

Utility reporter

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1978: A Good Year!

by W.R. Stewart

When assessing our needs and setting our future goals, it often helps to look back, and after looking back on the progress made in 1978, the title of this article seemed fitting. While there were some disappointments, progress was made on all fronts.

Local 1245 improved Shop Stewards' Training throughout its jurisdiction. Twenty-eight separate conferences were conducted by the Business Manager's staff in 1978. Shop stewards, the mainstay of our Local Union, put in over 650 man-days at these conferences improving their ability to serve their fellow unionists. They covered a variety of subjects, including labor law, grievance handling, labor union history, and arbitration.

The Local Union sponsored 8 service award dinners during 1978. I am confident that I can speak for the entire Business Manager's staff when I say that arranging and attending these service award dinners is one of the most rewarding and enjoyable experiences associated with the Business Manager's office. Over 230 Union members and their guests attended the dinners and the Local Union had the opportunity to pay tribute to the founders and builders of this organization that we are all so proud of.

In the area of negotiations, the Business Manager's staff, assisted by off-the-job unionists, was successful in fully renegotiating 35 separate agreements. The wage provisions of 8 additional agreements were reopened and successfully negotiated in 1978. We should note, and take some pride in the fact, that out of all of these negotiations, our members were forced to take economic action against only one employer. The elected officials of the City of Gridley, by their J.P. Stevens-type disregard for the welfare and rights of their employees, forced our members there to take economic action.

In addition to the above, there were a great number of so-called "Interim Bargaining Committees" at work during

1978. On Pacific Gas and Electric Company as an example, there were 12 separate bargaining committees (not counting wage and medical) negotiating with the employer. Negotiations were successfully concluded for the Building Department Training Program, the Materials Department Job Definitions and Lines of Progression, the General Construction Gas Department Lines of Progression, and the establishment of the Service Meterman classification. And finally, the settlement reached in Wage and Medical negotiations was ratified by a 4 to 1 margin.

Some of our biggest challenges came from the public employees area. Employers tried to exploit the passage of Proposition 13 by refusing to pay our members previously negotiated wage increases. The union was able to cope successfully with this problem in all but five cases, where it was forced to sue the employers in court. These five cases were also won eventually, when the Supreme Court ruled in the union's favor.

Another attack on public employees came from the U.S. Bureau of Reclamation, which made an all-out assault on our members' bargaining agreement. It took an action by the International Union and passage of special legislation in Congress to defeat this effort and protect the members' working conditions.

In 1978 the Local Union continued to increase its involvement in the health and safety of our Union members. The Union's Safety Committee, headed by Chairman Bob Thomson and assisted by Assistant Business Manager Tony Morgado, put in many hours reviewing and dealing with the problems relating to our members' on-the-job health and safety. Based on the Safety Committee's recommendation, the Executive Board passed, and the members approved, a resolution establishing the position of Health Hygienist for the Local Union. Industrial health is an area of growing concern to our members. The use of

chemicals on the job, problems with asbestos, noise level tolerances, etc. are all very real problems that our Safety Committee and our members must deal with.

Several other achievements also deserve mention. For example, an active protest demonstration and letter writing campaign helped beat off another attempt to eliminate the PG&E employee discount. Meanwhile, the Nevada State Court ruled that the Sierra Pacific Power members were entitled to their employee discount and a final decision on the matter is not far off.

1978 proved to be an important year for organizing, showing a growth of over 1400 men and women in Local 1245's membership. The employees of the Modesto Irrigation District, the Glenn-Colusa Irrigation District, RCA Services Company and CP-National Telephone in Elko are all newly enjoying the benefits of union membership. An additional 300 employees of the California Department of Water Resources are waiting for the state to recognize Local 1245 as their bargaining agent. Finally, the members of I.B.E.W. 2247 at Lynch Communications were welcomed into Local 1245 after they voted to merge.

Important arbitrations were held relat-

ing to several employers, including SMUD, USBR, PG&E and Sierra Pacific Power. The vast majority of these cases were decided in favor of the union.

As I said in my opening paragraph, 1978 also held some disappointments. We were unable to conclude bargaining in several areas of major importance to our PG&E members. Among these areas are G. C. Apprenticeships, the Computer Operations Department, the Water Department, and Clerical Wage Restructuring. Another disappointment was our failure to make any major headway against the problems faced by our tree trimming members. We are striving to make significant progress in these areas in 1979.

All of us should take note of the fact that every achievement mentioned in this article involved the time, effort and dedication of a great number of our Union members and Shop Stewards. In addition to their on-the-job activities policing the agreements, each one of the negotiating committees, grievance committees, safety committees, etc. are all staffed by these off-the-job unionists. Each of them deserves the thanks of all of us. 1978 was a good year. With the continued involvement and support of our Shop Stewards and members, 1979 will be even better.

Business Manager Meets with Vice President Mondale



Vice-President Mondale (right) met this month with Business Manager Dean Cofer and other labor leaders to discuss the administration's policies toward labor and the economy.

Vice President Walter Mondale and Secretary of Labor Ray Marshall met with Local 1245 Business Manager Dean Cofer and other members of the Executive Council of the California Labor Federation's Committee on Political Education (COPE) at a special session held at the Beverly Hilton Hotel in Beverly Hills, California on Saturday, March 3, 1979.

The meeting was held to discuss and review national policy affecting labor. Cofer reported that the meeting provided California labor leaders an opportunity to channel their memberships'

opinions directly to the White House. California AFL-CIO COPE is the political arm of the California Labor Federation which represents 1.7 million AFL-CIO members.

Mondale and Marshall were urged to inform the White House that California workers wanted strong federal legislation enacted to protect workers from unscrupulous employers and other programs adopted to meet the nation's economic problems. Other items discussed included Carter's restrictive budget proposals and anti-inflation program.

Membership Survey Announced

Local 1245 members will have a chance to speak their minds about the Union in a survey now being prepared for mailing in April. The survey will ask members' opinions on a variety of topics ranging from strikes to the quality of service provided by the Union.

"We feel it is vital to keep in close touch with our members" said Business Manager Dean Cofer, who hopes the survey "will help us reach people who we don't often hear from, like those who don't attend unit meetings. The leadership should not be isolated in ivory towers."

The survey is being conducted by the Institute of Industrial Relations at the University of California in Berkeley, which will analyze the surveys by computer and prepare a report for the union. The results are expected to show possible ways for the union to operate more efficiently and provide better service.

Another goal of the survey is to find the reasons for membership apathy. It will try to discover why members don't attend unit meetings or vote in union elections.

The survey will be mailed to a group of about ten percent of the membership, which will be chosen randomly by computer. The high cost of computer analysis made a complete membership mailing prohibitively expensive. Consultants at UC-Berkeley, however, say the results from a sample will be just as accurate as a total mailing if most people return the survey. "It is important that everyone who gets a survey also fills it out and sends it in" says Anne Lawrence of UC-Berkeley.

The Local Union Executive Board commissioned the survey in response to a motion from the P.G.&E. Oakland Physical Unit.

Shop Stewards Teach CPR at PG&E

By Ed Vallejo

For the past several months, two of our long time Shop Stewards, "Lucky" Eldred and Bill Attinger, have been conducting classes in Cardio-Pulmonary Resuscitation (CPR) for anyone interested at the General Office Headquarters at 77 Beale Street, San Francisco. Brother "Lucky" and his able assistant Bill are currently conducting these CPR classes after work, giving up their own time to instruct employees and their spouses in the proper method used in this form of First Aid.

As clerical employees, they have recognized that there is a lack of knowledge of First Aid among office employees because of the long standing assumption that health and safety is not a problem in an office. Current reports have shown that there are very real problems with people having heart attacks in calm environments, such as offices. Ac-

tivity does not have to be physical to be dangerous.

Many lives have been saved because of the quick and proper attention given to would-be victims by properly trained individuals in administering CPR. The main goal in giving these classes, says Brother Eldred, is to "get persons trained and give them confidence to administer First Aid at the scene until professional help arrives". Brothers Lucky and Bill have, since August 1978, trained 65 or more persons from both management and bargaining units in the Company to administer CPR. Nine hours of classes are given over a three week period to groups of about ten students at a time.

As a Red Cross Representative, Lucky has acquired the use of instructional material and three practice dolls: "Resus Annie", "Anatomic Annie", and



"Lucky" Eldred looks on as two students practice the life-saving CPR technique.



Show Stewards "Lucky" Eldred (left) and Bill Attinger have trained over 65 people how to apply Cardio Pulmonary Resuscitation.

"Resusa Baby" to show the proper method to administer CPR. These materials make CPR easier to learn. Students are often surprised at how easy CPR is to learn, provided it is taught correctly. All who have taken the course leave with a strong recommendation: "If you want to know what to do in an emergency, take this course and find out the benefits of giving First Aid."

Both Lucky and Bill have been involved in other activities both on and off the job. Lucky has been Shop Steward since 1968 and served as Advisory Council Member for several years. He has also been a Red Cross Community

Disaster Representative, First Aid Multi Media Shelter Management Representative and is now a certified "CPR" Instructor for the Golden Gate Chapter of the Red Cross. Brother Bill is also a veteran Shop Steward, served on the 1977 General Negotiations Committee and is currently the General Office Union Safety Representative for the clerical employees at 77 Beale Street. Both of these brothers certainly deserve our admiration for volunteering their own time to help their fellow co-workers, sharing their knowledge and experiences with them, and making the work place a safe place. Our hats off to you both: Keep up the good work!

'White Sales' May Mean More Lawbreaking Stevens Goods In Store

For many people, the arrival of the new year means a fresh start — but for many department stores from coast to coast, it only marks the beginning of the "White Sale" season and a chance to unload J.P. Stevens textile products on unsuspecting shoppers.

Since the consumer boycott of Stevens products began two years ago, millions of people have concluded that sheets, towels and other items made by the nation's "No. 1 Labor Law Violator" are no bargain at any price. But millions of others have yet to learn that America's second largest textile company is also the most flagrant labor scofflaw of the '60s and '70s.

If consumers know the facts about J.P. Stevens' abuses of power in its 83 U.S. plants — the harassment and firings of hundreds of workers for lawful union activity, the unsafe and unhealthy working conditions, the racial and sex dis-

crimination that has persisted for decades — they can be counted upon to bypass Stevens products wherever they are sold, even at a time when stores are most aggressively promoting them at sharply reduced prices.

As newspaper columnist Dick Nolan wrote in the San Francisco *Sunday Examiner & Chronicle* on Dec. 17:

"Our government is hell on wheels when it comes to clamping down hard on little folks, but... it runs like a dog when the offender is big. . . . In the case of the J.P. Stevens boycott, it's up to working men and women to do the job all the existing labor law is not doing. Any conscientious citizen who buys a Stevens Label towel or carpets his home with a Stevens product should feel a sense of shame. The boycott is a matter of dollars and cents: it's the only language the Stevens Co. understands."

—Social Justice



the utility reporter

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Does the Union Sell Insurance and Tires?

Does the Union sell insurance and tires? This question has been asked recently by members receiving direct mail sales offers printed on Union stationery. Actually, the Union is selling nothing. Here is what happens:

An insurance company or other type of operation (such as discount tire sales) will tell the Union Executive Board of a service or product that they can offer to the members at a reduced cost. If the Board believes that the membership would be interested, it gives the seller permission to make a mailing to the members.

The seller pays the entire cost of the printing and mailing, and keeps all the profit that might result from any sales. The seller also handles any questions or calls for more information.

The Union's role is that of a middleman. This has many advantages. First, members get a chance to save money. Second, there is no cost to the Union in either time or money. Union clerical employees aren't distracted from their work and Union Business Representatives can devote all of their time to labor relations and representation.

Local 1245 makes no money from these mail offers. It provides them as a service to members, who decide themselves whether to take advantage of the offer. Many have done so and saved money.

(Editors Note: Please don't confuse the mail sales offers with **union sponsored** membership benefits like the Credit Union, Blood Bank, College Scholarship, Death Benefit, and Legal Services Plan.)

Bonding Companies Report

Labor Has the Best Honesty Record in the Country

By Teresa Ghilarducci and Charlie Gadzik

Hard-boiled bonding companies consider labor union officials to be in the safest risk category for policies paying losses caused by dishonesty. According to the American Surety Association, which rates occupations and organizations on their honesty records, labor union officials are in the same class as clergymen, Red Cross officials, and fraternal organization leaders.

Trade unionists have remained remarkably trustworthy in the midst of an explosion in white collar crime and embezzlement, said Surety Association representative George Provost recently. While the bonding rates for financial and business institutions have skyrocketed, the rates for trade unions have actually decreased.

These Surety Association findings strongly dispel the image, created by overdone reporting in the press, that labor leaders are dishonest. In fact, Association reports have concluded that the trade union movement has the best bonding experience in America—and that includes all banks, businesses and fraternal organizations.

Number of California Workers Idled by Strikes Declined in 1977

California labor relations in 1977 was relatively peaceful, despite heavy collective bargaining activity in that year, according to Donald Vial, State Director of Industrial Relations.

This State's labor disputes in 1977 accounted for about 10.5 percent of United States employment but 6.3 percent of workers involved in the nation's labor disputes. Numbers of Californians involved in work stoppages as a percent of the U.S. total has been below 10 percent in 17 of the past 20 years. Vial also noted that strike idleness time during 1977 in California at 1.3 days per thousand worked was lower than the nationwide figure of 1.7 days per thousand.

The 409 work stoppages beginning in 1977 were about a fourth more than the 332 in 1976, but the number of California workers involved in strikes declined. About 144,000 workers participated in work stoppages in 1977, whereas 152,000 workers were idled by strikes or lockouts in 1976 which had a much lighter bargaining calendar.

Idleness time of 2,911,000 days during 1977 was four percent higher than the 2,789,000 idle days in 1976. Californians who participated in labor disputes during 1977 were 1.6 percent of the State's wage and sal-

ary workers, down from the 1.8 percent of the workers who struck during 1976. Work stoppages in 1977 were also smaller—352 Californians per strike compared to the 459 workers per strike during 1976.

Twenty-one percent of Californians involved in work stoppages were employed in the public sector which accounts for 20 percent of the State's wage and salary workers. Although public sector work stoppages reached a record high of 50 in 1977, lost working time of 338,000 idle days was a decrease from the 494,000 idle days during 1976.

Dr. Sara Behman, Chief of the Division of Labor Statistics and Research, stated that additional information about 1977 strikes is contained in **Work Stoppages in California, 1977**. Statistics for the report are compiled from data collected by the Bureau of Labor Statistics of the U.S. Department of Labor. Copies of this report can be obtained in writing to the State Division of Labor Statistics and Research, P.O. Box 603, San Francisco, CA 94101.

The Division of Labor Statistics and Research is one of eight major labor programs administered by the State Department of Industrial Relations, which is directed by Donald Vial.

YOUR Business Manager's COLUMN



ROTTEN APPLES

DEAN COFER

It's a sad but true fact that the American labor movement is currently suffering an image problem. It is stereotyped by many as being controlled by crooked labor bosses who rip-off Union funds and resources for their own personal use or the use of organized crime. This image problem and stereotype that appears regularly in the news media both angers and distresses me, because the men and women who sacrificed so much to build the union movement deserve better. The American labor movement ended sweat shop conditions in the work places of this country, and is responsible for much of the social legislation (such as Worker's Compensation, minimum wage, child labor laws, Social Security protection, and universal free public education just to mention a few) that currently benefit working men and women.

Unfortunately "every barrel has its rotten apples". While we can justly take pride in the fact that our Local Union, and our International, are perhaps the cleanest and most democratic in the labor movement, it is not enough to "hear no evil, see no evil, speak no evil". For the good of the Union movement, labor leaders who run a clean shop (and in my opinion the greater majority of labor leaders do run clean operations) must speak out against the handful of spectacular crooks who are

masquerading as labor leaders. A crook is a crook wherever he is found. However, crooks in the labor movement make good news stories that tend to overshadow the positive accomplishments of the labor movement and the literally thousands of dedicated and honest labor leaders throughout the country.

As Business Manager of your Local Union, and a Vice President of the State Labor Federation, I have been referred to by some as a labor leader. If this be true, then I, as a labor leader, call on all others in similar leadership positions throughout the labor movement to speak out against the crooks in our ranks and rid ourselves of this cancerous erosion from within. We cannot hope to effectively fight off the increasingly strong attacks from outside the labor movement until we are willing to clean up our own act from within.

* * *

We can justly take pride in our Local Union, but I remind you that your Local Union is only as strong as the membership makes it. I call upon each one of you to participate in the affairs of your Local Union and to continue supporting your officers and Shop Stewards. With your help and understanding we can keep the capital B in the word Brotherhood.



IBEW LOCAL 1245 SCHOLARSHIP COMPETITION

Applications are now being accepted for the 10th annual IBEW Local 1245 Scholarship Competition.

WHO IS ELIGIBLE? Any graduating senior who is the son or daughter of a Local 1245 member.

HOW MUCH IS THE SCHOLARSHIP? The scholarship is worth \$2,000 to be awarded over a four year period at the rate of \$500 per year.

REQUIREMENTS: All applicants must submit an essay not exceeding 500 words on the topic: "The U.S. Constitutional Convention and Its Possible Affects on Labor". The winner will be selected solely on the merits of his or her essay.

DEADLINE: Applications and essays must be mailed to IBEW Local Union 1245, P. O. Box 4790, Walnut Creek, California 94596, by **registered** or **certified** mail to be received no later than 10:00 a.m., April 14, 1979.

To get applications and contest rules, see your Shop Steward or write to the Local Union office. Remember that this is a **Union** scholarship for children of Local 1245 members, and is offered **in addition** to any scholarship offered by your employer. All members are urged to encourage their sons or daughters to enter.



During the period December 16, 1978 Through January 24, 1979, applications for membership were received from the following persons:

SAN JOAQUIN DIVISION

Chow, D.
Evans, D.B.
Garzelli, R.W.
Hatcher, R.D.
Magana, E.
Parks, J.L.
Schuil, C.J.
Silva, R.R.

IRRIGATION DISTRICT MERCED

Anderson, J.H.
Lee, K.R.
O'Hagan, D.E.
Stevens, H.D.
Weathers, D.A.

COAST VALLEY DIVISION

Agaccio, A.K.
Barnabo, C.A.
Benson, S.A.
Castro, M.L.
Fulfer, D.J.
Keown, K.H.
Larson, K.A.
Larson, K.A.
Larson, R.S.
Molletier, J.E.
Olsen, A.C.
Ricca, S.D.
Rice, G.G.

TELEPROMPTER OF SANTA MARIA

Bryson, D.K.
Mohr, T.L.
C.C.C.C.
Dent, G.R.
Gonzales, E.
Sloan, S.J.

PIPELINE OPERATIONS

Ferris, T.C.
Holland, C.R.
Juhrend, E.L.
Kelly, N.K.

SAN JOSE DIVISION

Affatato, D.L.
Alvarez, M.J.
Armstrong, J.J.
Cardiel, J.J.
Diaz, C.B.
Estensen, R.H.
Freeman, M.A.
Gouveia, D.F.
Johnson, C.L.
Keith, G.L.
LaChapelle, D.L.
Nakanishi, C.M.
Redondo, R.
Robinson, C.C.
Wortman, T.C.

TELEPROMPTER OF SANTA CRUZ

Goodwin, C.L.
Johnston, J.J.
Simari, C.S.

TELEPROMPTER OF LOS GATOS

Estroth, J.O.
Lomas, P.J.
Perez, J.A.

STAN-PAC

Duran, J.L.

EAST BAY DIVISION

Churchill, D.L.
Contois, L.A.
Cook, B.M.
Fithian, B.J.
Garcia, C.A.
Keith, R.
Livingston, C.A.
Pacheco, W.T.
Paynter, S.A.
Rego, J.J.

Simons, J.R.
Verduzco, L.A.

TELEPROMPTER OF MILPITAS

Hefferon, E.A.
Emery, L.A.
Kirkham, T.J.

BAY CABLEVISION

Holland, L.
Perry, C.E.

SAN FRANCISCO DIVISION

Butler, M.T.
Capwell, D.P.
Christensen, H.C.
Galloway, R.
Hogan II, J.H.
Houston, C.
Jackson, J.T.
Piva, G.J.
Trout, H.A.
Wong, A.

GENERAL OFFICE

Cesar II, E.
Dalbey, D.M.
Donovan, J.P.
Galang, A.Z.
Gallagher, J.M.
Johnston, R.D.
Kiernan, J.E.
Wislosky, S.
Yee, A.

STOCKTON DIVISION

Hibbs, J.L.
Imperial, A.
Lotman, G.M.
Remus, C.E.

REGIONAL TRANSIT SACRAMENTO

Brown, W.L.
Cole, M.T.
Glynn, A.M.

HUMBOLDT DIVISION

Aiello, M.J.

CITY OF REDDING

Burgon, M.A.
Dellacort, R.J.

CP NATIONAL LASSEN

Carter, D.W.

SIERRA PAC POWER

Balaam, B.A.
Beck, A.R.
Bergue, R.L.
Keller, G.D.
Moneymaker, J.D.
Urrutia, S.G.
Young, M.J.

C.P. NATIONAL (TELEPHONE)

Coleman, F.T.

TELEPROMPTER OF RENO

Beer, L.K.
Grosso Jr., F.
Swain, W.L.

WELLS REA

Kessler, D.L.
Paul, R.L.
Peterson, S.M.
Van Meter, M.

COMMUNICATIONS LYNCH

Ayers, C.
Baldwin, J.E.
Gaumer, L.S.
Hamilton, A.L.
Kerr, D.R.
Maggard, M.C.
Oldag, E.
Overlock, L.D.

Rider, J.A.
Sanchez, E.M.
Tucker, B.J.
Vaughn, E.
Wood, T.

DE SABL A DIVISION

Andrews, W.L.
Mack, K.W.
Mowry, S.E.

PARADISE, I.D.

Hunn, B.J.
Keenan, C.D.
Nielsen, A.L.
Rogers, B.A.
Smith, V.L.
Tucker, R.E.

DRUM DIVISION

Tobertson, J.K.

NEVADA I.D.

Lauer, C.M.
Moyer, G.
Upp, B.E.

COLGATE DIVISION

Morrow, T.G.
Strang, G.C.

NORTH BAY DIVISION

Cuneo, K.L.
Dudgion, B.W.
Johansen, D.N.
Joy, J.A.
Miller, G.B.
Santos Jr., R.

TELEPROMPTER, FORT BRAGG UKIAH, WILLITS

Sallee, J.E.

SACRAMENTO

Hayes, K.M.

S.M.U.D.

Marquette, L.J.
Sherlock, J.P.
Schumaker, G.L.

U.S.B.R.

Lyons, R.C.
Matlock, P.
Rossio, M.M.
Shepard, W.
Velarde, A.
Willingham, L.

CITIZENS UTILITIES COMPANY

Eide, R.S.
Gilbert, D.L.
Wuinter, D.R.
Ramos, B.L.
Trowbridge, S.L.

GENERAL CONSTRUCTION

Clatty, M.
Richard, D.L.
Schoolmaker, K.
Tanner, M.
Crawford, B.
Paulson, J.
Hinz Jr., R.
Boydston, D.
Scott, D.
Whitman, J.A.
Graybill, J.
Bishop, R.
Finkeneller, G.A.
Riddley, L.
Odom, J.
Mitchell, S.
Miller, W.
Meek, T.
Greco, R.
Casher, J.
Brennon, D.
Tracy, C.

Fitts, K.
Sanders, J.
Lemison, R.
Jones, M.
Gipson, M.
Hayeter, B.
Heatley, D.J.
Fish, G.
Cowan, C.L.
Gazay, M.
Mehaffey, A.L.
Rossier, L.
Krupens, D.
Ballinger, R.G.
Mendoza, J.A.
Wright, R.G.
Worstein, D.A.
Tyler, J.
Towe, L.L.
Tonini, P.A.
Thackery, J.K.
Taylor, R.C.
Taylor, M.C.
Roach, R.D.
Riddle Jr., R.O.
Reed, W.
Potter, R.E.
Waters, J.
Ward, M.S.

Morcom, D.M.
Paulick, S.
Moore, M.L.
Clarno, G.
McCarthy, T.J.
Langston, N.
Kruse, B.J.
Kroger, H.
Kapaun, B.F.
Hansen, R.
Gammel, M.
Felix, D.
Espinoza, I.R.
Dixon, R.L.
Davis, J.R.
Cavier, E.F.
Castro, G.M.
Bryan, C.H.
Brown, R.L.
Bolton, L.S.
Bettis, L.
Bettencourt, A.
Baughman, R.J.
Barrett, R.A.
Meyers, K.A.
Evans, F.H.
Uratsu, G.N.
Weinholdt, R.J.
Perkens, J.

Mills, T.
Eaves, C.W.
Cummings, E.W.
Cato, C.A.
Anderson, C.W.
Kastan, J.B.
Free, R.
Wolter, D.S.
Santana, J.P.
Cowee, H.E.
Collins, K.R.
Barnes, J.D.
Schel, C.K.
Perkins, G.G.
Hunt, G.K.
Roberts, B.J.
Ortega Jr., A.
Bardole, M.F.
Hardcastle, D.B.
Souza, D.F.
Zimmer, R.
Wicker, D.G.
Anthony, E.R.
Juhrend Jr., W.
Fagerstrom, K.E.
Kennedy, R.W.
Stover, C.A.
Johns, M.L.
Nubbe, J.W.

Flores, D.J.
Bettencourt, P.J.
Borba, R.

DAVEY TREE

Turnage II, R.R.
Gaul, S.J.
Patterson, C.A.
Davdier, T.O.
Ball, S.E.
Shannon Jr., W.
Gutierrez, T.
Andre, M.
Zapata, A.P.
Sales, L.M.
Maldonado, I.B.
Parker, D.A.
Chojnowski, R.
Simmons, D.S.
Grizey, D.K.
Hitchens, K.J.
Vasquez, P.J.
Blosser, D.J.
Clark, E.C.

PACIFIC TREE

Carbino, Ken (Agency)
Harper, D.B.
Rogers, D.R.

Sparacio, P. (Agency)
Williamson, R.G.
Young, M. (Agency)

MERCED I.D.

Martin, M.D.

OUTSIDE CONSTRUCTION

Fitzgerald, Wm.

MODESTO I.D.

Serna, C.

Blood Bank available to 1245 members

Editor's Note: Printed below is the Constitution of the Central Labor Council of Alameda County Voluntary Blood Bank. We have also reprinted a copy of the application card. Should you desire to join the Blood Bank, fill in the application or get actual card from your Bus. Rep. and mail along with a check or money order for \$2.50 to: **Central Council Blood Plan, 150 Grand Ave., 2nd Floor, Oakland, California 94612.**

Article I Name and purpose

- Sec. 1 The Blood Bank shall be called the Central Labor Council Voluntary Blood Bank Plan.
- Sec. 2 The purpose of the Blood Bank shall be to insure that ample blood is available to all members of the Central Labor Council Blood Bank and their dependents at the lowest possible cost to the members.

Article II Blood Bank Committee

- Sec. 1 The Council Blood Bank Committee shall be composed of a president, a secretary and members-at-large.
- A. The Chairman of the Community Services Committee, by virtue of his office, shall serve as President of the Blood Bank Committee.
- B. The Secretary of the Community Services Committee, by virtue of his office, shall serve as Secretary of the Blood Bank Committee.
- C. Members-at-large shall be appointed to the Blood Bank Committee by the President of the Central Labor Council.
- The number of members-at-large may vary.
- Sec. 2 The term of office of Blood Bank Committee members shall be two years, which will follow the Central Labor Council elections.
- Sec. 3 The affairs of the Blood Bank shall be administered by the Council Blood Bank Committee. Committee members shall belong to the Blood Bank.
- Sec. 4 The Blood Bank Committee shall meet at least quarterly.
- Sec. 5 The President shall be responsible for the conduct of business at general or special meetings of the Blood Bank Committee.
- Sec. 6 The Secretary shall be the Blood Bank Committee's chief executive officer to carry out the instructions of the Committee.

Article III Members

- Sec. 1 To be eligible for Blood Bank membership, one must be a member or retired member in good standing of a local union which is affiliated with the Central Labor Council.
- Sec. 2 Members shall be eligible to receive blood as needed from available supply:
- A. After sixty days membership in the Blood Bank. The sixty-days waiting period can be waived at the discretion of the Blood Bank Committee in cases where all members of a union and/or a unit join the Bank at the same time; and
- B. upon payment of \$2.50 for the current Blood Bank year, which shall be January 1 through December 31. A thirty-day grace period will be granted members for renewing their membership.

Article IV Dependents

- Sec. 1 Dependents of members who shall be covered at no additional cost are:
- A. the member's lawful spouse
- B. dependent children, including unmarried children between 19 and 23 years of age provided they have the same regular residence as the member, are attending an accredited school or university as full-time students and are dependent upon the employee for support and maintenance
- C. dependent children, regardless of age, who are totally dependent on the member, for medical reasons
- D. stepchildren, foster children and adopted children if they depend upon the member for maintenance and support.
- Sec. 2 Persons other than those listed in Sec. 1 above, living in the same household and having evidence of dependency on the members, shall be eligible for Blood Bank coverage at \$2.50 per person per year.

Article V Exemptions

- Sec. 1 In cases where a member or his dependents is provided medical benefits which supply blood free of charge, this plan shall supplement their plan.
- Sec. 2 In cases of leukemia, hemophilia and carcinoma, the amount of blood donated shall be left up to the discretion of the Blood Bank Committee.

Article VI Financial obligations

- Sec. 1 In cases where a member's medical benefits do not pay blood processing fees, the Blood Bank shall pay the processing fees.
- Sec. 2 Members who donate blood to the Bank, through the Central Labor Council Blood Bank shall receive for each donation the sum of \$10.00 from the Council Blood Bank.
- Sec. 3 In the event the cost of operating the Bank exceeds its revenues and resources the Blood Bank Committee shall have the power by a two-thirds (2/3) vote to impose assessments from time to time upon the members of the Bank. Said assessments shall be limited to an amount to assure the financial solvency of the Bank.

Article VII Ratification

This constitution was approved by the Executive Board of the Central Labor Council on May 9, 1975, and ratified by the membership of the Central Labor Council on May 12, 1975.

Letter of Agreement Summaries

Editor's Note: Members of Local 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.

Sierra Pacific Power Company

SPPC No. 79-1: Provides for the establishment of an additional classification (Assistant Hydro Operator) and associated wage rate, revises the System Operations Occupational Group lines of progression, reclassifies the incumbent employee, and designates the working hours, in accordance with the provisions of Sections 4.4, 16.13, and 23.2.

SPPC No. 79-2: Provides for the reclassification of an employee from Fitter-Welder Apprentice, Gas and Water Operations Department to Fitter-Gas and Water Operations Department, in accordance with the provisions of Section 16.13.

SPPC No. 79-3: Provides for the reclassification of an employee from Field Warehouseman, Reno Warehouse to Warehouseman, Reno Warehouse, in accordance with the provisions of Section 16.13.

SPPC No. 79-4: Provides for the reclassification of an employee from Truck Driver, Gas and Water Operations Department to Garageman in the Reno Transportation Department, in accordance with the provisions of Section 16.13.

Pacific Gas and Electric Company

PG&E No. 78-31: Provides for the elimination of the third shift for Terminal Operators at the Milpitas Pipe Line Operations facility, changes the hours of work for employees on the first and second shifts, and allows for the adoption of a 21-day rotating schedule for Terminal Operators.

PG&E No. 78-62: Confirms the hours of work of the Design-Drafting Clerical Unit as a 7½-hour period within the band width times of 7:30 a.m. to 5:00 p.m.

PG&E No. 79-1: Establishes the procedures for distribution of emergency overtime work to be performed at Narrows Powerhouse.

PG&E No. 79-3: Modifies the existing rotating Tuesday-Saturday workweeks for all Communication Technicians in San Joaquin Division.

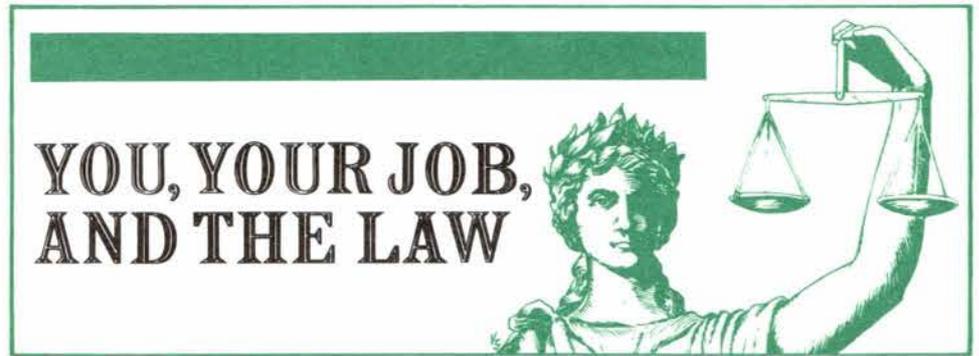
PG&E No. 79-4: Provides for the extension of the trial period for 305.5(c) bypass information to be furnished to Union through April 1979.

PG&E No. 79-5: Provides for the placement of an employee returning from long term disability to the position of Cook's Helper at Kettleman, effective January 23, 1979.

PG&E No. 79-6: Establishes an incumbent only Clerk-Typist D classification at Diablo Canyon Power Plant.

PG&E No. 79-7: Provides for the placement of an employee returning from long term disability to the position of Equipment Mechanic in the Auburn Garage.

PG&E No. 79-7: Temporarily changes (until normal BART service is resumed) the hours of work for seven bargaining unit employees who must commute across the Bay Bridge to various Company offices from Alameda and Contra Costa counties.



The "Choose Your Own Doctor" Law

By David P. Mastagni
Attorney at Law
Marsh, Mastagni & Marsh

The law says that employees injured on the job are entitled to full medical care paid by Worker's Compensation, but until recently, the employee had little choice in determining *who* provided the care. Usually, he had to go to company doctors for treatment.

In 1978, however, the law was changed to give employees broad rights to choose their doctor. Before 1978, these rights were very limited.

For instance, if the employer failed to provide adequate medical care, the employee could get his own doctor and recover the costs from his employer. The courts considered the employer failing to provide adequate care if the care was ineffective or improper, or if the employer refused to admit that the injury was job-related. In cases like these, the courts would order the employer to pay for the doctor chosen by the employee.

The Zeeb Case established that once an employee got control of his own medical treatment by getting his own doctor, and could show that changing physicians would be detrimental to his treatment, the employer would have a difficult time regaining control. (Zeeb v. Worker's Compensation Appeals Board). An important factor here is the confidence that the employee has in his own doctor. To force a switch back to a company doctor, the employer must show that the current treatment is inadequate or that the company doctor could provide better treatment.

This principle was upheld in another California Supreme Court case, Voss vs. W.C.A.B. In this case the court held that an employer's late offer of medical care was not a sufficient basis for returning control of treatment to company doctors.

At any rate, before the recent change in the law (Labor Code 4600), the employee was allowed to select his own doctor and control his medical care *only* in cases of emergency, improper or inadequate treatment, or when demanding treatment from the employer would be futile (such as when the employer denied that the injury was job-related).

Under the new law, an employee is entitled to be treated by a physician of *his* choice, provided the physician is licensed to practice in the State of California, maintains records of treatment, and provided that written notice to the employer is given at least 30 days prior to treatment. In addition, Labor Code Section 4600 gives the injured worker reimbursement for medical examinations (medical/legal costs) that are reasonable and necessary to prove a contested claim. This includes expert medical testimony. The employer must also pay for travel expenses (meals, lodging, and transportation) and temporary disability pay for each day of lost wages if these expenses are a result of a doctor's examination requested by the employer.

In cases where written notice, 30 days prior to the injury, has *not* been given, the employer has the right to select a doctor and control medical treatment (note: this right is subject to the pre-existing case law mentioned above). After the first 30 days expires, the injured employee has the right to change physicians and seek treatment from a physician of his choice. The employee should notify the employer of his intention to change doctors and choose his own physician, before the expiration of the 30 days.

The treating physician has a duty to make periodic reports to the employer and/or insurance carrier and the employer has the right to medical/legal evaluations subject to the expense provisions of Labor Code Section 4600.

If an employer wants to get medical control transferred from the employee's physician to a company doctor, he must petition the Worker's Compensation Appeals Board and show good cause for the change. The W.C.A.B. may then order the employer to provide a panel of five physicians, or if the employer requests, four physicians and one chiropractor, competent to treat the condition.

What would be considered good cause? In determining whether good cause exists, the W.C.A.B. would look to existing case law (Zeeb and Voss). Possible grounds that might be considered good cause to give the employer control of medical treatment are clear showings that:

- a.) The employee's doctor has failed to report;
- b.) The medical reports and/or treatment are wholly inappropriate and that the employer is prepared to offer effective treatments;
- c.) The employee's doctor is not within a reasonable geographic area.

Ultimately, however, it will be the facts of the particular case that will govern whether or not the employer is able to regain control of the medical treatment.

In summary, anyone desiring to be treated by their own selected physician should submit a completed physician selection form (found on Page 12 of this issue) to the appropriate supervisors. To be safe, forms should be submitted to local supervision with a copy sent by certified mail to the Safety, Health and Claims Department of your employer.*

Note that in emergency cases, care is provided by the quickest and most appropriate means available. After emergency care is given, however, control of treatment reverts to whoever was in control at the time the emergency arose.

*For PG&E employees, the address is: Safety and Claims Dept., Pacific Gas & Electric Co., 245 Market St., San Francisco, CA 94106

GET READY FOR THE
**2nd Annual Local 1245
Softball Tournament**
coming
June 10
Willow Pass Park Concord, Ca.

Watch the Utility Reporter for more information.

Blood Bank Application Form

LOCAL UNION NO. _____ UNION NAME _____

NAME OF MEMBER _____ AGE _____

ADDRESS OF MEMBER _____

Street _____ City & State _____

PHONE NUMBER _____ ZIP _____ EMPLOYER _____

DEPENDENTS _____ AGE _____

PLEASE CHECK BOX: RENEWAL NEW MEMBER



Hundreds Protest in San Francisco



We Won: PG&E Employee Discount Restored



PG&E NEGOTIATIONS COMPLETED



Modesto I.D. Picnic



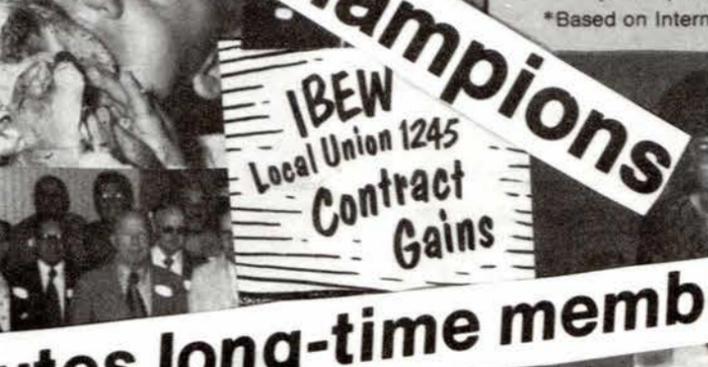
Hundreds Use Legal Services Plan

Local Union	Initial
IBEW Local 302*	\$100
Plumbers Local 38	\$425-1250
Operating Engineers Local 3	\$870
IBEW Local 6*	\$102
Bay District Carpenters	\$250
Teamsters Local 70	\$210
Machinists Local 68	\$100-150
Autoworkers Local 1364	\$20
IBEW Local 1245*	1st month's dues
Office Workers (OPEIU) #29	\$50
Communications Workers (CWA) #9415	\$5

*Based on International Dues of \$2 per capita.

1978 REV

Tournament of Champions



The I.B.E.W. salutes long-time members



San Jose Union Dance





Jerry A. Hale
1978 Scholarship Winner



Sick Pay FICA Rebate
Union Action Spurs
\$14,000 in Refunds



Eight Brothers prevent man's death



MPLEATED



Shop Stewards' Training



Local 1245 vs. Other Local U
hundreds Use Legal Services Plan

Local Union	Initial
W Local 302*	\$100
Members Local 38	\$425-1250
Operating Engineers Local 3	\$870
W Local 6*	\$102
District Carpenters	\$250
Amstons Local 70	\$210
Chinists Local 68	\$100-150
Workers Local 1364	\$20
W Local 1245*	1st month's dues \$50
Ice Workers (OPEIU) #29	\$50
Communications Workers (CWA) #9415	\$5

*Based on International Dues of \$2 per capita.

1978 IN REVIEW

Certificated Steward's Training Program Announced



Members

Educate—Pay Women

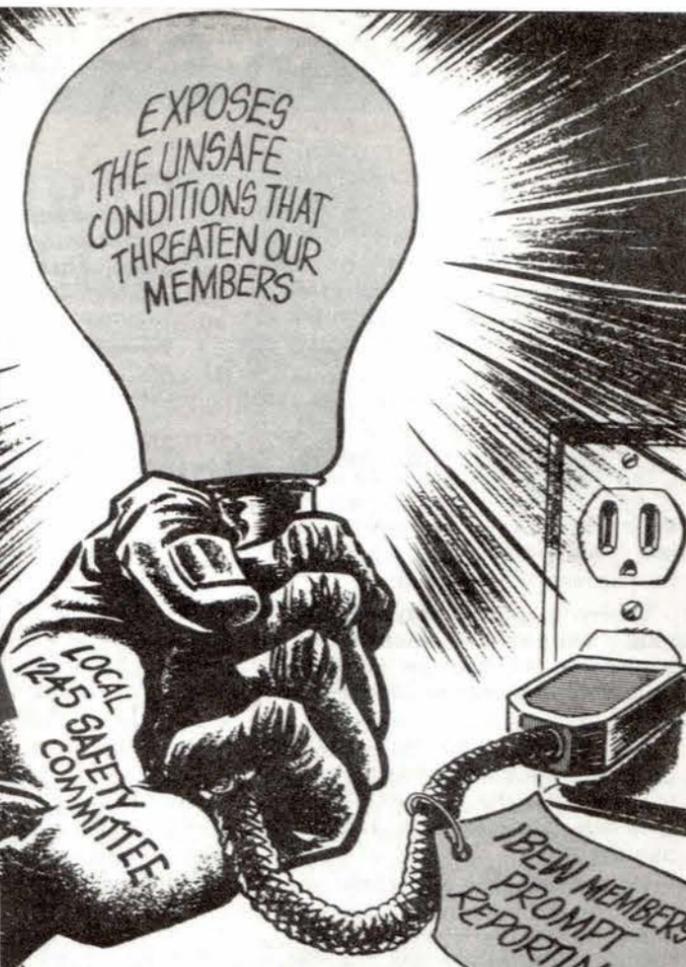
Cofer stresses the importance of S



San Jose Union Dance



**Jerry A. Hale
1978 Scholarship Winner**



**Sick Pay FICA Rebate
Union Action Spurs
\$14,000 in Refunds**

Eight Brothers prevent man's death



Shop Stewards' Training Conferences



LONG ROMANCE WAS BROKEN UP!

**IN
IEW**

**Certificated Steward's Training
Program Announced**

**Educate—Participate—
Women in the Work Force**

Cofer stresses the importance of Steward training



Shop Stewards Training in Salinas

By Corb Wheeler

Twenty-nine Coast Valleys Division, General Construction, Central California Communications Corporation, and Monterey Peninsula T.V. Shop Stewards met at the American Legion Hall in Salinas, California on Saturday, February 24, 1979.

Business Representatives Corb Wheeler and Ray Shepherd conducted the all-day session with the assistance of Dean Cofer, Business manager, Charles Gadzik, Business Representative, David Mastagni, Attorney at Law, Bob Thomson, Safety Committee Chairman and Ron Fitzsimmons, President.

Stewards, in the morning session, took a test on the agreements and their knowledge of the Union. The tests will be graded and discussed in the next session.

Business Manager, Dean Cofer, reported on the activities of the Business Manager's office, upcoming Shop Stewards Conferences and other items of interest.

David Mastagni, Local 1245's Workers Compensation Attorney, talked on the subject of Worker's Compensation and fielded questions from the Stewards. He explained what to do in an industrial injury and described the new simplified form to be used when reporting an injury to the law firm. He also explained the "choose your own doctor law" that says

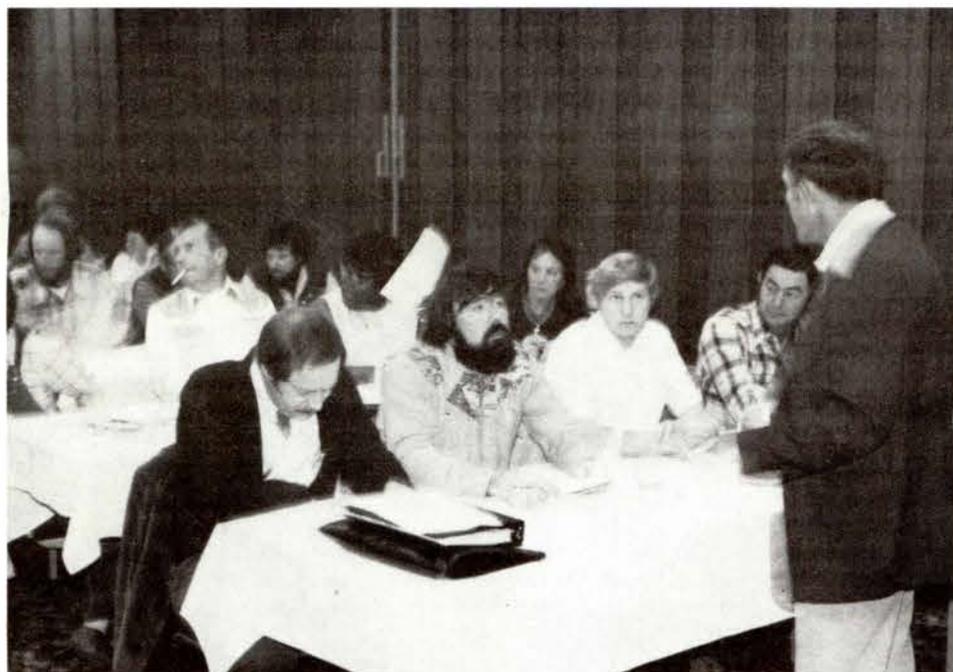
you can designate your personal physician to treat you for industrial injuries instead of using the Company's doctors.

Bob Thomson, Safety Committee Chairman, presented "Safety First" and showed a film titled "Song of the Canary", which portrayed the dangers of exposure to chemicals and pollutants in the work place. He also instructed the Stewards on the proper Union forms to fill out for accidents and safety inspections.

At the conclusion of the meeting Corb thanked the Stewards for giving up a Saturday to attend the session and complimented them on the good job of policing the contract in their work locations. Corb notified the Stewards that further sessions will be held on April 7, 1979, May 19, 1979, June 9, 1979, August 4, 1979, and October 20, 1979. Those Stewards who attended the meeting are: Terry A. Linebarger, Rod P. Spencer, Jerry D. Smith, Glenn H. Ely, Mash M. Nuki, Gerald K. Carlson, Paul E. Nelson, Terry L. Serrano, Olga M. Estrella, David Haney, Jeff Raymond, Ken Ball, Philip M. Anastasia, James R. Schneider, Charles E. Kasper, John A. Blotti, Felit Cathrien, Dale Walker, Gary Outlaw, Terrence Tweedie, Richard D. Williams Jr., Richard S. Takacs, Chester A. Bartlett, Frank Mooney, Joe Herrman, Lorenazo Gonzalez, John Collenbeck, and Tim Lorenzen.



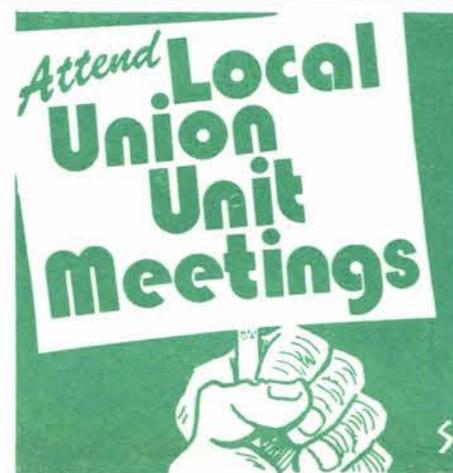
Coast Valley Area shop stewards spent a full day in steward's training.



Nevada stewards spent the day studying arbitration.



Afternoon sessions were spent in small groups analyzing actual arbitration decisions.



"SEE YOU AT THE MEETING"...

"Few words are so meaningful for the hopes and aspirations of working people. They are at once an expression of mutual respect, a pledge of fraternal support, and an affirmation of faith in the practical uses of democracy. Every improvement in working conditions, every measure of success scored by your Local Union, had its beginning at a Union meeting."

Nevada Shop Stewards Meet

By Darrel Mitchell

On Saturday February 24, 1979 Local 1245 shop stewards from all over northern Nevada attended a training seminar.

The session was developed by Business Representatives Darrel Mitchell and John Stralla. Assistant Business Manager Tony Morgado also was in attendance.

The day was spent discussing arbitration. In the morning session a film depicting an arbitration case was shown. After the lunch break, the stewards were put into groups of four to go over actual arbitration cases in order to try to resolve the issues.

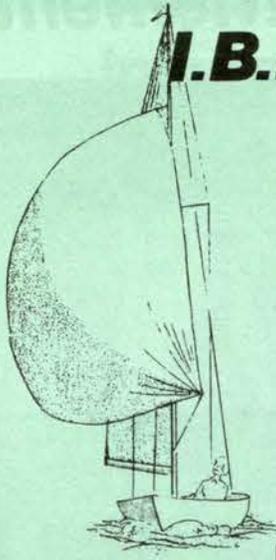
Comments made by the stewards in attendance indicated the day was well spent in training our Nevada stewards for better representation of our members.

The following stewards were in attendance:

Wayne T. Stewart
Jim Cale
Sue Gulley
Marie Pryor
Robert White

Arlene Whitman
Patricia Gray
Johanna Garcia
Bill Allyn
Tam Talley
Louis Pyers
John Batton
Tom Watkins
Jackie Gribble
Tom Strachon
Jay Killgore
Don Maler
Gerald B. Fondy
James M. Shelton
Maude Farmer
Will Niven
Dusty Cecchi
Flo Stearns
Fred Jones
Timothy McKnight
Anne Spencer
Doris Harrington
Janet Petersen
Becky Coucnum
Darlene Dominguez
Janice Sturn
Al Pedigo

I.B.E.W. POKER RUN



APRIL 7*

ANTIOCH BOAT RAMP
Sign In From 7:30 to 10:30 a.m.

DRAWING AT 5p.m.
at the Holiday Lodge in Antioch

For Information Call (415) 933-6060
* weather permitting



BARGAINING ROUNDUP



CITIZENS UTILITIES COMPANY

Negotiations have reached an impasse. The Union is filing unfair labor practice charges against the company for refusal to bargain.

C.P. NATIONAL (ELKO POWER DIVISION)

The members accepted Company's offer of a 7% across the board wage increase plus a 6 cent hike for linemen.

C.P. NATIONAL (MEDICAL NEGOTIATIONS)

Proposals have been received from the company and are now being studied by the various local unions involved.

C.P. NATIONAL (LASSEN)

The membership has again rejected the Company offer. No formal meetings are scheduled. The union is exploring possible courses of action to get negotiations moving again.

DAVEY TREE SURGERY COMPANY

By a margin of 80-18, the membership ratified a wage increase, effective 12-18-78, granting 7 1/2% to the climber and top foreman classifications, and 6 3/4% to everyone else.

GLENN-COLUSA IRRIGATION DISTRICT

Bargaining is progressing slowly. In the meantime, the Union is suing the District in Superior Court for recognition.

MERCED IRRIGATION DISTRICT

A 9% general wage increase effective March 1, 1979, was ratified by the members and approved by the Board of Directors.

MODESTO IRRIGATION DISTRICT

Negotiations are in progress. The next meeting is scheduled for March 20th.

NEVADA IRRIGATION DISTRICT

The latest offer was ratified by the membership. It provides for a 6.13% wage increase (due to the District paying the employee's share of F.I.C.A. taxes) and improvements in vacations, funeral leave, sick leave, and medical insurance.

OUTSIDE LINE CONSTRUCTION

Negotiations began with the employer on March 15th and 16th. Further meetings are scheduled for March 26, 27, and 28.

PACIFIC TREE EXPERT COMPANY

The Union is considering the Company's last offer, which will be put out for a vote.

CITY OF ROSEVILLE

Settlement was reached providing a 6 1/2% wage increase effective 1-1-79. The city will pick up medical and dental insurance costs.

SACRAMENTO REGIONAL TRANSIT DISTRICT

Five negotiation sessions have been held with little or no movement by the district. Meetings are scheduled for March 22nd and 23rd, and possibly the 21st.

SIERRA PACIFIC POWER COMPANY

Union and Company have met twice to exchange and explain their proposals. Specific proposals are now being prepared in committee meetings. The next joint meetings are scheduled for March 29 and 30, 1979.

TRI-DAM PROJECT

The last offer was rejected on February 22nd. Negotiations continue.

U.S. BUREAU OF RECLAMATION

An arbitrator heard the main wage issue on February 23rd and ruled that the 5.5% federal pay limitation did not apply to Local 1245 and the U.S.B.R. The Union is now awaiting the rest of the arbitrator's decision on the amount of the wage increase.

X-RAY ENGINEERING COMPANY

Union is attempting to schedule another meeting with the company negotiator.

YUBA COUNTY WATER AGENCY

Agreement was reached on a 7.6% general wage increase retroactive to 12-1-78 with substantial improvements in the Medical Insurance Plan.

The California Supreme Court recently decided that the Legislative freeze on public employee wages (Section 16280 of Senate Bill 2212) was unconstitutional. This action directly affected negotiations with the following agencies:



City of Oakland Negotiating Committee members Cecil Jackson (left), Veodis Stamps and Jim Kreugh.

A/C TRANSIT DISTRICT

The District is now proceeding to retroactively implement the quarter cost of living adjustments.

ALAMEDA BUREAU OF ELECTRICITY

The Union is awaiting the City's action to implement the agreed-upon 7.7% wage increase.

BERKELEY, CITY OF

The City is proceeding to implement a pre-negotiated wage increase scheduled for July 1, 1978.

LOMPOC, CITY OF

The City has paid a semi-annual cost of living adjustment with interest.

LODI, CITY OF

Negotiations have re-opened on the subject of wages for the 1978-79 fiscal year.

OAKLAND, CITY OF

Negotiations continue on the subject of wages for the 1978-79 fiscal year. The second meeting was held on March 16th.

Appointments NEGOTIATING COMMITTEES

City of Lodi
Gary C. Mai
Mike Williams

Davey Tree
Gilbert Rojo

Lynch Communications
Mary Cecchi
Janice Davis
Jackie Gribble
Izetta Gribble
Izetta Kiester
Anne Spencer

INTERIM NEGOTIATING COMMITTEES

General Construction Service Center
Lines of Progression
Robert Balderson
Bill Greenough
Rick Maben
Tony Madruga
R. A. Speck
Richard Thompson

General Construction Apprentice Electrician
Don Lagerholm
Dennis Chapman

General Office Computer Operations
Rosalie Hubert

CENTRAL LABOR COUNCILS

Monterey
Lorenzo V. Gonzalez, Jr.

PG&E Negotiating Committees Celebrate Settlement

By Jim McCauley

On Saturday, February 10, Local Union 1245 and Business Manager Dean Cofer hosted an evening dinner for the Union's members of the PG&E Medical and Wage Negotiating Committees and their guests. The affair was held at the Holiday Inn in Concord and was attended by most of the committees' members. Also present were: Business Man-

ager Dean Cofer, Senior Assistant Business Manager Willie R. Stewart, Central Area Executive Board Member Red Henneberry and their wives.

Willie Stewart, Union's spokesperson for both committees was recognized during the evening as the mainspring in this successful negotiating effort. Dean Cofer and several of the committee members delivered words of praise concerning the effectiveness of Willie's leadership.

The committees presented Willie with a signed, framed cartoon which portrayed his leadership in humorous terms. Red roses were presented to Cindy Naranjo for her charming presence as a member of the Medical Negotiating Committee, and Gary Abrahamson was presented with a Heart of the Committee Award by Willie Stewart.

The evening, which was filled equally with humor and with sincere statements of appreciation, was wholeheartedly enjoyed by all who attended.



Medical Negotiating Committee Members and their guests.

Faberge Products On Unfair List

Bal Harbour, Fla.—The AFL-CIO Executive Council has endorsed a consumer boycott of Faberge products—perfumes, colognes, cosmetics and toiletries.

After 35 years of production in Ridgefield, N.J., the council noted that Faberge, Inc., has abandoned the community and abrogated its long-time contract with the Oil, Chemical & Atomic Workers.

Without warning or regard for the welfare of its 525 unionized workers, the company has shifted operations to Raeford, N.C., and announced its intention to operate non-union, the council said.

Employers may contest citations issued by the Occupational Safety and Health Administration (OSHA) to the independent, three-member Occupational Safety and Health Review Commission appointed by the President.

* * *

Employees as well as employers must comply with standards, rules and regulations of the U.S. Department of Labor's Occupational Safety and Health Administration.



Medical Committee member Gary Abrahamson presents fellow Committee member Cindy Naranjo with a bouquet of roses.



Wage Committee member Bettie Charles receives a certificate of appreciation from Business Manager Dean Cofer as Sr. Ass't. Business Manager Willie Stewart and his wife Winnie look on.

Jerry Bayless Retires



Business Representative Wayne Weaver (left), Jerry Bayless (center) and Robert Staab reminisce about the "good old days" at Jerry's party. Jerry worked for Pacific Gas and Electric Company 33 years and retires as a Cable Splicer in Fresno. His retirement plans include extensive travel with his wife, Katie, in their recreational vehicle. His other interests include fishing and "girl watching". Bob, now a Field Foreman in Bakerfield, served on Local 1245's first elected Advisory Council in 1953.



Wage Negotiating Committee Members and their guests.

Notes of Interest

Unit 2312, East Bay General Construction, is the winner of the Local Union Unit Social Fund for the month of February.

Arthur L. Williams, a member of Unit 1122, Merced, is the winner of the Local Union Unit Drawing for the month of February.

Brother Wayne Weaver was elected by "white ballot" as Vice President of the Kern, Inyo and Mono Counties Central Labor Council for the next two-year session.

Michelle Cofer, 12 year old daughter of Brother Dean Cofer, was initiated as a member of the International Order of Rainbow for Girls (Concord Assembly No. 15) on March 13, 1979.

New Members

Glenn-Colusa I.D. Employees Join 1245

By Larry Hope

On December 2, 1978, the employees of Glenn-Colusa Irrigation District attended an organizing session headed by representatives of the Local. Glenn-Colusa I. D. is headquartered in Willows, California. The District supplies irrigation water throughout Glenn and Colusa counties and consists of various shops and pumping plants.

The benefits of union membership were discussed in depth at the meeting. Business Representative Larry Hope emphasized that a strong bargaining force is the only way workers can effectively combat unscrupulous employers and that unionization is the only true answer to workers' problems with management. Some of the employees at the meeting recounted the many years of battling with their employer to obtain better working conditions. They said that they had been trying to improve their standard of living over the years but have fallen behind.

As the inequities of the District's policies were discussed, some of the employees recounted specific instances when they had been discriminated against. For example: The District granted wage (step) increases by favoritism rather than seniority; Employees were disciplined without being allowed representation or recourse; and working conditions, raises, etc. were improved or reduced at the whims of the District Manager.

Within one week from the December 2 meeting, 96 percent of the bargaining unit employees working at Glenn-Col-

usa had signed applications for membership in Local 1245. Union's proposals for negotiations were submitted to the District and bargaining was set to get underway, when as a stall tactic, the District refused to formally recognize Local 1245 as the designated bargaining representative for Glenn-Colusa employees.

The Union has initiated legal procedures to force the District to recognize us under the provisions of the Meyers-Milias-Brown Act. It is anticipated that bargaining will actually be in progress by the time this issue of the UTILITY REPORTER reaches you at home. Then our brothers and sisters employed at Glenn-Colusa will be able to say "negotiations are in progress — real negotiations."

On behalf of Local 1245, I welcome our new members from Glenn-Colusa Irrigation District.

Consumer Alert

Gasoline Price Violations Should Be Reported to Toll-Free Telephone Number in Washington, D.C.

The Department of Energy is urging motorists to report violations of Federal ceiling prices for gasoline.

"Any motorist who has reason to believe that he or she was charged more than the legal price should call DOE's toll-free hotline," Hazel Rollins, Deputy Administrator of the Economic Regulatory Administration, said.

"The motorist should note the dealer's name and address, and, if possible, the telephone number, specific information about the grade of gasoline, the posted maximum price, and the price he or she paid for the gasoline," Rollins continued.

The toll-free number for calls originating outside the Washington, D.C. area is 800/424-9246. The line will be

open until 1:30 p.m. (PST), Monday through Friday. A recording device will accept messages after hours.

The petroleum pricing and allocation regulations in effect since 1973 require that the current maximum legal selling price for gasoline be displayed on the pump. That price is determined on the basis of gasoline prices in May 1973, with certain adjustments permitted to reflect increased costs, such as for crude oil.

Failure to display on the pump the current ceiling price, or selling gasoline at a price above the ceiling, could result in civil penalties of up to \$2,500 per violation for each day the violation occurs. In the case of willful violations, the penalty is up to \$10,000 per day for each violation.

Deputy Administrator Rollins said DOE will follow up on every complaint received by contacting the dealer to determine whether a violation of the price ceiling has occurred.

There are more than 180,000 retail gasoline service stations in the United States.

California Energy Efficiency Appliance Standards in Effect in November

Starting November 3, 1978 all refrigerators, freezers, and room air conditioners sold in California have to meet new energy efficiency standards.

In ten years, these standards are expected to save the equivalent of four million barrels of oil annually.

Action in other parts of the country, since California adopted its appliance efficiency regulations two years ago, has resulted in adoption in Arizona, Wisconsin, and Minnesota of the California standards in whole or in part. Every major refrigerator manufacturer in the Nation is now designing to the California standards. The industry is also using energy efficiency as a major marketing tool.

Major electric utilities are publishing lists of all models meeting the standards for distribution to appliance retailers. Appliance purchasers should make sure to ask retailers the energy consumption of equipment they are considering purchasing, and should compare that to other models in the same category.

For more information: California State Energy Commission, Stephanie Bradfield, PIO; 916-920-6430.

The Occupational Safety and Health Act of 1970 is designed "...to assure so far as possible every working man and woman in the Nation safe and healthful working conditions and to preserve our human resources."

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) issues standards and rules for safe and healthful working conditions, tools, equipment, facilities and processes and conducts workplace inspections to assure that the standards are met.

FLASH California PUC Denies Rehearing — Upholds PG&E Employee Discount

MARCH 13. SAN FRANCISCO. The California Public Utilities Commission today rejected a petition to rehear the use of employee discounts. The petition was filed jointly by the "American G.I. Forum (Statewide), the Mexican American Political Association (Statewide), the League of United Latin American Citizens (Statewide), San Francisco Consumer Action, and Thirty-Six Energy Conserving Ratepayers and Potential Ratepayers."

The Commission stated its belief that the petitioning groups did not show good cause that a rehearing should occur.

Denial of this petition means an end to the latest round of attempts to eliminate the employee discount.

Members Cited for Lifesaving and Negotiating Committee Contributions

Local 1245 gave recognition this month to several of its members across California.

In the Northern Area, Troublemaker Marvin Detrick received the IBEW Lifesaving Award for his quick action after the wreck of a motorhome carrying sixteen persons. First to arrive on the scene of the accident, Detrick turned off leaking propane gas and sprayed fire retardant on the vehicle. He then administered First Aid to the victims. Business Representative Larry Hope and Shop Steward Ken Prince presented Brother Marvin with his award plaque.

Several members were recognized for their work on committees negotiating with their employers. Receiving certi-

fications were Byron Knox (City of Gridley), Randy Bane (Paradise Irrigation District), Rick Terrano (Paradise Irrigation District), and Troy Kellet (Richvale Irrigation District).

In the Southern Area, line foreman Orville Pendley and troublemaker Bert Baker were awarded IBEW Certificates of Recognition for lifesaving attempts in June of 1977 at an accident where two men were electrocuted. The men were electrocuted when a boom contacted a 12,000 volt powerline. Brother Baker cut wires and together with Brother Pendley gave mouth to mouth resuscitation to the victims. The Recognition Certificates were presented by Business Representative Ron Van Dyke.



Standing from left: Ken Prince, Marvin Detrick, and Larry Hope.



Byron Knox (left) and Larry Hope.



Standing from left: Randy Bane, Larry Hope, and Rick Terrano.



Troy Kellet (left) and Larry Hope.



Burt Baker (left), Joe Pendley, and Ron Van Dyke.

The Safety Scene

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

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

cle. If you have any suggestions for articles that relate to safety, they should be sent to the Local Union Headquarters marked Attention: Tony Morgado.



Poison Prevention Tips

By Susanne Coffey

Publications Editor, Alta Bates Hospital
"Poison centers get the most calls from parents of children between the ages of one and five, with the highest incidence of accidental poisoning occurring in children around two years old," said Larry Fleckenstein, Pharm. D., Director of Drug Information Services at Berkeley's Alta Bates Hospital.

In recognition of National Poison Prevention Week, March 18-24, Dr. Fleckenstein offers consumers tips on buying and storing medicines and home products that are potentially poisonous, as well as providing information to make your environment safe from accidental poisoning.

"There is no question that the use of safety caps on medicine containers has

decreased the number of fatal childhood poisonings," said Dr. Fleckenstein. "People have a choice when purchasing various home products. If possible, it is wise to select products with safety packaging. This is particularly important for medicines, petroleum products, drain cleaners, certain household cleaners, furniture polishes, and pesticides."

Many manufacturers voluntarily list the contents and the potential toxicity of their products on the containers. This is important according to Dr. Fleckenstein, because it helps consumers select one product over another. For example, some furniture polishes are less toxic than others. People with small children in the home want to purchase the safer product.

It's also important for the product to

be labeled in case it is accidentally ingested. You'll be able to read the ingredients to a doctor over the phone and receive proper medical advice.

"Expert advice from a physician or poison center is very important," said Dr. Fleckenstein. "Home remedies and even some antidotes listed on containers are not always reliable. For example, in the past a dilute salt solution was used to induce vomiting after an accidental poisoning. However, some small children have died of salt poisoning, so most authorities don't recommend that anymore."

It's helpful to have the phone number of your area poison control center by your telephone and a substance called syrup of ipecac, which is used to induce vomiting, in your medicine cabinet.

"Ipecac, to be used only on the advice of a physician or poison center, costs about \$1," said Dr. Fleckenstein, noting that it's a small price to pay for the possibility of saving a life.

Tips to make your home environment safe from accidental poisoning include:

- keep all medicines, including aspirin and other nonprescription drugs, home cleaning products, petroleum distillates, and pesticides in a locked cabinet or out of the reach of small children.
- keep all products in original containers, not in a cup or soda bottle or something that could be mistaken for a drinkable liquid.
- ensure all medicines and home cleaning products are clearly labeled.
- read the labels before taking medication.

- go through your garage and kitchen and throw away products you no longer use, i.e. paints, cleaning products, etc.

In disposing of medicines, you simply pour them down a drain or flush them down a toilet. Getting rid of pesticides or gasoline is more difficult. They must be disposed of in such a way that children and animals can't get to them. Many service stations will accept harmful gasoline products and dispose of them safely in their waste-oil cans, while many county agricultural departments will take pesticides for disposal.

If a poisonous substance is ingested, immediate medical attention is vital. "There can be delayed reactions in some cases," said Dr. Fleckenstein. "Just because there doesn't seem to be any problems right away, it doesn't mean a person hasn't been poisoned."

The following information can be kept conveniently in a medicine cabinet or by a phone:

In Case of Poisoning
CALL A DOCTOR

Name _____

Telephone _____

OR A POISON CONTROL CENTER

When Hurt on the Job

Choose Your Own Doctor

Prior to January 1, 1978, the Worker's Compensation Law provided that after 30 days from the date an industrial injury is reported, an injured employee may be treated by a physician of his own choice or a facility of his own choice within a reasonable geographic area.

As of January 1, 1978, the law has been changed to provide that, in addition to the above, if an employee has notified his employer in writing prior to the date of injury that he or she has a personal physician and provides the employer with the name and address of the physician, the employee shall have the right to be treated by such physician from the date of injury.

It should be noted that a chiropractor does not qualify as a physician within the meaning of this law.

To assist those individuals who may wish to take advantage of this change in the law, we have prepared the form below which you may use in order to notify your employer of your personal physician. Send it to your employer by certified mail.

We recommend that individuals keep a copy of this form and a record of when and to whom it was given. Injured employees should continue to report all work injuries to their employers.

-----CUT ALONG DOTTED LINE-----

CHOICE OF DOCTOR FORM

Date _____

I, _____ state that _____
(Employee's Name) (Doctor's Name)

_____ M.D. whose address is _____

_____ is my regular physician who has previously directed my medical treatment and has my medical records.

I request the right to be treated by Dr. _____ from the date of any work injury. In case of emergency my employer is directed to take me to the nearest medical doctor and/or medical facility available, and to notify my regular physician immediately thereafter.

(Employee Signature)

(Social Security #)

Don't Get The Animals On Your Scent

If you're camping or hiking in national parks or other places animals are waiting, it may be safer for both you and your supper if there are some things the four-footed residents don't "get wind" of.

An important precaution to take is leaving certain things at home. That includes cologne. Many animals, like people, find sweet things "attractive."

The same goes for "aromatic foods" such as strong cheeses, ham and bacon. Fix these and fellow campers may not be the only ones coming to see what's cooking.

Keep all food tightly sealed till right before mealtime. Animals can "get wind" of things people don't smell.

After eating, clean up the traces **thoroughly** or four-footed visitors may come and clean you out. Throw trash into bear-proof trash cans or other containers the campground provides. Or take it with you to the first appropriate facility you find. Buried garbage attracts animals.

Store sealed food supplies out of sight in a locked car, **preferably the trunk**. Next best, if you've left your car, is hanging food from a tree, if one is available, as high up as possible. Experts urge that cooking, eating and food storage areas be a good safe distance away from your tent or sleeping area. **Never** bring food into your tent!

If animals do find your food, don't fight them for it, no matter what their size. You might get bitten or worse, and better the food than you. Even little chipmunks have extremely sharp teeth, and know how to use them.

Be wise, and try to avoid a whiff of trouble!

Provided as a public service by the American Physical Fitness Research Institute

Fatality: Leroy Stanford

Line Sub-Foreman Lee Stanford died Monday, March 5, when he apparently came in contact with an energized ground wire while installing a stub on a pole in Antioch. He was rushed to Los Medanos Community Hospital in Pittsburg but could not be revived.

Stanford, 52, had been with PG&E for 30 years. His death was the company's second on-the-job fatality of the year.