynn Wallace and the many others for the extra effort and time they have spent bringing in the new members into OUR UNION.



Maggie Coyle (left) and Tom Smiley



Richard Daugherty



Russ Conroy



Pete Ramon

House Passes ERA Extension 233-189

Legislation to extend the deadline for ratification of the Equal Rights Amendment until June 1982 won House approval by a vote of 233 to 189.

The vote was achieved only after ERA supporters succeeded in defeating an amendment sponsored by Republican Congressman Thomas F. Railsback of Illinois that would have allowed states to rescind prior ratifications of the proposed amendment.

Congressman Don Edwards (D-San Jose), led the pro-ERA forces on the House floor. He pointed out that the courts would have the final say over the

recision issue and said that the recision proposal should not be included in the extension bill because "the constitution would be sorely damaged."

The Railsback amendment was subsequently defeated by a vote of 277 to 196.

The I.B.E.W. Local 1245 supported bill, however, is expected to face an uphill battle in the Senate. Thirty-five of the necessary thirty-eight states have already ratified the amendment. No date has yet been set for Senate consideration.

Support the ERA. Its passage will be a victory for women and equal rights advocates throughout America.

The Safety Scene

Editor's Note: Assistant Business Manager Tony Morgado, assigned to direct the Local's activities in the areas of Safety, Apprenticeship and Training, is responsible for all items appearing in

the Safety Scene. He prepares most of the articles, and when we use material from other publications, a credit line will appear at the conclusion of the arti-

cle. 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 used in medicine. Digitalis, obtained from the leaves of the common garden 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 steambeds 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 clip-

ping 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 his 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 all 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 varied and extensive.

It has been known for centuries that the oleander is poisonous. All parts of the plant are poisonous, even the dried leaves. 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 drug digitalis and can be treated by a physician.

May Invade the Garden

Poison oak (*Rhus diversiloba*) is by far the worst of the plants in this group. In wooded, suburban areas where poison oak grows naturally, it may invade uncultivated margins of yards and gardens.

Mushrooms in California include several poisonous, wild mushrooms, or toadstools. Some of these mushrooms are quite similar in appearance to edible species; much knowledge and training are needed to tell them apart. Unless you are completely sure of the difference, do not attempt to use wild mushrooms for food. As with other plants, susceptibility to poisoning varies with the individual.

Poison hemlock (*Conium maculatum*) occasionally shows up in gardens. At one time, it was sold as an ornamental plant. The large leaves are finely divided and fernlike, 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 the *Nicotiana* genus are grown as garden ornamentals. All are poisonous when eaten.

Angel's trumpet, jimsonweed, or thornapple (*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 cause severe illness or death. Some are toxic when eaten raw, but are safe when cooked.

— Division of Agricultural Sciences, UC

Four 1245 Members Cited for Life Saving Attempt

Frank Locati was presented an I.B.E.W. Life Saving Certificate of Recognition by Business Manager Dean Cofer at the Joint Executive Board-Advisory Council meeting held at Local Union headquarters in August.

Frank is employed as a mechanic by Pacific Gas Transmission Company (PGT) and resides in Walla Walla, Washington. He currently serves on the Advisory Council representing Local 1245 members at PGT.

Frank was given the award for his efforts to save the life of Edward H. Winsor in 1977. Other Local 1245 members involved in the life saving attempt were Jack McNally, Wallace Miller, and Wayne Weaver. Brothers McNally and Miller received Certificates of Recognition. Business Representative Wayne Weaver received a Letter of Recognition from I.B.E.W. President Charles H. Pillard, who commended them for providing assistance to the victim.

Frank, Wallace, Jack and Wayne were attending a negotiating session in San Francisco when Winsor collapsed. They administered mouth-to-mouth resuscitation and external cardiac compression to the victim until an ambulance arrived. Unfortunately, Winsor died of an acute myocardial infarction.

Frank accepted the citations on behalf of all our members who were involved in the incident.



Frank Locati accepts an I.B.E.W. Life Saving Certificate of Recognition from Business Manager Dean Cofer. The Certificate was awarded based on the attempts of Frank Locati, Wallace J. Miller, Jack McNally and Wayne Weaver to revive a cardiac victim in 1977.

Attend Local Union Meetings