



utility reporter

VOL. XXVI NO. 12

WALNUT CREEK,
CALIFORNIA

DECEMBER, 1978

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



Local 1245 Efforts To Kill Oakland City Payroll Tax Successful



Left to right are: President Ron Fitzsimmons and Alameda County Central Labor Council Executive Secretary-Treasurer Dick Groulx.

Oakland — The City Council voted 5 to 4 Tuesday, December 12, 1978 to kill a one percent payroll tax that would have been imposed on anyone working in Oakland who was not a resident of the City. If implemented the tax would have been effective January 1, 1979 and would have yanked another \$200 per year out of the pockets of our members. The ordinance was originally adopted in 1974 but delayed because of court challenges filed by the Alameda Central Labor Council until this May, when the State Supreme Court ruled it legal.

Speaking on behalf of Local Union 1245 against the ordinance at the December 12 City Council Meeting were Assistant Business Manager Mert Walters and Business Representative Veodis Stamps. They were joined by Local 1245 President Ron Fitzsimmons, members Harold Hungerford, Al Souza and John Teicheiro, and representatives of business, labor and the community.

Assistant Business Manager Mert Walters, who serves as the Local's Legislative Advocate, told the Council working men and women can no longer bear the tax burdens being thrust upon them by all levels of the government. He said that workers are currently faced with an 8.8% rise in the consumer price index over the last 12 months, and the President's "voluntary wage control program"—the President wants workers to bear the brunt of fighting inflation by enacting a 7% wage freeze, and now the City Council is considering implementation of an additional tax on our income—by any other name it is an income tax to bear the brunt of the effects of Proposition 13. Workers don't think the action is fair, particularly when it isn't a progressive tax increase like State and Federal income taxes are. It is a discriminatory tax. It only taxes one form of earnings—workers' salaries—other forms of income derived inside the city limits will be tax free.

Walters stated that our members

employed by the City of Oakland were not granted any salary increases due to the City's acceptance of State surpluses, and pointed out its refusal to move forward to protect the purchasing power of the City's employees in the area of fringe benefits which the City clearly could have done under the provisions of Proposition 13 and SB 2212. Now the Council is proposing to tax City employees for the privilege of working for the City. Not only has the City refused to protect the employees purchasing power it wants to reduce it even further.

Alameda Central Labor Council Sec-

retary-Treasurer Richard Groulx representing nearly 60,000 workers throughout Alameda County blasted the Council members for attempting to overburden working people by instituting another tax on those who are already clearly over-taxed while letting big-business whose profits continue to soar off the hook again.

After the nearly two hours of testimony from speakers who came forward to speak out for repeal, Councilman George Vukasin made a motion to repeal the ordinance. The Council members

(Continued on page 5)

YOUR Business Manager's COLUMN

Merry Christmas —
Happy New Year!



DEAN COFER

PG&E Negotiations have been concluded... See the details on pages eight and nine.

Thank you brothers and sisters for making the past year a good one to remember. Our successes far out weighed our defeats, and your Union is continuing to make progress.

My personal thanks go out this Christmas season to my fellow Officers and Executive Board members for their cooperation and help in moving our Local Union forward. To say that we always agree, or that the path is not rocky at times, would be untrue — but overall, the majority of your elected leaders have found it possible, and often enjoyable, to work together for the "good of the Union".

It is no exaggeration to say that the administration and operation of the Business Manager-Financial Secretary's office and responsibilities could not be accomplished without the active and loyal support of a competent Administrative Staff and Business Representatives. I am proud of our Staff, and I thank them for their continued dedication to the principles of Unionism and Brotherhood.

In addition, we all owe a special thanks to the volunteer "rank and file" leadership of Local Union 1245. These volunteer leadership positions include Advisory Council members, Unit Officers, Trustees, Grievance Committee members, and 1349 Shop Stewards.

Last, but certainly not least, I commend the Local Union office force for their continuing and cheerful efforts in keeping the Local Union paperwork flowing. Without these very spirited women and men, the Union's business would very quickly grind to a halt.

In last month's column I announced a victory in the fight to retain the PG&E employee's discount. That victory was won by a three to two vote of the California Public Utilities Commission (CPUC) and is already under challenge by a number of bleeding-heart environmentalists and consumer groups. Filing for a rehearing on this issue are the following groups:

- American G.I Forum
- League of United Latin American Citizens
- Mexican American Political Association
- San Francisco Consumer Action
- Thirty-Six Energy Conserving Ratepayers and Potential Ratepayers

If these groups are successful in getting their rehearing request approved and in changing one of our three votes on the Commission, your discount may yet be lost. If any of you belong, or have friends or relatives who belong to the groups listed above, you are encouraged to apply pressure to the leadership of said groups to withdraw their rehearing request.

I also ask that you again write to the CPUC and encourage the commissioners to deny the rehearing request on this matter. In addition, I recommend that you specifically write to Commissioners Sturgeon, Simons, and Dedrick and request that they continue to vote with us on this issue.

* * *

In closing, on behalf of the Officers and Staff of Local Union 1245, I wish you and yours a Happy Holiday Season.

STATE AFL-CIO

Legislative Program Set By Council

The Executive Council, California Labor Federation, AFL-CIO met in Los Angeles November 28 and 29 to forge the Federation's 1979-80 legislative program, based on Policy Statements and Resolutions adopted by delegates representing 1.7 million workers at the 12th Constitutional Convention last summer in San Francisco.

Local 1245 is represented on the Executive Council by Business Manager Dean Cofer. Dean was unanimously elected as a Vice President at the Federation's last convention.

Between 45 and 50 measures will be drafted and introduced on behalf of the State AFL-CIO. In addition, Federation representatives will lend active support to a number of other measures to be introduced by others when the legislature begins its next two-year session at Sacramento.

The program will include a concerted effort to improve the deplorable situation where California workers find their weekly ceiling on unemployment insurance benefits, now only \$104, placing them lower on the scale than jobless workers in 36 other states and the District of Columbia.

A bill to establish a maximum benefit at 75 percent of the average weekly wage as of January 1, 1980, with an auto-

matic escalator to maintain that ratio as the average weekly wage increases, will be pushed.

Another U.I. proposal would provide uniform duration of benefits at 39 weeks. Others seek to extend coverage for dependents as is done in nine other states, to include tips as wages in computation of benefits and to limit disqualification for trade disputes, voluntary quits or misconduct to a five-week maximum.

There are several other bills planned to liberalize the state's unemployment insurance program.

Under workers' compensation, the State AFL-CIO will seek maximum weekly temporary disability benefits and permanent total disability benefits at \$180. Labor's legislation will also seek to raise the permanent partial disability benefit for the 70 percent to 99 percent ratings to a range of \$90 to \$177.

Other workers' compensation legislation would raise benefits for surviving spouses and dependents.

Measures to provide for child care centers for working parents and those seeking work or to acquire work skills will be included in the Federation's program.

The State AFL-CIO also will seek laws
(Continued on page 2)



NEVADA NEWS

By John Wilder

The first annual award dinner honoring members with at least 20 years of membership was held in Reno at the Holiday Inn on December 1st. Honored at this dinner were: William Hearn, Ernie Rabe, John Riehm, Joseph Wright, Ed Ahlf, Harold Coe, John Depaoli, Gene Leforte, Charles Martin, Don Moler, Harold Seekins, and Arlene and Ralph Walker. Business Manager Dean Cofer and his wife and John Wilder and his wife also attended. A great time was had by all and we are looking forward to next year when we can have a bigger and better award dinner.

Business Representative John Stralla, who has been off sick and hospitalized for some time, is now all patched up and back on the job.

Another 62-mile portion of the cross-state transmission line is now out for bid.

A Shop Stewards meeting is scheduled for January 20, 1979 in Reno

for all Sierra Pacific Power Shop Stewards. We will discuss the forthcoming negotiation proposals.

CP National, Elko Telephone Division, is starting to get straightened out with a Unit established and Shop Stewards selected. We have had a couple of rough spots so far, however, with a little work we will have these overcome.

CP National, Elko Power Division, will be open for wage negotiations very shortly.

Wells Rural Electric Company is attempting to get some training programs established. We have provided them with material to study and we will be talking with them in the very near future.

In the early part of January, the members of Teleprompter Reno will be considering an offer on an improved medical plan.

Merry Christmas.



Legislative Program Set By Council

(Continued from page 1)
for containment of hospital costs and for asbestosis prevention programs.

A renewal of last session's drive to secure agency shop legislation for public employee collective bargaining contracts has been mandated. Requiring employers of culinary workers to be bonded and providing U.I., D.I. and Workers' Compensation for home-makers are among legislative goals of the Federation.

Licensing of employers in the state's garment industry will be among the goals of the Federation in the coming session.

Consumer measures being drafted for introduction for the state AFL-CIO include bills providing

✓Permanent extension of the item

price marking law for grocery markets;

✓Permanent extension of prohibition of charges for telephone directory assistance;

✓Banning automobile deficiency judgments;

✓Investigation of the rate structure of all types of insurance including the relationship between the amount of premiums, claims and costs;

✓Elimination of occupation as a condition for which a higher rate, premium or charge for personal automobile insurance may be required;

✓Providing a roll-back in rents in proportion to the property tax cuts effected by adoption of Proposition 13 last June;

✓Prohibition of discrimination in housing against families with children.

I haven't received any comments from outside line workers regarding possible changes in the work referral procedure used by Local 1245 and Local 47. Local 1245 feels some changes should be made, but we do not want to attempt to amend any of the language until we hear from our membership. Our members are so widely scattered throughout our jurisdiction that in most cases we have to depend on the mail for input.

We will be accepting applications for entrance into the Apprenticeship Program during the first two weeks of January. Anyone interested in obtaining an application should call the dispatch office (415/933-7121) or drop in.

Job Progress:

The Tri-O job in Eastern Nevada is progressing very well, the crews are now pulling wire.

Another 62-mile portion of the job is out for bid. Bids are due on January 10th and an early start is expected on this portion. This section will carry the line to within about 40 miles of Elko.

Harker and Harker has a crew working in Susanville for CP National.

The job in Portola being performed by Crater Line. Construction is progressing in good shape. We also have a dock crew working for Crater in the Susanville area.

Slater Electric has several dock crews working outside Reno. They are primarily doing underground work. Slater also has crews working in Cottonwood and Redding.

B&A Electric's substation job is underway at the Keswick Dam. The Electrical Constructors' oil-o-static job in Sacramento is progressing well.

Having received some more material, the Melones project is again started with possible completion in another month or two.

We have a couple men working for Price Electric in Alameda.

This has been a pretty fair year for work and it looks like it will continue. The way our people in our construction unit have been performing, is great. I have been getting compliments on the excellent quality performance of work performed by our Linemen and Groundmen.

Merry Christmas — see you next year.


New Attorneys for Local 1245

In an attempt to upgrade Local 1245's legal capabilities and keep pace with the Union's growth, a new larger law firm has been retained as the Union's attorneys.

The new firm, which was obtained for the same cost as the old firm, has more than 30 attorneys, with offices in San Francisco, Sacramento, Chico and Stockton. The former law firm was very capable, but was not large enough to handle Local 1245's growing legal demands. For instance, whereas the old firm had only one worker's compensation attorney, the new firm has four.

The new firm is actually a combination of the firm of Carroll, Burdick & McDonough, and the firm of Marsh, Mastagni & Marsh. Both firms are well known in California and have excellent reputations for the manner in which they handle labor law problems and private litigation.

There will be no change in the way the Union's Legal Services Plan operates. The Plan, which provides Union members with free legal advice and low cost legal services, can still be used by calling (800) 652-1569 in California and (702) 329-1735 in Nevada.



the utility reporter

Telephone (415) 933-6060

DEAN COFER	Executive Editor
DOROTHY FORTIER	Managing Editor
WILLIE STEWART	Assistant Editor

Executive Board: Ron Fitzsimmons, Howard Stiefer, C. P. "Red" Henneberry, William Peitz, Marv Rubendall, Bob Thomson and Kathy Tindall.

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
Circulation	Single copies, 10 cents
	20,000

Letter of Agreement Summaries

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

PG&E 78-57: Provides for the return of an employee who was off on LTD to his former classification of Lineman and places said employee in a Lineman vacancy at the Belmont Headquarters in San Jose Division.

PG&E 78-60: Provides for the placement of an industrially injured employee into a newly established Utility Groundman position at the Belmont Service Center in San Jose Division.

PG&E 78-63: Provides for the return of an employee who was off on LTD and places him in a Shop Helper vacancy at the Fremont Gas Meter Shop in East Bay Division.

PG&E 78-67: Establishes a temporary change of hours for Pony Express Drivers on December 24 and 31, 1978 so they can enjoy a longer period of time off prior to Christmas and New Years.

PG&E 78-71: Establishes a temporary change of hours for second shift employees at the Fremont Gas Meter Shop on December 22, 1978 to allow them to be released from work early in order to enjoy the Christmas weekend.

PG&E 78-72: Provides for the return of an employee who was off on LTD to his former classification of Cable Splicer, Line Construction Department. The employee will report for work at San Rafael.

Flash: General Construction Employees

In accordance with the provisions of Subsection 103.3(b) of the Physical Agreement, Company and Union have agreed that April 13, 1979 shall be observed as the Floating Holiday for General Construction employees, Service Centers, and in those cases where it is not possible to shut the job down April 13, the provisions of Subsection 103.(a) shall prevail.

Appointments

NEGOTIATING COMMITTEES

X-Ray Engineering Negotiating Committee

Patrick Moskiman
Gary Muhs

Stan-Pac Wage Negotiating Committee

Ross Kilpatrick

PGT Wage Negotiating Committee

Cliff Weaver
Frank Locati

GRIEVANCE COMMITTEES

North Bay Division

Joe Kauwe

PID employees demand dignity

By Larry Hope

"We have rights and we deserve the same respect and dignity that is given to others." This was the attitude that preceeded a recent Local 1245 organizing meeting with Clerical Department employees of Paradise Irrigation District. At the conclusion of the meeting every eligible person present who was not already a member of Local 1245 joined the Union.

Bargaining between Local Union 1245 and Paradise Irrigation District has been long and drawn out this year. When Union's Negotiating Committee informed the District's Board of Directors that PID employees wages and benefits were below parity with other Districts the Board of Directors balked. However, after we provided the District Manager with this information he quickly investigated his own wage parity standing and then petitioned the Board for a 17 percent salary increase. The District Manager got his 17 percent wage increase

but the Board refuses to make any substantial movement in improving the wages and benefits of our members.

During one of our negotiating sessions, Business Representative Larry Hope told the District's attorney, Paul Minasian, "You are acting like public employees are **second class citizens.**" Minasian replied, "Public employees are second class citizens." Evidently his attitude did not apply to the District Manager.

It is apparent that some people are bent on discriminating against others. If they can't base their discriminatory acts on race or sex then they will find some other ill-founded reason to discriminate against people such as their classification or place of employment. Local 1245 is a democratic Union founded on high ideals and principles. This Union will not abandon any of its members. The Union is present at PID, we are united and strong and in the end we will win against injustice toward all workers.

Did You Know That . . .

You Are Protected Under The Federal Wage Garnishment Law?

The Federal Wage Garnishment law limits the amount of an employee's disposable earnings which may be garnished in any one week, and protects him from discharge because of garnishment for **any one indebtedness**. It does not change other matters related to garnishment, such as the right of a creditor to collect the full amount owed him, and most garnishment procedures established by State laws or rules. This law (Title III of the Consumer Credit Protection Act) applies to all garnishment orders.

What is Garnishment?

The term "garnishment" means any legal or equitable procedure through which earnings of any individual are required to be withheld for the payment of any debt. Most garnishments are made by court order.

Wage assignments, which are generally private transactions, are not subject to this law.

Wages Subject to Garnishment

The term "earnings" means compensation paid or payable for personal services, such as wages, salary, commission, bonus, or otherwise, and includes periodic payments under a pension or retirement program.

An employee's "disposable earnings" means that part of his earnings remaining after the deduction of any amount required by law to be withheld. Examples of such deductions are: *Federal income tax withholding; Federal social security tax; and State and local tax withholding.*

Deductions such as those for union dues, health and life insurance, assignment of wages, and savings bonds, are not considered required by law.

Garnishment Restrictions

The Federal Wage Garnishment law limits the amount of an employee's disposable earnings which may be subject to garnishment in any one week. The largest amount of total disposable earnings subject to garnishment in any workweek may not exceed the lesser of:

(a) 25 percent of the disposable earnings for that week;

OR

(b) The amount by which disposable earnings for that week exceeds 30 times the Federal minimum hourly wage (currently this is \$2.90 an hour or \$116.00 a week).

No court in the United States, or any State, may make execute, or enforce any order or process in violation of these restrictions.

The restrictions on the amount that may be garnished in a week do not apply to:

- (1) Court orders for the support of any person, such as child support and alimony;
- (2) Bankruptcy court orders under Chapter XIII of the Bankruptcy Act; and
- (3) Debts due for State or Federal taxes. A levy against wages for a Federal tax debt by the Internal Revenue Service is not restricted by this law.

Protection Against Discharge

The Federal Wage Garnishment law prohibits an employer from discharging any employee because his earnings have been subjected to garnishment for any one indebtedness. The term "one indebtedness" means a single debt regardless of the number of levies made or the number of proceedings brought to collect it. The law does not prohibit discharge if there are garnishment proceedings under another debt. The garnishments may be from the same creditor, but they must involve separate debts.

Whoever willfully violates the discharge provisions of this law may be prosecuted criminally and fined up to \$1,000, or imprisoned for not more than one year, or both.

Effect On State Laws

The Federal Wage Garnishment law does not annul, alter, affect, or exempt any person from complying with State laws:

- (1) which prohibit garnishments or provide for more limited garnishments than are allowed under the Federal law, or
- (2) which prohibit the discharge of any employee because his earnings have been subject to garnishment for more than one indebtedness.

Enforcement

The Federal Wage Garnishment law is enforced by the Secretary of Labor, acting through the Wage and House Division, U. S. Department of Labor.

S.M.U.D. Negotiations Settled

Local 1245 members employed by the Sacramento Municipal Utility District voted by secret ballot to accept the results of negotiations. The ballots were counted December 14, 1978.

The new Agreement provides a 7 percent general wage increase, substantial improvements in vacation — 4 weeks after 15 years and 5 weeks after 25 years. Improvements were gained in the funeral leave provisions and dues checkoff procedure. A new and more comprehensive health plan will also be available to our members and their families. The new plan provides a broader range of health coverage than

the two previously negotiated health plans which will still be available to employees if they wish to continue enrollment. The District will continue to pay 80 percent of the premium costs of the two older plans and will pick up 80 percent of the premium cost of the new plan.

Negotiating Committee members William Paynter, Margaret Coyle, Gerald Funk, Michael Paulsen, Edward Hepfinger, Russ Landino, Gene Curry and Business Representative Hank Lucas are to be commended for obtaining such a good settlement from the District.

U.S.B.R. bargaining scene

Union's members of the United States Bureau of Reclamation bargaining committee, Business Representative Hank Lucas, John Bradney, Chuck Eriksen, Rick Knehans and Norm Miller, exchanged proposals with the Bureau on Tuesday, November 7 and have met in 5 subsequent negotiating sessions. The results of these meetings were very discouraging. No significant movement was made on any of our proposals and the Bureau's proposals were unacceptable to Union's committee members.

On Monday, December 11, 1978 both committees met with a Federal Mediator but no agreement could be reached. The primary issue in dispute is wages. The

Bureau's last offer contained increases ranging from nothing for some classifications to a top increase of 5-1/2 percent for others. The offer was not acceptable to Union's committee.

As a result of the Bureau's refusal to make any substantial movement during negotiations, the dispute has been referred to Arbitration. The Arbitrator's decision will be final and binding upon both parties after approval by the Commissioner's office to assure that the decision conforms to the provisions of the Agreement between the United States Bureau of Reclamation and Local Union 1245.

Notes of Interest

Cofer elected to environmental board seat

Business Manager Dean Cofer was reelected to the Board of Directors of the California Council for Environmental and Economic Balance at its December 4, 1978 meeting in San Diego.

The Council is a coalition of individuals from labor, business and the public sector with a strong commitment to advancing California's economic growth with environmental quality. Since its inception in 1973 it has played a key role in providing information

through publications, advocacy, participation in policy discussions, testimony and sponsorship of conferences.

Labor is represented on the Board by Dean Cofer and 19 other high ranking union officials such as Dina Beaumont, International Vice President of the Communication Workers Union and John Crowley, Secretary Treasurer of the San Francisco Central Labor Council. There are 20 representatives of business serving on the board and among the 20

public board seat holders are former Governor of California Edmund G. Brown who also serves as Chairman Emeritus and former Lt. Governor Mervyn Dymally. Board Chairman Katherine Dunlap and other members of the Coalition believe that the broad range of interests reflected by the diverse backgrounds of the Council's Board of Directors is particularly helpful in fulfilling its goals.

Tom Wilkerson Gets Meany Award

By Richard Hafner

Organized Labor's highest award for service to youth through the program of the Boy Scouts of America has been awarded to Tom Wilkerson. Tom is a resident of Redding and a long-time member of Local Union 1245.

Thomas R. Wilkerson was presented the George Meany Award on Friday, December 1, 1978 at ceremonies conducted by the Five-Counties Central Labor Council at its Christmas Party. The George Meany Award is given by the Five-Counties Central Labor Council for the purpose of recognizing union members who perform outstanding service to youth as volunteer scout leaders. The award presentation was made by Local Union 1245 Business Representative Richard M. Hafner and I.B.E.W., Local 442 Business Manager Walter Hurlbert. During the ceremonies Business Manager Hurlbert commended Tom for contributing over 13 years of volunteer leadership to the scouts. The George Meany Award consists of a medal suspended by a ribbon accompanied by a hand-lettered framed certificate.

Brother Wilkerson was initiated into I.B.E.W., Local 1245 in October 1954 and has been a good loyal union member since that date. Tom works for Pacific

Gas and Electric Company as a light crew foreman headquartered at the Redding Service Center.

Tom is one of three men who has helped keep Scout Troop 122 going since 1965. He presently serves as Assistant Scout Master. Troop 122 is the largest troop in Northern California and it has 25 Eagle Scout members. His son Tim is one of those Eagle Scouts. Tom is the Senior Committeeman for the Troop. He has been presented the Scouting Award of Merit for Shasta County and he is the first aid instructor for the troop. He helps the boys qualify for their merit badges in first aid, water skiing and boating. Tom has organized many snow-pack trips over the past years and this year as in the last two years he has

organized one-week canoe trips on Shasta Lake for the scouts. Tom is a licensed first aid instructor and teaches classes on his job at PG&E. As a coach, he helped promote the Enterprise Eagles in the Pop Warner Football League. Tom is also an active member of the Methodist Church.

Six years ago he and his wife, Ruby, purchased a 16 acre farm in the Bella Vista area on which they and their son, Tim, raise prize hogs. They show the hogs at all 4-H Clubs and local fairs. Tom's family also consists of a daughter, Peggy, and a granddaughter named Chris.

We are all very proud of Tom's many accomplishments and wish him the best luck in the future.

Modesto I.D. Picnic



Chefs Carl Nunez and Chuck Lyghtle.



Potential member Richard Lederle munches on a man-size piece of chicken.

Photos by Bill Peitz



Local 1245 member Susan Arrowood installs the nation's first operation/microcomputer metering system in Oakland. Susan works for Pacific Gas and Electric Company at its San Leandro Meter Shop. She was initiated by Local Union 1245 in October, 1974 and resides in Union City.

The newly designed microcomputer-based electric meter that Susan placed in service at the Broadway-Webster Medical Plaza will allow that customer to take maximum advantage if impending time-of-use electric rates. The meter's digital readout can show PG&E customers how they can reduce the price they pay for electricity by varying the time of day they use it.

By the end of the year, PG&E plans to install 350 of the computerized metering systems for customers who use between 500 and 1,000 kilowatts.



Our new members employed at Modesto Irrigation District, joined by Business Representative Pete Dutton, Assistant Business Manager Mert Walters and Northern Area Executive Board Member Bill Peitz, recently enjoyed a fun day at the park. Left to right are: Joe Lederle, Sam Montgomery, Ken Raven, Dan Druffel, Henry Azevedo, Randy Inderbitzen, Business Representative Pete Dutton, Don Yohannon, Dave Pittman and Assistant Business Manager Mert Walters.

On the river

By Scott Thomas

The Antioch Unit Poker Run was a tremendous success. The Run was held Saturday, December 2, 1978. The 35-mile boat trip started at the Antioch Boat Ramp. Stop off points included Eddo's Harbor, The Anchor at Frank's Resort, The Outrigger near Brandon Island, Collinsville, and ended at Rodger's Point.

During the course of the Run a couple of people lost their cards overboard — fortunately they were able to retrieve them. Several boats managed to get misplaced too. However, at the end of the Run all boats and passengers were accounted for.

First, second and third prizes were awarded for the best hands in both the adult and youth categories and a special trophy was presented to the captain of the boat that was misplaced (lost) the most. In addition, raffle prizes of a portable barbecue, Raiders football helmet radios, a thermos cup and two football helmet banks were given to the winners of the various drawings.

Special thanks are extended to Brother Roy Dunning, his wife and friends for contributing so much time and hard work to make the Run a success, to TNT Marine Shop for donating some of the prizes, and to Brother "Compy" Compomizzo for publicizing the event. Brother Compomizzo is well known throughout California for his annual "River Rat" (father and son) trips from Red Bluff to Colusa State Park. "Compy" was one of the more active participants on the trip. He made sure that none of the other boaters forgot to pick up their cards at the resorts. We still don't know how he managed to forget his own at the Outrigger (our third pickup point). Everything worked out fine though after he finally remembered and went back to the Outrigger and picked it up.

Plans are in the mill to hold another Poker Run in September and I can hardly wait to spend another exciting day on the river. Congratulations to the Antioch Unit for coming up with something unique and fun for Local Union 1245 members and their families to enjoy.

State Fed Offers Thirty \$500 Scholarships

Graduating seniors in public and private high schools throughout California are invited to compete for one of the 30 \$500 scholarships at stake in the California Labor Federation's 29th Annual Scholarship Program.

Brochures spelling out the essential details and rules of the contest, along with a supply of application forms, have already been sent to the principals of all California high schools.

The deadline for the return of the application forms, which must be accompanied by a transcript of the student's high school record, is **February 15, 1979.**

A two-hour examination will be held on Thursday, March 15, 1979 in each high school where applicants have filed, thanks to the cooperation of high school officials throughout the state.

The examination is designed to evaluate the students' knowledge and understanding of labor, business, industrial and governmental problems and their ability to present that information.

The \$500 scholarship may be used to advance the student's interest in any field of knowledge; it is not limited to those interested only in a career in organized labor.

The scholarships will be awarded on the basis of the contestants' scores on the special examination and on their four-year high school academic record.

All senior high school students expecting to graduate in 1979 who wish to compete for the scholarships should contact their local high school principal to get an application form.

In inviting all graduating seniors to enter the contest, John F. Henning, the state AFL-CIO's executive officer said:

"The world of our time finds Labor an element of economic, social and political significance on every continent.

"Certainly this is true in the United States and has been so since the full impact of the industrial revolution came to our rising nation in the mid-19th century.

"American unionism developed in its own unique way, formed by the conditions of our national experience and yet reflecting universal needs.

"Labor in the critical developing nations of today's world is in the formative process, a fact that adds intellectual interest to the study of what labor means in industrial societies.

"We propose that you study American labor with the objective eye of scholarship. Not as partisans but as free thinkers. We believe such a study will enrich you as individuals and citizens. In the belief that this is so we invite your participation in our scholar-

ship program and wish you every success."

Since the program began in 1951 with an offering of three scholarships, it has expanded more than ten-fold thanks to the cooperation of Federation affiliates in cosponsoring additional scholarships.

To date, a total of 413 California high school graduates have received more than \$206,500 in financial aid from the program to help them advance toward their career goals.

Dues Increase Explained

The following statement from the Business Manager was mailed to all I.B.E.W., Local 1245 Shop Stewards on December 19, 1978. It is being reprinted in the UTILITY REPORTER so that all members will be alerted to the reasons for the dues increase effective January 1, 1979.

"As announced in the October issue of the UTILITY REPORTER, per capita union dues will increase by \$1.00 per month effective January 1, 1979. Per capita dues are the part of your dues sent to the International Union in Washington, D.C. The amount is set by the International Convention of delegates from all I.B.E.W. local unions. Local 1245 opposed this \$1.00 increase at the last convention, but was outvoted.

On the other hand, Local Union dues (paid in addition to per capita dues) are set by Local 1245 members. A vote of the membership established the present dues structure, which sets dues at a flat 1 percent of your monthly income. This means that the amount you pay depends on your ability to pay. It also means that

BUY UNION

Where to Find the Union Label

- Gloves—inside upper edge
- Neckties—small end
- Coats—lining of inside pocket
- Pajamas—front hem of coat
- Rainwear, Sportswear, Heavy Outerwear—lower pocket
- Shirts—bottom of front tail
- Snow Wear, Boys' Wear—inside pocket
- Suits—inside right breast pocket
- Trousers—inside right hip pocket
- Bathing Suits—with size on bra
- Blouses—neckline or side seam
- Children's Wear—neckline
- Dresses—above hem in side seam or in waistband or neckline
- Skirts—waistband or below zipper of inside seam
- Slips, Sleepwear and Robes—neckline or side seam
- Sweaters and Knitwear—seam in shoulder
- Suits—waistband of skirt or right inside seam below sleeve or jacket
- Coats and Jackets—below right arm hole in lining
- Shoes—inside the shoe

Union Label and Service Trades Department, AFL-CIO

the Local's budget increases no more than your own budget does.

A secure dues income is vital to keep your Union strong and to continue improvements in service. Local 1245's dues income is unchanged by the per capita increase. None of the extra money goes to the Local. I understand that every dollar counts in these inflationary times, and I regret to announce this increase. But I also urge you not to let the increase lessen your support for the Local's dues structure, which has served your Union well for 16 years."

John Gibbs Earns Life Saving Award



Local 1245 member John Gibbs (center) is being presented an I.B.E.W. Life Saving Award by Business Representative Ed Fortier (left) and Business Representative Skip Harris. I.B.E.W. Life Saving Awards are presented to members whose actions have been instrumental in saving the life of one or more persons.

Brother John Gibbs was awarded an I.B.E.W. Life Saving Award for saving the life of Mr. Bradley Leigh, a motorcycle accident victim on March 22, 1978. John was the first person to arrive at the scene of the accident involving the motorcycle and an automobile. The driver of the motorcycle was unconscious and tangled in a barbed wire fence. Brother Gibbs freed the victim from the fence and started administering mouth-to-mouth resuscitation to him until an ambulance arrived. If it had not been for the actions of Mr. Gibbs, Mr. Leigh may have

died before the ambulance arrived.

Brother Gibbs is employed by Pacific Gas and Electric Company in General Construction. He resides in Templeton, California and was initiated into Local Union 1245 November 1976. He currently serves as a Shop Steward, Unit Recorder and as a member of the General Construction Joint Grievance Committee. Local 1245 is extremely proud of any member who achieves an I.B.E.W. Life Saving Award, particularly one who is so active in Union affairs.

BOYCOTT GUIDE

to

J.P. STEVENS PRODUCTS

The American labor movement calls on all consumers to stop buying products of the J. P. Stevens Company. You'll find them hiding under these brand names, among others:

<p>SHEETS & PILLOWCASES</p> <ul style="list-style-type: none"> Beauti-Blend Beauticale Fine Arts Peanuts (comic strip figures) Tastemaker Utica Utica & Mohawk Designer Labels: Yves St. Laurent Suzanne Pleshette Angelo Donghia Dinah Shore 	<p>CARPETS</p> <ul style="list-style-type: none"> Contender Gulistan Merryweather Tastemaker <p>TABLE LINEN</p> <ul style="list-style-type: none"> Simtex <p>HOSIERY</p> <ul style="list-style-type: none"> Finesse Hip-Lets Spirit 	<p>TOWELS</p> <ul style="list-style-type: none"> Fine Arts Tastemaker Utica <p>BLANKETS</p> <ul style="list-style-type: none"> Forstmann Utica
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UNION LABEL & SERVICE TRADES DEPT., AFL-CIO

1245 Advisory Council and Executive Board Meet

The Executive Board and Advisory Council met in joint session at Local Union Headquarters in Walnut Creek on Saturday and Sunday, November 4 and 5, 1978.

All 27 Advisory Council Members or their designated alternates were present as well as all Executive Board Members, the Business Manager, a large number of Local 1245 Staff persons and other concerned members.

The Advisory Council is composed of one elected member from each Pacific Gas and Electric Company division or department, companies, sections and public agencies represented by Local Union 1245. The Council meets jointly with the Local Union Executive Board and Business Manager four times a year on the first weekend of February, May, August and November. Its purpose is to meet and discuss the business of the Local Union and to inform the Local Union Executive Board and Business Manager of the business being carried on by the Units.

At the November meeting Business Manager Dean Cofer, Sr. Assistant Business Manager Willie R. Stewart, Assistant Business Manager John Wilder and Assistant Business Manager Larry Foss reported on the Union's activities in the area of negotiations, safety, grievance handling, organizing, legislative involvement and other items of concern. Each Advisory Council Member also made an oral report informing the Council of the activities in his/her area.

Under the regular order of business the oath of office was administered to newly appointed San Francisco Advisory

Council Member Jay Burton by President Ron Fitzsimmons. Brother Burton is replacing Frank Saxsenmeier who recently accepted a Business Representative position on the Business Manager's Staff. Jay previously served as an Advisory Council Member from 1971-77. He was initiated by Local Union 1245 on May 1, 1956 and has been active in Local Union affairs since that date. He is a member of Unit 2412 — San Francisco and has served as a Shop Steward since 1970.

During the course of the two-day meeting the Council acted upon many motions to improve the operations of the Council and broaden the scope of activities by the Local Union.

At the conclusion of the meeting Southern Area Executive Board Member Bob Thomson who also serves as Chairman of the Local Union Safety Committee reported to the Council on the status of the Committee and introduced its members. His report highlighted the importance of members informing the Union of existing or potential safety violations at their work sites. In an effort to upgrade the Local's involvement in the area of Safety regular training sessions and film presentations will be provided at all future Advisory Council meetings, and all Council members were urged to inform the members in their respective areas concerning the Union's adoption of Policy 16 and the revision of the Local's Accident Prevention Forms.

The meeting adjourned at 1:05 p.m. on Sunday, November 5 after a moment of silence was observed for our deceased members.



President Fitzsimmons administers the oath of office to Jay Burton.



Business Manager Cofer updates the Council on Local Union activities.



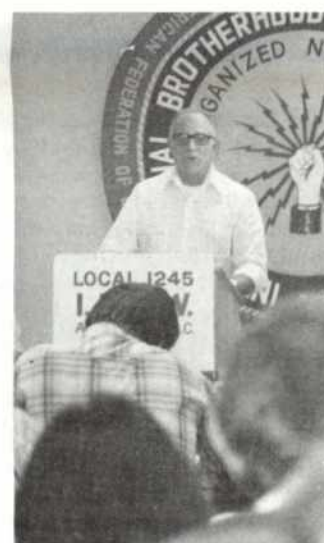
Senior Assistant Business Manager Willie Stewart reports on the status of PG&E Medical and Wage Negotiations.



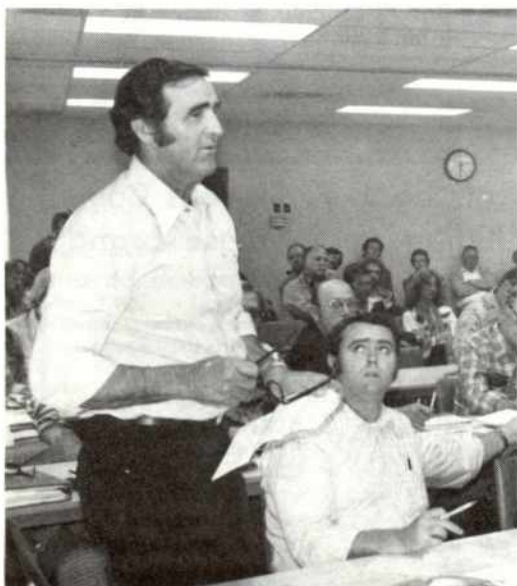
Assistant Business Manager John Wilder discusses the Local's activities in Nevada.



Councilmember Jim Russell reports on conditions in his area.



Assistant Business Manager Larry Foss brings the Council up to date on grievance activities at PG&E.



Councilmember Thomas reports on the status of union activities in his area.



Council members and guests are shown as they listen to the reports of other Council members and Staff.



Andy Lee had to be excused for a few moments to regain his composure. Andy's father, Steve, serves on the Local Union Safety Committee.

Shop Stewards' Training Conferences

San Jose Division and City of Santa Clara

By Orv Owen and Mike Davis

Twenty-one San Jose Division and City of Santa Clara Shop Stewards met at the Hyatt House in Palo Alto on Saturday, December 2, 1978.

The all-day session focused on contract administration and included an update on the status of negotiations and other Local Union activities. Business Representatives Orv Owen and Mike Davis, with help from Assistant Business Manager Larry Foss, conducted the training seminar.

In line with the Local's commitment to provide Stewards with in depth training on a regular basis, the Local is also making an effort to broaden Steward's

knowledge of the development of the labor movement in the United States. Accordingly, a film entitled "Strength Through Struggle" was shown during the morning portion of the meeting. The impact of this and other labor history films is devastating. After the film, Orv emphasized the importance of remembering from whence we came. He and many of the Stewards present agreed that over the years workers have won much. . . However, improvements in wages, benefits and working conditions are still needed.

A highlight of the meeting was the report on the status of PG&E negotiations given by Lindell Williams and Stuart Neblett. Lindell is the San Jose area Ad-

visory Council representative and serves on the PG&E Wage Negotiating Committee. Stuart is a member of the PG&E Medical Negotiating Committee. Together they explained, in detail, Union's position as far as what would be considered a proper offer of settlement and pointed out the shortcomings of Company's offer as stated in the Company's Negotiating Bulletin dated November 27, 1978.

Assistant Business Manager Larry Foss updated the Stewards on the activities of the Business Manager's office and reported on several recent arbitration settlements. At the conclusion of Larry's report Stewards discussed the settlements and their impact on the out-

come of future grievances.

At the conclusion of the meeting Orv thanked the Stewards for giving up a Saturday to attend the session and complimented them on the good job of policing the contract they are doing at their work locations. Those Stewards who attended the meeting were: Daniel K. Melanephy, Mark Hughes, Steve More, Lindell Williams, Wayne Freitas, Kathy White, Edward Kennedy, Steve Cramer, George Graham, Roy Castiglioni, Christian Vanderstaay, Eric Larsen, Tom Hutchinson, Scott Knight, Ron Thomasen, Bob Thomson, Stuart Neblett, Warren Burr, Ron Bernstein, Roy Williams and John Scott.



East Bay Division

By Dorothy Fortier

On October 28, 1978 a Shop Stewards Training Seminar was held for East Bay Division Stewards at the Holiday Inn in Concord. Business Representatives Jim McCauley, Veodis Stamps and Scott Thomas conducted the all-day session with the assistance of Business Manager Dean Cofer.

Stewards discussed seniority versus ability and saw a film which emphasized the importance of seniority systems as compared to promotions based on ability. . . ability usually being arbitrarily decided by management. Business Manager Dean Cofer reported on the functions and activities of the Business Manager's office and updated Stewards on the latest threat to overturn the California Public Utilities Commission's decision to reinstitute the PG&E employee discount. He stated, "Just when the dis-

count seemed secure another threat to it appeared. A coalition of consumer groups has filed a petition for rehearing of the issue to try to get it eliminated again." He warned Stewards, the discount fight isn't over yet and requested they resume the Local's letter writing campaign against its elimination.

The keynote speaker, Assemblyman Bill Lockyer from the 14th District discussed AB 1295 in detail. AB 1295, the forced overtime bill, was sponsored by the California State Federation of Labor and introduced by Tom Bates (D-Oakland). It would have prohibited an employer from firing or disciplining workers who refuse to work overtime. The legislation was killed last year, but is expected to be reintroduced in 1979. The Local is 100 percent behind the passage of this legislation and urges all members

to write their legislative representatives urging them to push it through.

The highlight of the day was a "Mock Arbitration". The issue in dispute was whether or not the discharge of an employee was just. The cast included Administrative Assistant Charlie Gadzik, Business Representatives Veodis Stamps Jim McCauley and Manny Mederos, University of California Labor Coordinator Peter Guidry, Attorney Peter Nussbaum and Shop Stewards Ron Cole, Ken McCoy, Milo Dewitte, Francis Harbrecht, Gary Abrahamson and Cortese Saunders. The arbitration was very interesting and the entire cast is to be commended for playing their roles so well. In fact, Peter Guidry who acted as the Arbitrator hasn't rendered a decision yet. . . couldn't be more true to life than that.

Shop Stewards who attended the meeting were: Mark Smith, F. Harbrecht, K. R. Williams, John Hale, Lee Taha, Gary Hughes, Tom Young, Ramon Marin, S. Leroy Adams, J. R. Obermeyer, Robert Houchins, Milo Dewitte, Jan Smedley, Bill Sullivan, Robert Runkel, F. Bough, Raymond E. Kmetz, Gene Lee, Albert Cuellar, Henry House, Phillip Brooks, Robert Cohn, Richard Wadsworth, Raymond Williams, David Hall, Wayne Greer, Edi Bell, Julie Lemus, George Green, Ron Cole, Alexander Washington, Jerry Garrier, Tom Coleman, John Hall, Cortese Saunders, Gary Abrahamson and Kenneth McCoy. Several other Stewards were present, however, I could not decipher their writing (smile). Visitors included: Antioch Unit Chairman Dick Hoyer, President Ron Fitzsimmons, Judy Brooke and Robin Marshall.



PG&E NEGOTIATIONS COMPLETED

NEGOTIATING COMMITTEES' JOINT STATEMENT

Early in the negotiating process, the Union's Committees notified the members of the Company's Negotiating Committee that we intended to continue bargaining until such a time that we had achieved an equitable Wage and Medical settlement which was worthy of our recommendation of acceptance. Though at times the progress was slow, and ultimately restricted by the establishment of the Presidential Wage and Price Guidelines, we feel that the Company responded in a positive manner to this different approach to bargaining. Both parties achieved some goals and also failed to achieve other goals. However, in evaluating this total package offer, it is the opinion of the Union's Committee that the gains achieved far outweigh any losses, either real or imagined.

The Wage offer of 7.6 percent retroactively applied to December 1, 1978, represents, under the Wage Guidelines, the absolute maximum amount achievable on a 13 month term. A 13 month application of a 7.6 percent wage increase delivers an equivalent amount of straight time earnings as would an 8.23 percent

wage increase applied for a 12 month period, and will, in practical terms, provide the normal inflation protection expected by our membership.

The Medical Plan improvements contain three major improvements which will benefit our younger members, our early-retired members, and all participants in either the Blue Cross or Kaiser Plans. The younger member will benefit by the inclusion of a comprehensive maternity coverage in both Plans. The early-retired member will benefit by a new provision which will have his/her medical premium paid in the same amount as an active employee until the age of 65 is reached, at which time Medicare replaces our medical coverage. The Blue Cross member will benefit by having the 1979 premium fully paid by the Company, and, unless the premium increases in the following year exceed expectations, the member will also receive a fully paid 1980 medical premium. In the event that the premium increases exceed these expectations in 1980, we have included protective language which guarantees that our

members will not be required to pay more than 10 percent of the total Blue Cross premium in that year. The Kaiser Health Plan premium, in accordance with Section 12 of the current Health and Dental agreement, will be fully paid as of January 1, 1979. It will continue to remain fully paid for the term of this agreement as long as the amount of money paid to the Blue Cross premium by the Company equals or exceeds the cost of the Kaiser premium.

The major package improvements already referred to, as well as the other improvements contained in this offer, represent a mid-term improvement of over 42 million dollars, which is the equivalent of a 10 percent wage increase. In the opinion of your Negotiating Committee, this is an offer worthy of your acceptance. We urge all Union members to carefully evaluate this total offer before casting their vote.

NEGOTIATING COMMITTEES

Wage

Bettie Charles
Ray Friend
Richard Havey
Harvey Iness
Joe Robinson Jr.
Jim Russell
Lindell Williams

Medical

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

Dean Cofer-Willie Stewart

TENTATIVE SETTLEMENT OUTLINED

RECEIVED DEC 21 1978

PACIFIC GAS AND ELECTRIC COMPANY

PG&E 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

I. WAYLAND BONBRIGHT
MANAGER
INDUSTRIAL RELATIONS

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, California 94596

December 21, 1978

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

This letter will confirm the Company's understanding of the settlement reached on December 19, 1978, between the Company's Negotiating Committee and the Union's Wage Negotiating Committee and Health Plan Negotiating Committee for the 1978 negotiations resulting from the reopening provisions of the Wage, Hours, and Working Conditions Agreements, and the Health and Dental Benefit Agreement.

1. General Wage Increase

The Company will grant a general wage increase of 7.6 percent, effective upon the date of ratification and retroactive to December 1, 1978. The general wage increase will apply to those employees who are still on the payroll on the date of ratification and who remain on the payroll for at least 10 days thereafter, or who during the retroactive period:

- died,
- retired under the provisions of the Company's Retirement Plan, or
- were laid off for lack of work. Employees who were laid off due to lack of work and who are still on layoff at the time retroactive payments are made will have their checks mailed to their last address of record with the Company. Retroactive checks which are returned by the postal service as undeliverable, for one reason or another, will be canceled and Company will have no further obligation with respect to retroactive payments to such former employees.

The new weekly wage rates will be computed by adding 7.6 percent to the weekly rates in effect on November 30, 1978, and rounding the result to the next higher five cents.

Provides for a 7.6 percent general wage increase and the application and eligibility for retroactive payment.

2. Health Plans

a. Kaiser Foundation Health Plan

Company will amend its contract with Kaiser to remove the \$60 co-payment for maternity care for employees and their dependents and to provide Kaiser's mental health benefit for employees and their dependents. These changes will be made as soon as possible, but no later than April 1, 1979.

The Kaiser Foundation Health Plan will be designated as a Health Maintenance Organization effective January 1, 1979, for purposes of the Health and Dental Plan Agreement. Effective with premiums for the month of January 1979, Company will pay the full premiums for this Plan for employees and their dependents, except for sponsored dependents, as long as such premiums are less than those paid by Company for the Plan shown in Exhibit B of the Health and Dental Benefit Agreement.

b. Blue Cross

Effective as soon as possible, but no later than April 1, 1979, Company will amend its agreement with Blue Cross of Northern California to raise the ambulance benefit under the Basic Plan from \$50 per year to \$100 per year, to raise the out-patient X-ray and lab benefit under the Basic Plan from \$100 per year to \$200 per year, to raise the maximum lifetime coverage under the Major Medical portion of the Plan from \$300,000 to \$1,000,000, and to provide a comprehensive maternity care benefit under the Basic Plan for employees and their dependents.

Company will pay the full premiums for the 1979 Plan Year for the improved Blue Cross Plan. For the Plan Year 1980, Company will, to the extent necessary, pay a further premium of \$3.00 for an employee only, \$6.00 for an employee and one dependent, and \$9.00 per month for an employee and two or more dependents. Company will pay no premiums for sponsored dependents. In no case, will the Company pay less than 90 percent of the premiums necessary for the improved Blue Cross coverage.

c. Other Health Maintenance Organizations

The Company will offer to those employees in the bargaining units represented by Union, coverage offered by: The Foundation Health Plan in Sacramento, Yolo, El Dorado, Placer, and Nevada Counties, including the pregnancy coverage described in Foundation's letter to PG&E dated December 6, 1978; the Los Padres Group Health in San Luis Obispo County under its designated C Plan, including pregnancy coverage as described in Los Padres' letter to Company dated December 11, 1978; and Rockridge Health Care Plan in the cities of Oakland, Alameda, Piedmont, Emeryville, Berkeley, Albany, El Cerrito, Richmond, and Kensington. The benefits will be those as described in their A-2 Plan, including pregnancy coverage. The Company will pay the premiums for employees and their dependents as provided in the Plans up to an amount equal to the amount it is paying for the Blue Cross Plan.

- The Union has withdrawn Grievance No. DC/1/78/1 with prejudice.
- Amended sections of the Health and Dental Agreement are attached.

Provides for improved health benefits and increases Company's contribution to health insurance premiums. Provides 100% payment of the 1979 Blue Cross premiums by the Company; expected to provide 100% payment of the 1980 Blue Cross premiums by the Company. Increases the minimum amount of Company contributions from 80 percent to 90 percent of the Blue Cross Plan.

Provides that Kaiser premiums will be 100% paid so long as Kaiser premiums are less than the Company's contributions to the Blue Cross Plan.

Provides for making available three new Health Maintenance Organizations to the Union members who reside in their service areas.

3. Age Discrimination in Employment Act

Company and Union will bargain and reach agreement on specific contract language changes as soon as practicable after the issuance of the Department of Labor's regulations on the application of that Act. Such contract language changes may be necessary in any or all of the five agreements between Company and Union.

Company and Union must, no later than January 1, 1980, amend the agreements to bring them in compliance with the recent amendments to the Age Discrimination in Employment Act which requires that employees be permitted to work beyond age 65.

If any of the foregoing or the attachments are not in accord with your understanding of the settlement reached, please let me know immediately.

Yours very truly,
I. WAYLAND BONBRIGHT
Manager of Industrial Relations

**ATTACHMENT A
AMENDMENTS TO THE HEALTH AND DENTAL PLAN AGREEMENT**

Section 5. **Payment of Premiums by Employer**, shall be amended to read as follows:

- (a) **Dental**
The Employer shall pay the total premium established for its employees and their dependents. Effective January 1, 1979, the basic benefit under the Plan will be increased from 70 percent of covered benefits to 80 percent of covered benefits to a maximum of \$1,000 per year per person.
- (b) **Health**
For the Plan Year 1979 the Employer shall pay the full premium established for a regular employee or a regular employee and his or her dependents as defined and provided for in the Plan described in Exhibit B. For the Plan Year 1980 the Employer shall pay the full 1979 premium and as necessary, shall add up to \$3.00 per month for an employee only, \$6.00 per month for an employee and one dependent, and \$9.00 per month for an employee and two or more dependents as defined and provided for in the Plan described in Exhibit B. In no case shall the Employer pay less than 90 percent of the premiums established for such employees and dependents as provided for in the Plan described in Exhibit B. Notwithstanding the foregoing:
 - (i) Employer shall pay no premium for married dependent children or dependent unmarried children who have attained age nineteen (except as provided by law).
 - (ii) Employer shall pay all of the premiums for an employee and his or her dependents (except those described in clause (i) next above) who has qualified for benefits under the Long Term Disability Plan as described in Part II of the Benefit Agreement currently in effect between the parties hereto, until the employee retires or terminates.

Amends Section 5(b) to provide for increased premium contributions by the Company. Provides for 100 percent premium payment by Company during 1979 (based on Blue Cross premiums) and should provide for 100 percent premium payment in 1980 but, in the event the medical plan premiums increase more than is expected, will provide a minimum Company contribution of 90 percent.

Section 6. **Retirement of an Employee**, shall be amended to read as follows:

- (a) Upon retirement from active employment under the provisions of Company's Retirement Plan (Part III of the Benefit Agreement between the parties hereto), or from Long Term Disability (Part II) of such Benefit Agreement on or after his or her normal retirement date, a retiree shall become eligible for membership in such plan or plans as Company may from time to time make available for retired employees and their dependents and a copy of such plan or plans will be furnished to Union.
- (b) Prior to changing a plan for retired employees eligible for Federal Medicare then in effect, Company will meet and confer with Union and, unless agreed upon by Company and Union, the total benefits provided under Federal Medicare and its supplement and any plans provided by Company in effect on January 1, 1974, for such retired employees, shall not be reduced during the current term of this Agreement for employees retiring after December 31, 1974. During such term, Company shall continue to pay the full plan premium for employees who retire after December 31, 1974 for the supplemental plan in effect on January 1, 1974, or its successor plans or, if the retired employee is a member of a Kaiser Foundation Health Plan or of a designated HMO instead of such supplemental plan, such premium shall be applied toward the premium of the Kaiser Plan or the appropriate designated HMO.
- (c) An employee who retires under the provisions of Company's Retirement Plan prior to such employee's normal retirement date shall, until his or her normal retirement date, be considered as an active employee for the purpose of premium payment as provided for in Subsection 5(b) of this Agreement.

Provides that, if an employee retires after January 1, 1979, and prior to their normal retirement date (age 65), the Company shall contribute to the medical plan premiums for such an employee and his or her dependents the same amount Company would contribute if the employee were still working. This premium contribution by the Company would cease on the employee's normal retirement date, at which time the employee would be eligible for Medicare.

Section 7. **Health Maintenance Organizations**, shall be amended to read as follows:

- (a) Company and Union shall continue to discuss the addition and designation of HMO Plans as they become available, as alternatives to the Health Plans provided for in Exhibits B and C. To qualify for consideration as a designated alternative, an HMO Plan must meet and maintain the requirements established by the Secretary of Health, Education and Welfare as presently provided in the Health Maintenance Organization Act of 1973, or as such Act may be amended during the term of this Agreement. By agreement prior to the first day of October of any year, additional qualified HMO's may be included in this Agreement, to become effective on the first day of the following calendar year.
- (b) If an employee elects to be a member of a designated HMO, his Employer shall contribute to the monthly premiums for such employee and his or her dependents, if any, up to the amount equal to the premiums it would pay if the employee and his same dependents were covered by the Health Plan provided for in Exhibit B.

- (c) As of the date of this amended Agreement the designated Health Maintenance Organizations are (1) Kaiser Foundation Health Plan, (2) Foundation Health Plan (of Sacramento), (3) Los Padres Group Health (of San Luis Obispo), and (4) Rockridge Health Care Plan (of Oakland).

Designates four qualified Health Maintenance Organizations and provides that they will be made available, as an option, to our members who reside in their service area. Also provides for the addition of other qualified Health Maintenance Organizations as they become available.

Section 8. **National Health Insurance**, shall be amended to read as follows:

If a National Health Insurance Plan is established by an act of Congress, Company and Union shall meet and, to the extent required by such act, adopt a plan to coordinate the benefits of the Plans or alternative Plans provided for in this Agreement with the Plan established by law. Such coordination shall not provide any benefit or level of benefits which will require the payment by the Employer of any monetary contributions, whether in the form of payroll or other taxes or premiums which are in excess of the Company's share of the then current premiums being paid for the Health Plan provided for in Exhibit B hereof. Such total contributions shall be determined by multiplying the Employer's contribution rate for an employee only, an employee and one dependent and an employee and two or more dependents for such Plan by the number of employees in each category regardless of the plan they belong to and taking the sum of three products. If the plans are coordinated, as provided herein, Employer shall, for the term of this Agreement, continue to pay its share of the premiums, taxes, etc. required to support such coordinated plans.

Provides that in the event a National Health Insurance Plan is established by Congress, Company's contributions to the cost of that plan will be consistent with the increases provided for in the amended section 5(b).

Section 12. **Term**

Subsection (a) shall be amended to read as follows:

- (a) This Health and Dental Benefit Agreement, having taken effect on January 1, 1975, and amended January 1, 1977, and January 1, 1979, shall continue in effect until January 1, 1981, and shall continue thereafter for terms of one year each unless written notice of termination is given by either Union or Company to the other 90 days prior to the end of the then current term.

Amended to reflect this set of negotiations.

BUSINESS MANAGER'S STATEMENT

The 1978 Negotiating Committees, led by my spokesman, Senior Assistant Business Manager Willie Stewart, have done a tremendous job. They had to contend with Presidential Wage Guidelines plus a Company under heavy PUC pressure to hold down costs. Despite these roadblocks, they came out with a settlement that is a victory. Each committee member deserves our thanks and appreciation.

The outcome of the settlement is now up to you. I have always held that a package should not be offered to the membership without a definite recommendation to reject or accept. However, before a Committee

decides to recommend acceptance, they must feel wholeheartedly that acceptance serves the best interest of the full membership. Your Committees share this belief and unanimously recommend acceptance.

The package before you is an excellent settlement. As your Business Manager, I not only endorse it enthusiastically, I also urge you strongly to support your Negotiating Committee's recommendation and vote "Yes" on the wage and medical offers.

Fraternally,
Dean Cofer
Business Manager



Wage Negotiating Committee members (left to right) are Lindell Williams, Jim Russell, Richard Havey, Harvey Iness, Bettie Charles, J.V. Robinson and Ray Friend.



Benefit Negotiating Committee members (left to right) are: Gary Abrahamson, Stuart Neblett, Geary Weaver, Cindy Naranjo, Will Rodriguez, Bill Sullivan and Art Fahrner.

35 Years of Negotiated Progress

A Look at the Advances Won by PG&E Members Since 1943

By Charlie Gadzik

In the rush of Christmas preparations, it's easy to forget those Christmas days not long ago when wages were low and benefits almost nonexistent. Strong membership participation and support has helped the Union banish those days forever. The advances were built like a pyramid, laying on one heavy block at a time to build up a strong and lasting structure. Although the building process isn't outwardly spectacular, the results are dramatic. Following is just a sampling of Local 1245's building blocks, those steady advances made since 1943.

1943-52

- **Wages go up by 70%.**
- Shift premium of 4¢ and 6¢ per hour are introduced.
- Workweek reduced to 40 hours.
- Time and one-half paid for work over 8 hours and all work performed outside of regular hours.
- In lieu holidays are granted for holidays worked in excess of 2 per year.
- Vacation increased from 2 weeks to 3 weeks for employees with 15 years service.
- **Equal pay won for women.**
- Clericals get grievance procedure.
- Premium pay gained for Sunday work.
- Reserve sick leave is increased.

1953

- Wage increase of 3½% brings Lineman to \$2.32, Serviceman to \$2.20. Wage adjustments are made in 70 classifications to make the pay more equitable.
- Company must provide safe storage for employee-owned tools and must replace tools lost or damaged by storms, fires, or floods.
- **Employees get 6 hour rest period after working 16 consecutive hours. Company pays employees for that part of their rest period which overlaps their regular work hours.**
- The three-year bar on bidding for General Construction employees is eliminated. General Construction employees can now bid as soon as they attain regular status.
- Vacation requirements for General Construction are liberalized.
- Shift premiums increase to 6¢ and 9¢ per hour.

1954

- 2½% wage increase brings Lineman rate to \$2.42, Serviceman to \$2.28.
- Vacation pay system for clericals is improved to give credit for work in dual classifications and temporary upgrades.
- Full accumulation of sick leave for 8 years at 10 days per year, plus the current year's 10 days, with a maximum accumulation of 90 days is provided for.
- Automatic time progression wage increases are won for most physical unit classifications.
- Journeyman demoted for lack of work will no longer lose their journeyman status.

1956

- 7½% wage increase brings Lineman rate to \$2.65, Serviceman to \$2.50.
- **Employees and their families are protected against loss of income due to an accident on the job because temporary disability payments are raised to match take-home pay.**
- Employees using their personal autos on Company business will be paid a mileage allowance.
- Paid vacation for employees with 25 years service is expanded from 3 weeks to 4 weeks.

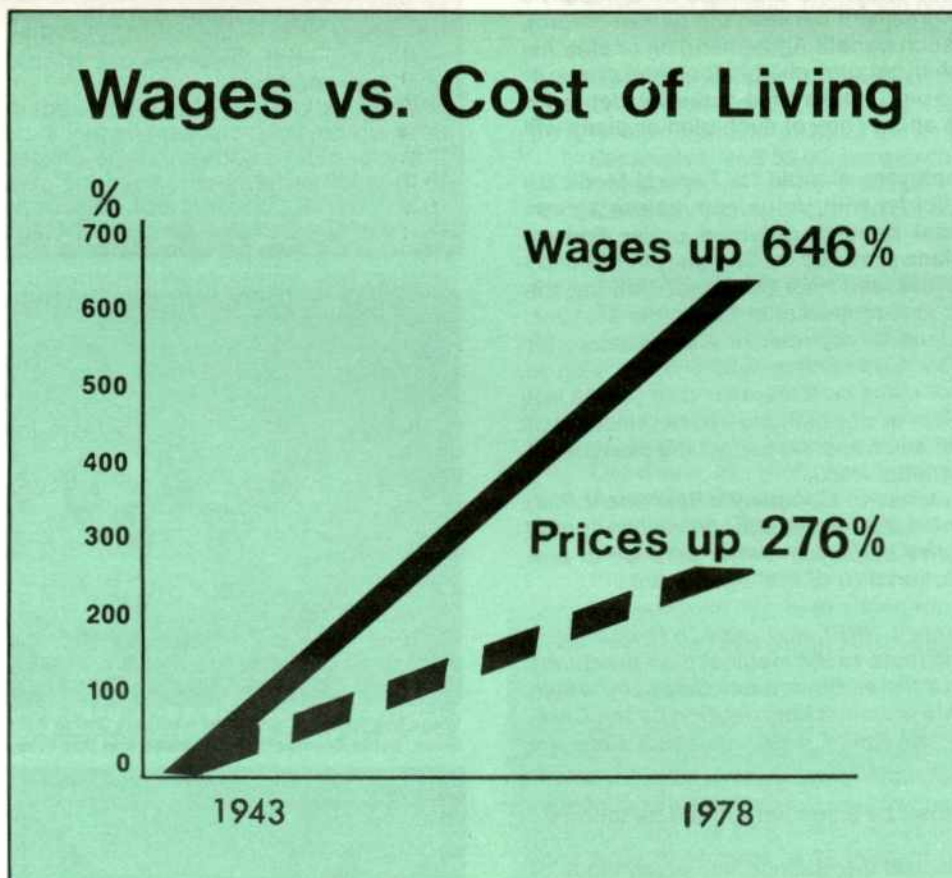
- The 28-day waiting period on General Construction transfers is removed. Prior to this, employees who transferred before 28 days lost their expense allowance.
- General Construction employees can be off on industrial disability leave for up to 90 days and still accumulate credit for sick leave and vacation.
- Clerical unit employees win expanded job security rights during demotions.

1957

- 5½% wage increase brings Lineman to \$2.80, Serviceman to \$2.63.
- Vacation is increased from 2 weeks to 3 weeks for employees with 10 years service.
- All holiday work, whether scheduled or not, will be paid at time and one-half plus holiday pay.
- Employees returning from industrial disability must be paid the rate of their regular classification while doing temporary light duty work.
- An Apprenticeship Committee is established to give employees a voice in developing entrance requirements for apprenticeship training.

1960

- Company agrees to offer Kaiser as an alternate Medical Plan and pay the same amount toward the Kaiser premium as it does toward the P.S.E. Plan.
- 4½% wage increase brings Lineman to \$3.24, Servicemen to \$3.05, C-Clerk to \$2.80. Wages rise by another 4% in 1961.
- Company contribution to Medical Plan premiums is increased by \$1 per month.



- The period during which vacations may be scheduled is extended by one month. (March 15th to November 15th instead of March 15th to October 15th.)
- **General Construction employees get shift premiums for the first time.**

1959

- Every employee receives a 5½% wage increase.

- Job security for the physical forces is improved by expanding demotional opportunities across Division lines.
- To further increase job security, accelerated or preferred bid rights are established on a system-wide basis for employees demoted due to lack of work. This makes it easier for employees to get back their previous status and wage level.
- General Construction expense allowances are increased to provide \$6 per day and specified time limits.
- The allowance for General Construction employees in inclement weather is increased.
- Shift premiums are increased to 8¢ and 12¢ per hour.
- **The Group Life Insurance benefit is increased by \$1,000 without an increase in premiums.**
- Employee contributions toward Hospital Plan premiums are reduced from \$3.65 per month to \$2.15 per month.

1962

- Employees will be given time off with pay when serving on the Union's Local Investigating Grievance Committee.
- Further refinements are made in the Grievance Procedure to speed up the time it takes to resolve a grievance.
- Limits are placed on the Company authority to schedule employees to work on holidays.
- Meal provisions of the contract are extended to cover resident employees.
- The authority of the Apprenticeship Committee is expanded to include methods of grading, related training and means of progression, thus giving employees a greater voice in determining their apprenticeship training.
- Shift premiums are increased to 9¢ and 13¢ per hour.
- Overtime compensation for resident employees is improved.
- Physical employees whose overtime rest period overlaps regular work hours will be paid for both the actual overlap and the portion of regular work hours that remain before they report back to work.
- **Sick leave may be taken in hourly increments rather than full days. Employees with 10 years service who have at least 320 hours of accumulated sick leave will get up to 160 more hours if they need it.**
- Company agrees to establish temporary General Construction headquarters in locations that are convenient for transportation, board, and lodging.
- Maternity leave will be included in the leaves of absence permitted under the Clerical Agreement.
- Probationary clerical employees may be not paid less than the entry wage for the classification filled.
- Demotion rights for clerical employees are strengthened.

1963

- Wages increase by 9¾% over the period 1963-65, bringing 1965 Lineman to \$4.00, Serviceman to \$3.73, and C-Clerk to \$3.36.
- **Company's Contribution to the Medical Plan premiums is increased to cover 50% of the cost for an employee and 3 dependents and 70% of the cost for the employee alone.**
- Shift premiums are increased to 10¢ and 15¢ per hour.
- Vacations increase from 3 weeks to 4 weeks for employees with 20 years.
- Eight holidays annually are guaranteed by granting "in lieu" days off.
- Expense allowance for physical employees is increased to cover "incidental" expenses as well as room and board.
- **Vacations can be scheduled over the entire year, instead of being restricted to the period from March to November.**
- Employees are able to divide their vacation into two or more parts.

1964

- The pension formula is revised to increase the number of pension units earned.

35 Years of Negotiated Progress

A Look at the Advances Won by PG&E Members Since 1943

How it was in 1943

- Lineman's wage is \$1.32 per hour.
- No doubletime payment for overtime.
- 48-hour workweek.
- No shift premiums.
- No overtime after eight hours or for work outside of regular hours.
- No rest periods.
- Only eight holidays, provided that the holiday falls on a regular workday.
- Maximum of two weeks vacation regardless of service.
- No Dental Plan; employee pays entire cost for an inadequate Medical Plan.
- No Long Term Disability Plan.
- Employees must contribute to their pension plan.
- Women get lower pay than men working in same classification.
- Pension plan is not secure because it is unfunded.
- Seniority not considered in demotion or promotion of clerical employees.
- Clerical forces had no grievance procedure.

1964 Continued

- Pension reductions for early retirement are lessened from 4% per year (employees retiring at age 55 get 60% of their normal pension) to a sliding scale which sets the benefit at 97% of normal at age 64 and 65.56% of normal at age 55.
- Widows receive 50% of the benefit earned at the time of the employee's death if the employee was at least 55 years old and had 15 years of participation in the Plan.
- Employees with 35 years of service are guaranteed a retirement income (including Social Security) equal to 50% of their average earnings over the last 5 years.
- Premiums for Group Life Insurance may be waived for employee who becomes permanently and totally disabled between ages 60 and 65. Full value of policy remains in force until 65, then becomes paid up policy of \$1,000.
- Vesting privileges of active employees are extended to those already retired.

1966

- Company's contribution to Medical Plan premiums rises to 75% over the 4-year term of the Agreement.
- Wage increases over the 4-year term bring 1970 Lineman to \$5.50, Serviceman to \$5.02, and C-Clerk to \$4.49.
- An extra week of paid vacation is granted on every 5th anniversary of an employee's service.
- Shift premiums are increased to 15¢ and 20¢ per hour.
- Expense provisions are set up for employees attending Company training classes.
- Automatic wage progression of apprentices to journeyman is extended.

- Pay provisions for temporary upgrades are improved.
- The one year bar against physical employees transferring back to a former headquarters is removed. (Clerical bay removed in 1963.)
- Job bidding and promotion procedures are streamlined.
- **Job security (protection against layoffs) for General Construction employees is strengthened.**
- Overtime rest period for physical employees is increased from 6 hours to 8 hours. (Extended to clerical forces in 1970.)
- An extra 160 hours of sick leave is granted to 20-year employees who qualify for it and need it.
- Vacation scheduling is improved.
- The concepts of Class A and Class B Residences are introduced to improve General Construction expense allowance provisions.
- Company agrees to furnish the tools it requires Steam Plant employees to use in their work.
- Employees will accrue classification seniority during temporary upgrades to higher classifications.

1969

- Life Insurance benefit is set at twice the employee's basic annual wage.
- The paid-up retirement life insurance benefit is doubled to \$2,000.
- Retirement benefit is based upon the average of the employee's highest 5 years of earnings.
- Monthly pension benefits are increased.
- Pension reductions for early retirement are lessened to 1/4% per month for every month before normal retirement. Employees retiring at age 55 now get 70% of their benefit instead of 65.5%.
- Pension rights of men and women are equalized.
- Spouse's pension is improved.
- **Pension Plan becomes fully paid by Company after 1971.**
- Present retirees receive increases in their monthly benefit.
- **Employees received fully paid Long Term Disability Insurance that guarantees them at least 50% of basic wages tax free.**
- Definitions of "Credited Service" is expanded to protect employees against pension loss due to break in service.
- Vesting period is reduced from 15 years to 10 years.

1970

- **Fully paid Dental Plan covers 50% (up to \$1,000) of the dental bill for employees and their families.**
- Union security strengthened through adoption of agency shop clause.
- Wage increases over the 3 year term bring 1973 Lineman rate to \$6.58, Serviceman to \$6.13, and C-Clerk to \$5.34.
- Clericals will receive wage upgrades when performing work of a higher classification for one day or more.
- Additional overtime meals are provided for clerical forces.
- Vacation allowance is changed to allow 2 weeks in the 1st year, 3 weeks in the 8th year (instead of the 10th year) and 4 weeks in the 18th year (instead of the 20th years).
- Birthday Holiday is added for a total of 9 paid holidays.
- Company will pay portion of educational costs for work-related instruction.
- Hospital Plan benefits are improved.
- Employees on LTD will accrue Company seniority.

1974

- Company paid portion of Medical Plan goes from 75% to 80%.
- Dental plan covers 60% of dental bills, up from 50%.
- Wages are hiked 7% in January of 1974 and again by 3% in July of 1974. Further increases of 8 1/2% are granted in both 1975 and 1976.
- **Paid time off is provided for funeral leave, jury duty and legal adoption procedures.**
- An extra holiday (day after Thanksgiving) is added to make a total of 10.
- Employees win stronger voice in safety matters by creation of Joint Health and Safety Committee.
- Company will pay wages of employees during "walk around" safety inspections.
- Shift premiums are increased to 20¢ and 25¢ per hour.
- Vacation for employees with 26 years is increased from 4 to 5 weeks.
- Bonus sick leave for employees who qualify is renewed annually.
- Partially disabled employees get stronger provisions allowing them to remain in their classification.
- Travel allowances for attending Company training classes is improved.
- Benefits provided by Medical Plan are increased.
- Employees returning from LTD get accelerated bidding rights to their former classification and headquarters.

1977

- Wages are increased by 7 1/4% in 1977 and 7% in 1978.
- Funeral leave is extended to cover the death of a grandparent.
- Time off with pay will be granted to employees who appear in legal proceedings on behalf of the Company.
- A floating 11th holiday is added.
- First overtime meal is provided one-half hour sooner.
- Replacement coverage for lost tools is expanded.
- Shift premiums are increased to 4% and 5% of the average straight time wage. Future increases will be automatic.
- Four-week vacations are earned in the 16th year instead of the 18th year. Five weeks are granted in the 24th year instead of the 26th year.
- **Vacation can be taken in one day increments.**
- Doubletime will be paid after 12 consecutive hours of work instead of 16.
- Moving allowance is raised from \$750 to \$900.
- Life insurance premiums are reduced by 20%.
- LTD payments are increased for those already injured and receiving benefits.
- **Average pensions go up by as much as 9%.**
- "70 point rule" makes it easier to qualify for spouse's pension benefit.
- Minimum pension is increased from \$210 to \$250 per month for present pensioners.
- Dental coverage is expanded to cover 70% of bills in 1978 and 80% in 1979.

Double the Paid Time Off

Paid time off for holidays and vacations has doubled for employees with 24 years service and has increased greatly for others. In addition to anniversary vacations, employees enjoy the following amounts of total time off:

	1943	1978
One year service	13	21
8 years service	18	26
16 years service	18	31
24 years service	18	36





Members

During the period November 17, 1978 through December 15, 1978, applications for membership were received from the following persons:

SAN JOAQUIN DIVISION

Hastie, J.C.

COAST VALLEYS DIVISION

Phipps, S.M.

CITY OF LOMPOC

Tabor, S.C.

SAN JOSE DIVISION

Collett, E.J.

MATERIAL DISTRIBUTION

Gorman, D.J.

EAST BAY DIVISION

Brumfield, R.

Crump, W.A.

Hammer, J.R.

Haugrud, J.S.

Judkins, J.L.

Moore, D.R.

Moss, M.H.

TELEPROMPTER OF MILPITAS

Diaz, S.H.

Freitas, D.L.

Jeremy, D.D.

Kind, K.D.

Martin, M.C.

Pappas, M.J.

Robinson, E.D.

Shreves, R.D.

SAN FRANCISCO DIVISION

Afalava, H.J.

Campbell, M.P.

Kendrick, K.D.

Phillips, C.

GENERAL OFFICE

Cabuco, I.

George, G.E.

STOCKTON DIVISION

Raffetto, S.M.

Takahashi, J.B.

CITY OF ALAMEDA

Torrey, T.F.

HUMBOLDT DIVISION

Andreatta, Boulter, H.

Gin, G.

SHASTA DIVISION

King, J.P.

SIERRA PACIFIC POWER COMPANY

Randolph, C.W.

Webb, M.E.

Stanley, Alan

CP NATIONAL (ELKO TELEPHONE)

Bailey, F.L.

Carlson, L.E.

Knapp, G.D.

Welch, James

LYNCH COMMUNICATIONS

Evans, T.W.

Swanson, M.C.

Van De Bogart, D.J.

Wells, K.L.

Keller, J.R.

Borchert, M.E.

Schiwart, S.P.

Dawson, M.E.

Stout, H.

Brittain, L.D.

Elder, C.L.

DE SABLE DIVISION

Bergstrom, K.

Pembroke, P.M.

PARADISE I.D.

Schindley, J.H.

STATE CABLE TV

Meyer, H.L.

COLGATE

Jimenez, F.A.

YUBA COUNTY WATER AGENCY

Brown, D.J.

Shaw, G.F.

Swierkowski, V.

TELEPROMPTER OF UKIAH

Eliard, D.N.

SACRAMENTO DIVISION

Marias, D.L.

Rohrer, R.F.

S.M.U.D.

Alejandro, J.L.

Chatoian, A.L.

Hammer, W.J.

Jewosiak, J.A.

Harper, Robert

U.S.B.R.

Graves, T.R.

Scheide, R.V.

CITIZENS UTILITIES COMPANY

Barnes, D.A.

Burns, J.M.

Clapper, S.M.

Garfoot, G.M.

Heiser, M.A.

Hutchinson, C.G.

Hodapp, L.H.

Johnson, L.R.

Kolbo, K.D.

Lamothe, G.A.

Martin, L.W.

Pittenger, P.A.

Troxell, J.M.

Cox, Donald

GENERAL CONSTRUCTION

Mohn, A.

Spliethof, F.H.

Haase, E.N.

Walker, T.T.

Hibner, D.H.

Nelson, M.J.

Morey, D.G.

Belknap, R.E.

Brune, M.G.

Kimura, J.T.

Littrell, O.R.

Wightman, S.E.

Shipp, H.J.

Lapenna, J.N.

Walker, H.W.

Meyers, D.F.

Hettinger, H.C.

Heyart, G.W.

Klock, R.G.

Rose, R.B.

Southworth, K.B.

Sportsman, J.

Moore, J.

Lizarraga, A.Z.

Gordon, R.L.

Ray, K.L.

Packard, G.D.

Stout, S.F.

French, J.S.

Guinn, M.S.

Haynie, S.F.

Yeverino, C.J.

Ramos, R.S.

Kamp, P.W.

Chhabra, S.S.

Godoy, A.R.

Mosley, B.G.

Everett, R.D.

Dohs, R.S.

Willis, W.R.

Schulk, D.W.

Mills, K.P.

Carey, D.J.

Hackmann, J.A.

Bowe, D.C.

Fung, J.

Beal, R.L.

McLain, C.S.

Worthington, R.A.

LaPask, J.F.

Stickelman, T.H.

Gay, E.L.

Gline, N.R.

Crockett, L.E.

Cammack, P.M.

Pizarro, R.G.

Hollis, Jr., J.

Gorden, R.R.

Ferguson, W.D.

Gaines, C.K.

Harris, H.E.

Lewis, K.N.

Logsdon, R.E.

Robertson, L.W.

Johnson, D.S.

Davis, J.L.

Walther, R.E.

Southworth, B.O.

Corbiere, W.A.

Worden, S.G.

Riott, D.G.

Pirtz, B.W.

Elmquist, E.A.

Hale, M.D.

Smith, A.M.

Anderson, B.S.

Runyan, V.D.

Penland, M.N.

Points, J.E.

Oglesby, D.R.

Dobbins, C.W.

Gates, R.G.

Proctor, Jerry

DAVEY TREE COMPANY

Alvarado, Mike

Bal, D.K.

Barnes, M.A.

Blakney, W.D.

Blevens, K.D.

Chavez, L.C.

Cherolis, C.R.

Christopher, W.D.

Creitz, G.T.

Dahlheim, D.S.

Deocampo, D.M.

Huffman, R.D.

Kinney, S.A.

Mackie, R.A.

Pierce, J.E.

Sandoval, D.

Suar, D.K.

MISCELLANEOUS

Belche, John

Dixon, Michael

Galloway, Wm.

Meyer, Fred

Vaughn, Donald

Devine, John

Milligan, Clifford

Isley, John

OUTSIDE LINE CONSTRUCTION

Marshall, Steven

Long, Donald

Romine, Joe

Keith, David

Ables, Danny

Frost, Stephen

Strathman, Dennis

Kellogg, Robert

MODESTO I.D.

Miller, Richard

Mount, Glenn

Olivera, Dorothy

Peters, Jerry
Selman, Carol
Smith, Donald
Steinfeld, Gary
Rich, Bill
Princevalle, Pete
Price, Dennis
Evans, Glenn
Brennecke, Larry
Weese, Troyce
Sweeny, Robert
Dobbins, Wayne
Byers, Chris
Inderbitzen, Randy
Michaelson, Fred
Merritt, Robert
Bumgarner, Paul
Dolieslager, Harvey
Epperson, Robt.
Green, Ted

Pattee, Donald
Carlson, Stanley
Durrer, Walt
Eckles, Clayton
Foster, Shirley
Fountain, Sterling
Higbee, De Wayne
Honeycutt, Daniel
Kimball, Charles
McNaught, Carl
Dickey, Harry
Jackson, Donnie
Coates, Bill
Killingsworth, Doug
Knight, Pat
Crocco, Lena
Sparks, Ray
Hopkins, Jasper
Bakker, Tony
Cherry, Peggy

Hyman, Brent
Gardner, Jerry
Drewry, Leonard
Orton, DeWitt
Stout, Mike
Farkas, David

DISTRICT WATER RESOURCES

McDougal, Billy

TRAVELERS IN

Ivy, David
Schuler, Thomas

(Continued from page 1)

joining Vukasin to favor repeal were Felix Chialvo, Raymond Eng, Fred Maggiora and Frank Ogawa. Opposed were Mayor Lionel Wilson, who favored leaving the ordinance on the books for another year without enacting it and John Sutter, Mary Moore and Carter Gilmore.

When news of the victory reached the Union Hall, Business Manager Cofer was of course elated. He commented that, "While we have won another battle the war is not yet over. Labor, and our Union in particular, must continue to

gain strength in the legislative arena in order to combat the never-ending attacks on workers by unscrupulous politicians who are financed by big business and anti-labor interests."

Special thanks are extended to all those Local 1245 members who responded to the Local's request to join the Union and the Alameda Central Labor Council at the hearing to protest the tax.

Free Rider's Card CONTENTED CLUB, INC.

I am opposed to all unions. Therefore, I am opposed to all benefits unions have won through the years: Paid vacations, paid holidays, sick leave, seniority rights, wage increases, pension and insurance plans, safety laws, Workmen's Compensation laws. Social Security, time and one-half for overtime for hours in excess of 8 in one day and 40 in any one week, unemployment benefits and job security.

I refuse to accept any benefits that were won by the unions and hereby authorize and direct the company to withhold the amount of the union-won benefits from my pay check each week, and donate it to charity.

Signature _____

Address _____



Many 1245 members attended the public hearing in Oakland.



Left to right are: UTILITY REPORTER Editor Dorothy Fortier, 1245 member Ken Lohre, Assistant Business Manager Mert Walters and East Bay Business Representative Veodis Stamps.



1979 — Attend Your Local 1245, I.B.E.W. Unit Meeting!

January - June

San Joaquin			Jan Feb Mar Apr May June						San Jose Cont.			Jan Feb Mar Apr May June							
1111	FRESNO Eagles Hall 1528 Van Ness	Chairman: D. Mills	Tuesday 7:30 p.m.	2	6	6	3	1	5	1512	BELMONT Good Shepherd Hall 1336 5th Avenue	Chairman: E. Larsen	Wednesday 8:00 p.m.	10	14	14	11	9	13
1112	BAKERSFIELD Central Labor Council 200 W. Jeffrey	Chairman: E. Mallory	Thursday 7:30 p.m.	11	8	8	12	10	14	1513	SANTA CRUZ Arion Hall 230 Plymouth St.	Chairman: A. Barson	Tuesday 8:00 p.m.	9	13	13	10	8	12
1113	MADERA Malik's Lounge 427 So. Gateway	Chairman: L. Jameson	Thursday 7:30 p.m.	4	8	8	5	3	7	1514	SAN JOSE AREA GENERAL CONSTRUCTION Clover Hall 99 N. Bascom	Chairman: Ron Swilley	Tuesday 8:00 p.m.	2	6	6	3	1	5
1116	CORCORAN Club Room 901 Chittonden	Chairman: M. Sharp	Wednesday 7:30 p.m.	10	14	14	11	9	13	4412	DAVEY TREE - SAN JOSE Clover Hall 99 N. Bascom	Chairman: B. Soliz	Thursday 7:30 p.m.	18	15	15	19	17	21
1117	WASCO Power Club 1101 - 12th St.	Chairman: T.O. Caterlin	Monday 5:00 p.m.	8	12	12	9	14	11	City of Oakland									
1118	CRANE VALLEY Manzanita Rec. Hall	Chairman: E. Prindiville	Wednesday 7:30 p.m.	3	7	7	4	2	6	2211	OAKLAND GENERAL Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Murphy	Thursday 5:00 p.m.	4	8	8	12	10	14
1119	BALCH Power House	Chairman: R. Bugg	Thursday 6:30 p.m.	11	15	15	12	10	14	East Bay									
1121	COALINGA Power Club Jayne & Merced	Chairman: S. Gillespie	Tuesday 7:30 p.m.	9	13	13	10	8	12	2311	OAKLAND Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Rochel	Tuesday 5:00 p.m.	2	6	6	3	1	5
1123	MERCED Pine Cone Coffee Shop 2000 E. Childs	Chairman: M. O'Dell	Tuesday 7:30 p.m.	9	13	13	10	8	12	2312	EAST BAY GENERAL CONSTRUCTION Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Brewer	Wednesday 5:30 p.m.	3	7	7	4	2	6
1124	LOS BANOS Fireman's Hall 520 "J" Street	Chairman: E. Wright	Wednesday 7:30 p.m.	10	14	14	11	9	13	2314	HAYWARD Elegant Ranch 22865 Atherton	Chairman: J. Obermeyer	Wednesday 8:00 p.m.	10	14	14	11	9	13
1122	MERCED IRRIGATION DISTRICT Pine Cone Coffee Shop 2000 E. Childs	Chairman: J. Goodson	Tuesday 7:30 p.m.	16	20	20	17	15	19	2315	LIVERMORE Eagles' Hall 525 N. Livermore Ave.	Chairman: K. McCoy	Thursday 7:30 p.m.	4	1	1	5	3	7
Coast Valley										2316	CONCORD I.B.E.W. Local 1245 3063 Citrus Circle Walnut Creek, Ca.	Chairman: R. Hoyer	Thursday 7:30 p.m.	11	8	8	12	10	14
1211	SALINAS American Legion Hall 14 W. Laurel Drive	Chairman: J. Collenback	Tuesday 7:00 p.m.	2	6	6	3	8	5	2317	ANTIOCH Fiberboard Club 2nd & L Street	Chairman: F.J. Harbrecht	Tuesday 7:00 p.m.	9	13	13	10	8	12
1219	HOLLISTER Paines Restaurant 421 East	Chairman: J. Johnson	Wednesday 7:00 p.m.	3	7	7	4	9	6	San Francisco									
1214	MOSS LANDING Odd Fellow Hall 17-A East Beach Watsonville	Chairman: J. Greensides	Thursday 7:30 p.m.	4	8	8	5	10	7	2401	SAN FRANCISCO CLERICAL Sheraton Palace Hotel Market & New Montgomery	Chairman: L. Samson	Wednesday 5:30 p.m.	10	14	14	11	9	13
1218	LOMPOC 514 South I Street	Chairman: W. Herrier	Monday 7:30 p.m.	8	12	12	9	14	11	2412	SAN FRANCISCO War Memorial Center 6655 Mission St., Daly City	Chairman: R. Fitzsimmons	Wednesday 7:30 p.m.	3	7	7	4	2	6
1217	PASO ROBLES Elks Lodge 1420 Park Street	Chairman: T. Tweedie	Tuesday 7:00 p.m.	9	13	13	10	15	12	Stockton									
1215	SAN LUIS OBISPO Elks Lodge 222 Elk Lane	Chairman: M. Maysey	Wednesday 8:00 p.m.	10	14	14	11	16	13	2511	STOCKTON Jesters Club 6011 N. West Lane	Chairman: P. Nickeson	Thursday 7:30 p.m.	4	1	1	5	3	7
1216	SANTA MARIA Vanderberg Inn 1316 So. Broadway	Chairman: D. Woods	Thursday 8:00 p.m.	11	15	15	12	17	14	2513	JACKSON Native Sons Hall Court Street	Chairman: Wayne Johns	Wednesday 7:30 p.m.	3	7	7	4	2	6
Pipe Line										2514	TRACY Norms Pizza Parlor 2227 Tracy Blvd.	Chairman: Rich Moralez	Tuesday 5:00 p.m.	9	13	13	10	8	12
1311	BARSTOW V.F.W. Club Room 25214 W. Main Street	Chairman: R. Arredondo	Wednesday 4:45 p.m.	3	7	7	4	2	6	2515	MODESTO Sundial Lodge 808 McHenry, Rm. #138	Chairman: Mike Johnson	Wednesday 7:30 p.m.	10	14	14	11	9	13
Santa Clara										2516	LODI Sr. Citizen's Hall 113 N. School St.	Chairman: Dennis Jennings	Thursday 7:30 p.m.	11	8	8	12	10	14
1411	CITY OF SANTA CLARA Clover Hall 99 N. Bascom	Chairman: B. Blankenship	Thursday 7:00 p.m.	11	8	8	12	10	14	2517	SONORA I.O.O.F. Hall	Chairman: Joe Robinson	Tuesday 7:30 p.m.	2	6	6	3	1	5
San Jose										2518	MODESTO IRRIGATION DISTRICT Sundial Lodge 808 McHenry, Rm. #138	Chairman: D. Pittman	Tuesday 7:30 p.m.	9	13	13	10	8	12
1501	SAN JOSE CLERICAL Clover Hall 99 N. Bascom	Chairman: B. Symons	Thursday 8:00 p.m.	4	1	1	5	3	7										
1511	SAN JOSE Clover Hall 99 N. Bascom	Chairman: L. Williams	Tuesday 8:00 p.m.	16	20	20	17	15	19										

Attend Your Local 1245, I.B.E.W. Unit Meeting! — 1979

January - June

Pacific Gas Transmission

			Jan	Feb	Mar	Apr	May	June
3021	SANDPOINT Traveler's Hotel	Chairman: R.E. Hess	Wednesday 7:00 p.m.	10	14	14	11	9 13
3023	WALLA WALLA Touchet Fire Station	Chairman: A. Howell	Wednesday 7:00 p.m.	10	14	14	11	9 13
3024	REDMOND 86 Corral Club Stockman's Rm., N. 6th St.	Chairman: B. Miller	Thursday 7:00 p.m.	11	15	15	12	10 14

Humboldt

3111	EUREKA Veterans' Memorial 10 & H Streets	Chairman: B. Jensen	Tuesday 7:30 p.m.	16	13	13	10	15 12
3112	GARBERVILLE Fireman's Hall Locust Street	Chairman: A. Weber	Thursday 5:00 p.m.	18	15	15	12	17 14

Shasta

3211	RED BLUFF Palomino Room 723 Main Street	Chairman: Harvey Iness	Thursday 7:30 p.m.	4	8	8	5	3 7
3212	REDDING Hospitality House 532 N. Market	Chairman: J. Eide	Tuesday 7:30 p.m.	2	6	6	3	1 5
3213	BURNEY Woodworker's Hall	Chairman: W. Rodriguez	Thursday 7:30 p.m.	11	15	15	12	10 14
3216	TRINITY New York Hotel Weaverville	Chairman: Lee Wells	Tuesday 7:30 p.m.	9	13	13	10	8 12

Nevada

3311	RENO Carpenter's Hall 1150 Terminal Way	Chairman: P. Lantis	Tuesday 7:30 p.m.	2	6	6	3	1 5
3315	ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: J.D. Salvi	Tuesday 7:30 p.m.	9	13	13	10	8 12
3316	RENO MANUFACTURING Carpenter's Hall 1150 Terminal Way	Chairman: A. Spenser	Thursday 7:30 p.m.	11	8	8	12	10 14
3318	ELKO VFW Hall Elko	Chairman: P. Wastun	Wednesday 7:30 p.m.	4*	7	7	4	2 6

* January Meeting changed to Thursday

4411	DAVEY TREE - LAS VEGAS I.B.E.W. Hall 4321 E. Bonanza Rd.	Chairman: J. Turner	Wednesday 7:00 p.m.	3	7	7	4	2 6
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DeSabra

3411	CHICO Retail Clerks Hall 1st & Sheridan	Chairman: H. Stansbury	Wednesday 7:30 p.m.	10	14	14	11	9 13
3417	PARADISE Veterans Memorial Bldg. Skyway	Chairman: D. Knaus	Tuesday 7:30 p.m.	9	13	13	10	8 12

Drum

3511	AUBURN Moose Lodge Sacramento & High	Chairman: P. Harrigan	Tuesday 7:30 p.m.	9	13	13	10	8 12
3512	ROSEVILLE Villa Rosa Restaurant 1704 Douglas Blvd.	Chairman: T. Tutor	Monday 5:00 p.m.	15	19	19	16	21 18
3513	GRASS VALLEY Nevada County Sportsman Banner Mtn. Trail	Chairman: W. Webber	Thursday 7:30 p.m.	18	15	15	19	17 21

Marysville

			Jan	Feb	Mar	Apr	May	June
3611	MARYSVILLE Da Vinci's 1235 Bridge St., Yuba City	Chairman: C. Larsen	Tuesday 6:00 p.m.	16	20	20	17	15 19

North Bay

3711	MARIN COUNTY Sams, 209 Third St. San Rafael	Chairman: D. Madden	Thursday 7:30 p.m.	11	8	8	12	10 14
3712	SANTA ROSA Labor Center 1706 Corby Avenue Santa Rosa Ave. Off Ramp	Chairman: H. Stiefer	Tuesday 8:00 p.m.	2	6	6	3	1 5
3714	UKIAH Ukiah Grange South State	Chairman: R. Wattenburger	Wednesday 8:00 p.m.	10	7	7	4	9 6
3716	NAPA American Legion Hall 1240 Pearl Street	Chairman: S. Sleeper	Tuesday 8:00 p.m.	9	13	13	10	8 12
3717	FORT BRAGG - PT. ARENA Presbyterian Church Pine & Main Ft. Bragg	Chairman: D. McDonell	Thursday 5:00 p.m.	11	8	8	5	10 7

Sacramento

3811	SACRAMENTO Dante Club 2330 Fair Oaks Blvd.	Chairman: G. Johnson	Tuesday 7:30 p.m.	2	6	6	3	1 5
3812	VACAVILLE Chamber of Commerce 400 Monte Vista St.	Chairman: A. Murray	Thursday 7:00 p.m.	11	8	8	12	10 14
3815	DAVIS G.C. Gallery Veterans Memorial Center 203 East 14th St. Club Room	Chairman: N. Brownlee	Thursday 7:30 p.m.	4	1	1	5	3 7
3911	SACRAMENTO MUNICIPAL UTILITY DISTRICT Dante Club 2330 Fair Oaks Blvd.	Chairman: T. Smiley	Wednesday 5:00 p.m.	3	7	7	4	2 6
3912	FRESH POND Mario's Villa #18 Pony Exp. Ln., Pollack Pines, Ca.	Chairman: C. Vanderpool	Tuesday 5:00 p.m.	2	6	6	3	1 5

Citizens Utilities Company

4012	SUSANVILLE Grand Cafe Main Street	Chairman: M. Kostick	Wednesday 7:30 p.m.	3	7	7	4	2 6
4013	ALTURAS Elks Lodge Main Street	Chairman: R. Kristenson	Tuesday 5:30 p.m.	9	13	13	10	8 12
4014	ELK GROVE Pizza Barn 8610 Elk Grove Bl.	Chairman: E. Peterson, Jr.	Wednesday 5:30 p.m.	17	21	21	18	16 20
4015	BURNEY - C.U.C.C. Woodworker's Hall	Chairman: F. Crowe	Thursday 5:30 p.m.	11	15	15	12	10 14

General Construction

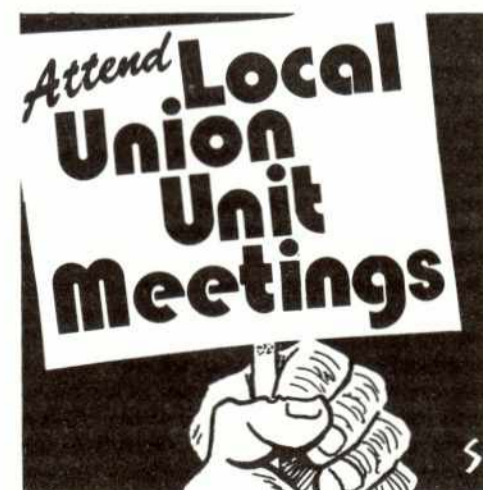
1514 under San Jose
2312 under East Bay
3815 under Sacramento

Public Agencies

1411 City of Santa Clara
2211 City of Oakland
3911 S.M.U.D.
3912 Fresh Pond (S.M.U.D.)

Trees

4411 under San Jose
4412 under Nevada



The Safety Scene

The following article is reprinted from the *California Journal* and authored by George Thurlow, a reporter for the *Woodland Daily Democrat*. The *California Journal* provides a monthly analysis of State government and politics.

By George Thurlow

In Lompoc, death certificates indicate that workers at the Johns-Manville plant there are twice as likely to die of cancer as is the general population.

In Lathrop, male employees in the Occidental Petroleum Company's agricultural services plant have been warned that their exposure to a pesticide has rendered them sexually impotent and may endanger their lives.

At the Lawrence Livermore Labs in Livermore, employees working in and around the radiation labs have twice the skin cancer rate of the general population.

Such grim statistics continue to mount, despite four years of state enforcement of workplace health and safety regulations by the California Occupational Safety and Health Administration (OSHA). And the state is apparently doing no better in the agricultural fields than in the factories: Last month a state environmental assessment team sharply criticized the California Department of Food and Agriculture's ability to register, regulate and monitor the use of pesticides in the public's interest.

Latest statistics on 14 known carcinogens used in California indicate that more than 10,000 employers utilize the chemicals in their plants. Another 60,000 employers use asbestos, a generally recognized carcinogen. But they are only a small part of the picture: There are another 1,500 chemicals which have been identified by the National Institute of Occupational Safety and Health (NIOSH) as being "suspected carcinogens." Nobody knows how many employers are using these chemicals in California.

Jim Heacock, head of the state Occupational Health Branch, which is now under the Department of Industrial Relations (DIR), estimates there are 25,000 commonly used chemicals in California, of which "we have a handle on barely 600." DIR chief Don Vial admits that the state now has a "fire-station system of going after carcinogens. The way it is now, we're waiting for the next chemical of the day. Then we put all of our resources into it and come in like gangbusters, after the fact, after the worker has been exposed and after the employer has become hooked on the substance. And everybody is hurt."

Bureaucratic hassles

One of the first attempts to come to grips with carcinogens in California was legislation introduced by Senator Arlen Gregorio of Menlo Park. Gregorio's bill, which became law January 1st, 1977, requires the users of 16 known carcinogens, including asbestos and vinyl chloride, to register with the state. An advisory board was formed to determine which new chemicals should be added to the carcinogens registration list. Fines of up to \$5,000 can be levied for willful violations of the registration program.

The federal government was so impressed with this program that it kicked in 50 percent of the first year's funding of \$1.35 million. But the program has had its share of start-up problems. Bureaucratic hassles have almost nullified any progress the newly created Carcinogens Control Unit made with its initial registration drive among chemical users. But the chaos and confusion of the first year and a half of the CCU is insignificant when the bigger problems of carcinogens in California are reviewed. Nowhere have those problems been more apparent than in the case of DBCP, an agricultural pesticide produced in a Lathrop chemical plant. Despite its comprehensive health and safety inspection program and its new carcinogens unit, the state did not uncover the problem at the Occidental Petroleum plant's agricultural chemical division. Instead, the first indications that something was amiss in the small Central Valley town south of Stockton came from the workers themselves. The workers' union, the Oil Chemical and Atomic Workers, asked seven men in early 1977 to volunteer for sperm sampling. When the results came back, union leaders contacted Dr. Donald Wharton, director of the privately run Labor Occupational

Health Project in Berkeley. Funded in 1974 by a five-year Ford Foundation grant, the project has been involved in occupational health research for numerous industries and many labor unions.

When workers from Occidental were tested by Wharton, he found some startling results: Of 107 men in the agriculture service division, 13 percent had a sperm count of 0; 16 percent had a low sperm count; 16 percent had "borderline" sperm counts. The cause was identified as dibromochloropropane, or DBCP, marketed under a variety of names in nurseries and agricultural chemical supply firms.

The National Cancer Institute says its studies in 1973 show DBCP caused stomach cancer in male and female rats and mice and breast cancer in female specimens. None of the Lathrop workers tested has yet developed any cancerous tumors.

Once Wharton's tests were confirmed, the state acted quickly and banned DBCP, although that ban may now be lifted for a limited use on citrus and grape crops. Identifying DBCP as the culprit was itself a problem, according to Wharton: "One of the problems was with the plant in the ag-chem area. They used some 200-odd chemicals over different periods of time," he says.

Fortunately a private industrial hygiene survey being conducted for Occidental at the plant at the same time tipped investigation to the fact that there were high levels of DBCP in the air in the ag-chem division.

A failure to warn

But the most startling fact to come out of lengthy state hearings on the DBCP disaster, called by state DIR chief Don Vial in October last year, was that, as early as 1957, chemical producers knew that DBCP was a dangerous chemical. Scientists, working under grants provided by the makers of DBCP, failed to set safe standards for the chemical's use and failed to warn workers of its hazards. Shell Oil Company provided \$400,000 for University of California research by Dr. Charles Hine, who in 1962 found that the chemical caused testicular atrophy and liver and kidney damage in laboratory rats. Hine set the safe level of DBCP exposure at one part per million after finding that rats were harmed at five parts per million. He admitted at the hearings that he did not test rats at the lower limit. The men at Lathrop were found to have been harmed at levels of one-third part per million of DBCP.

After being grilled by state Department of Industrial Relations officials during the four-day hearings into DBCP, Hine angrily responded, "Your division has never set a standard, never asked about it. There is no data published by your division. Your division has had access to all the published data for 16 years and never asked."

In opening the hearings, Vial had another analysis of the problem: "We now know that, despite early research warnings when DBCP was first developed 20 years ago, the emphasis on marketing a lucrative economic poison apparently outweighed any consideration for the protection or wellbeing of the workers."

A special task force, created at the direction of Vial after the DBCP hearings, called for the creation of a hazardous-substances repository to collect, integrate and disseminate information on the 60,000 chemicals it claims are now used in California. Additionally the task force called for the establishment of two occupational health centers in California to overcome the critical shortage of occupational health specialists in the state.

In a 61-page feasibility study of such a toxic-substances computer information system, the Mitre Corporation, which has set up similar federal systems, outlined the problem in California:

"The workplace is society's early warning system for chemical hazards. Workers are usually exposed to chemicals for longer periods and in higher concentrations than is true for citizens in other roles. They often develop chemically generated diseases before those exposed in other ways do. They therefore cannot rely on other groups to experience sickness first to provide a warning. There is at present no mechanism for alerting

workers and employers of chemical hazards in California workplaces."

In calling for the new occupational health centers, the task force pointed to the current shortage of toxicologists. According to Dr. Herbert Stockinger, an expert in the development of threshold limit values (TLVs) — the maximum safe level of worker exposure to chemicals — it takes three toxicologists with doctoral degrees, working in a well-equipped laboratory, five years to develop TLVs for three compounds. California graduates fewer than ten such toxicologists a year, the task force said. With 600 compounds for which worker protection data exist, and 60,000 compounds in common use, the task force offered no hope that the 33 members of the Society of Toxicology in California would be able even to start the necessary testing.

Epidemiologists — the scientific detectives who read statistics and death certificates to find the cancer trails — are as rare as bald eagles. The task force says there are only five or six professionals trained and working in this field. None is currently being trained in California. The report concluded, "The need is very large, although at this time estimation of the number of professionals needed in this field is virtually impossible."

In his budget proposed earlier this year, Governor Jerry Brown supported the new chemical repository and health centers and proposed spending \$3 million for their creation. But after Proposition 13 was approved, the Legislature stripped the money from the Governor's budget. Assemblyman Lawrence Kapiloff then sponsored legislation for the repository (AB 3413) and the health centers (AB 3414) after the 1978-79 budget was passed. AB 3413 contained no appropriation but \$1 million is expected to be placed in the 1979-80 DIR budget to fund the repository. AB 3414 contained an appropriation of \$2 million for the health centers.

Originally the state Chamber of Commerce opposed Kapiloff's bills, as did a number of business and industry concerns. Chamber lobbyist Mike Braun called the toxic substances center a "complete duplication" of federal centers. He said the chamber was not opposed to the idea but "we're afraid of what it is used for... if it is used for harassment." Braun said the DBCP incident had been blown "totally out of proportion," adding there was "nothing wrong with it. You're not going to outlaw cancer by bringing everything down to 0 (exposure)," he said.

But after intense lobbying by DIR officials, Vial claimed the state Chamber of Commerce, Dow Chemical and the Farm Bureau were neutral on the idea. The California Medical Association, labor unions and the insurance industry supported the idea. Heavy opposition came from the California Manufacturers Association and Stauffer Chemical Company, according to Vial. After early passage in the Assembly, the two bills were approved in the state Senate in the final week of the session. "It's the climate, the post-Proposition 13 climate," Vial said before the Senate voted. "If it hadn't been for 13, we'd have the money in our pockets right now."

Industry's response

Yet getting a few million dollars for state health centers and information banks is peanuts compared to the multimillion dollar stakes in the cancer question. Industry representatives have steadfastly resisted the notion that any significant number of cancer cases is coming from the workplace. Dr. Robert Scala, the chief of Exxon Corporation's division of toxicology, recently said in San Francisco that stiffer state rules for the classification of carcinogens were based on a "wrong assumption — that there is a cancer epidemic in this country and that industrial and occupational exposure has played a significant role." Scala blames increased cancer rates on increased smoking of cigarettes and longer lives in the general population.

Major industrial interests have banded together to fight the problem on their own, forming a national American Industrial Health Council, whose members include Johns-Manville, Monsanto, Dow, DuPont, Exxon, Allied Chemical, Stauffer Chemical and Union Carbide, among others. The council recently

issued a report on occupational cancers which said in part: "The best estimate is that occupational exposure to industrial chemicals has accounted for about one to five percent of all cancer. This is not an insignificant number of cancers, but is reasonable to question whether the public is being well-served by being led to believe that industrial chemicals are an overwhelming cause of cancer in this country."

The industries have reason for concern about the growing suspicion that petroleum and chemical processing may be one source of cancer, both for workers and for the general population. In a study published in the October 1977 issue of *Science*, three scientists from the National Cancer Institute found that people who live in counties with high petroleum activities have a much higher probability of dying of cancer of the sinus and nasal cavity, lungs, skin, testes, stomach and rectum. At the conclusion of the study the three researchers wrote: "The findings of this survey suggest the need for industry-wide epidemiological studies to clarify the risk of cancer among various groups of petroleum workers and to evaluate the possible effect of petrochemical emissions released into neighboring communities."

By contrast, studies funded by the American Petroleum Institute in 1974 found no clear indication that petroleum industry workers were exposed to excessive chemical risks.

Environmental police force?

The real problem in occupational health is in the enforcement realm, says Larry Agran, author of *The Cancer Connection*. "It's not at all sexy to engage in strict enforcement of OSHA standards. It's as rewarding politically as strict enforcement of speed limits. And the rewards in health and safety are not immediately apparent."

Agran, an Irvine city councilman, believes that "we know right now which are the most hazardous industries. What we need is an environmental police force. The executive branch officials (in California) have tended to stay away from that."

Agran expects that the next cancer "epidemic" may be found in and around plastics and petrochemical industries, which he terms disasters. "It's like people get very, very excited about the death penalty, as they should. But when you look at the occupational health and safety picture there is little response. Here is where the ordinary law enforcement officer can save many, many more lives than with a death penalty statute."

"It's not heroic, not dramatic. Just making the law work. There's nothing exciting about that."

Department of Industrial Relations chief counsel Peter Weiner, and other state officials, see some signs that industry's adamant position is changing.

"We don't want an alarm of the week, but we also don't want a death of the week," says Weiner. "So we're looking for a way to use these substances which are valuable to our industrial processes in a safe and healthy way. You know that if you put the right protective equipment on people or the right engineering controls, that these things can be used without harm."

State officials are keenly aware that added chemical regulation is going to have an impact on the economy. "That's the key issue," Vial says. "Right off the bat, I'd say that most of the toxic substances, the ones we've identified as carcinogens, probably have no adequate substitute. If there is a substitute, industry has to be encouraged to go after it as quickly as possible, so they don't get trapped into using something and then it has to be taken off the market. They need to know that."

"Beyond that, dealing with the safe use of a toxic substance does impose costs. My answer to that is that if we have to make this sea of chemicals navigable for industry, because of the great importance of these chemicals to the industrial process — then we also have to develop ways so that the cost of providing for safe use is seen as a lower cost than waiting for an exposure to take place."

"Right now there is a tremendous lag period between those cost confrontations. But the chemical industry is beginning to see the relationships a little better now."

May the Spirit of Brotherhood be Yours throughout a Happy New Year



Ron Fitzsimmons
President



Dean Cofer
Business Manager-Financial Secretary



Howard Stiefer
Vice President



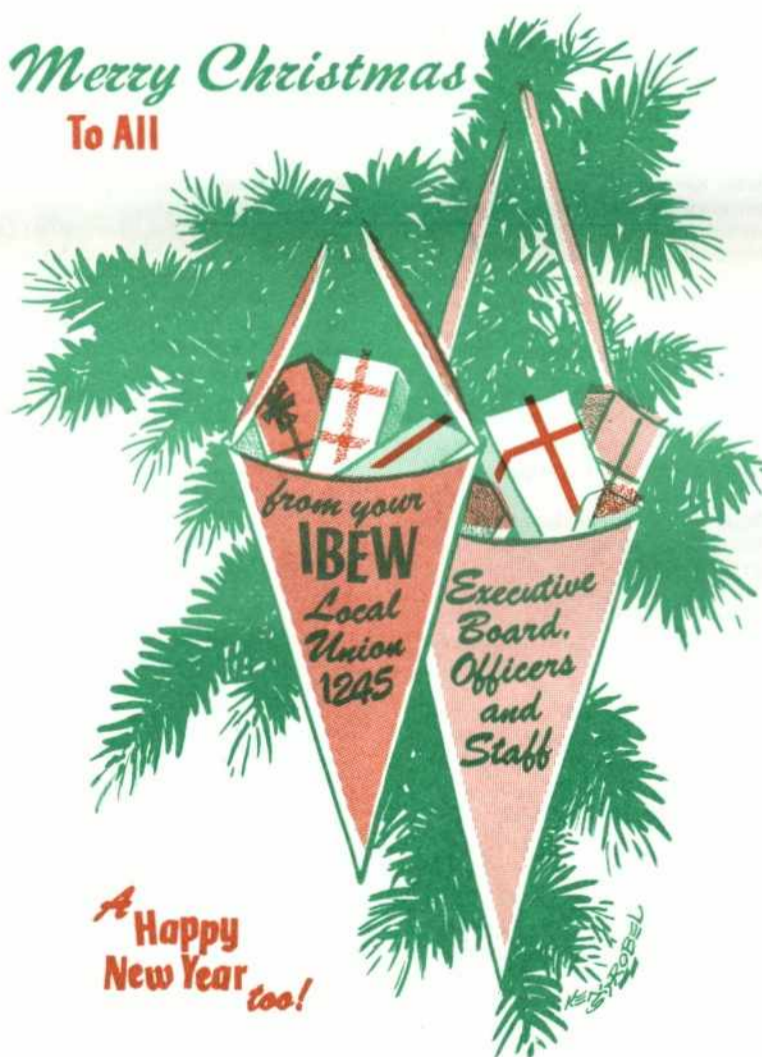
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