



utility reporter

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Local Union 1245, AFL-CIO,
P.O. Box 4790,
Walnut Creek, Ca. 94596
USPS NO. 654640



Keypunch Operators Protest

Dissatisfied Pacific Gas & Electric employees from the keypunch section at 77 Beale Street, took to the sidewalk in protest of the Company's recent interim bargaining proposal affecting their classifications and working conditions.

The members had been anxiously waiting for two years for some positive response from the Company regarding production standards and promotional opportunities, as was agreed to during 1977 General Negotiations. Having learned the Union finally received a proposal from the Company, the operators were surprised and disappointed to learn that it contained features such as piece work, bonus pay, restrictive promotional opportunities, and a means to discipline operators based on production standards.

Angrily, the employees decided that the Company should know that its proposal was totally unacceptable and demeaning to them, and they made their feelings known by their week long lunch hour protest.



"We (Keypunch Operators) want our classification."

Negotiations are now continuing, and the Union's Committee is hopeful that they will be able to reach a mutually acceptable settlement with the Company at an early date.



"This company wants a sweatshop."

PG&E

General Negotiations Bulletin

It is almost time for our membership employed by Pacific Gas and Electric Company to submit their proposals for 1980 General Contract Negotiations. The Physical and Clerical Agreements will be open for negotiations on wages, hours, and other conditions of employment.

The Benefit Agreement will be open for negotiations on the sole subject of adjustments applicable to employees receiving Long Term Disability Benefits.

Our members employed by PG&E are hereby requested to submit their proposals for contract changes at the JUNE and JULY Unit Meetings.

For a proposal to be considered it must be presented in the form of a motion; seconded and adopted by the Unit; and recorded by the Unit Recorder in the JUNE or JULY Unit Meeting minutes.

Suit Against PG&E Discounts

The state Supreme Court was asked in a petition filed April 11, 1979 to force Pacific Gas and Electric Company to eliminate our 25-percent employee-discount. **Local 1245 attorney Ron Yank of Burdick, Carrol & McDonough, has filed a brief on behalf of the Union protesting the suit and asking that the court dismiss the charges against PG&E and the PUC.**

The suit, filed by Public Advocates, Inc., the public interest law firm, charged that the discount was unfair and inappropriate in light of dwindling energy supplies.

Named as petitioners in the suit were a number of consumer and activist groups, including **San Francisco Consumer Action, the League of United Latin American Citizens and the Mexican-American Political Association.**

Charged as respondents were the Public Utilities Commission, the five PUC members as individuals and PG&E.

Our utility rate discount is not unfair or inappropriate. Last year we proved to the Public Utilities Commission that the energy consumption of PG&E employees on the average approximates that of non-employees. There is no evidence to support the charge that discounts discourage conservation. The weak energy conservation argument used by these "environmentalists" is no justification for the courts or anyone else to tamper with a fringe benefit which PG&E employees have enjoyed for over 70 years.

YOUR Business Manager's COLUMN

POTPOURRI



DEAN COFER

I'm pleased to announce the promotion of Administrative Assistant Charlie Gadzik to the position of Business Representative. Brother Gadzik has been assigned the responsibilities of directing the research, training and communications activities of the Local Union. He will coordinate the work performed by the Librarian, Utility Reporter Editor, and our two research interns... and will continue to develop training programs for Shop Stewards and Staff. The certificated Shop Steward's training program currently being presented throughout our jurisdiction was planned and coordinated by Brother Gadzik, as was the soon to be mailed membership attitude survey.

Charlie, a Machinist Union member before coming to the IBEW, brings a solid background of experience and education to the job. He has a masters degree in labor relations and obtained experience in developing training programs while working at the nation's oldest labor education center, the Wisconsin School for Workers.

The Local Union's 1979 certificated Shop Steward's training program is well under way. The four day course includes sections on labor law, history, safety, worker's compensation, grievance handling, arbitration, Union operations and the Union's political role. It has already been completed by Shop Stewards employed by P.G.&E.'s Shasta, DeSabra, Colgate and Drum

divisions and by Stewards at Citizens Utilities, Paradise Irrigation District, CP National, City of Redding and the City of Gridley. The program has also been started at seven other P.G. & E. divisions and at five public agencies along with a number of other private employer groups. By the year's end the program will have been offered to all of the Union's Shop Stewards and it is estimated that approximately 500 Stewards will take advantage of this training course and receive certificates of completion in 1979.

* * *

At long last I am able to announce that another goal of the Local Union is within striking distance of being completed. For years now, the Local Union has wanted to develop an index showing by section of the P.G.&E. Agreement, all applicable letter agreements, review decisions, and arbitration decisions. Such an index would be invaluable for use by Business Representatives and Shop Stewards when they are researching and filing grievances.

Our Librarian, Pat Rutherford, has been working very hard on the development of this index, and it is now anticipated that the job will be wrapped up by next January. As soon as the index is completed we intend to furnish a copy to each Business Representative and P.G.&E. Shop Steward.

* * *

I have written about the importance of continuing to organize the unorganized (Continued on page two)

Glenn-Colusa District Cited

A number of our members employed at Glenn-Colusa Irrigation District were suffering from excessive skin rashes and vomiting. They believed these attacks were caused by a metal preserver which contains benzol, coal tar and xylophane.

They reported their suspicions to Business Representative Larry Hope who in turn discussed the matter with Assistant Business Manager Tony Morgado. Upon Tony's advice, Larry contacted the District and requested that it no longer require our members to use the chemical without supplying them with the proper safety and health equipment. Hope also told the District representatives if they did not voluntarily agree to our demand, we would pursue the matter with Cal/OSHA.

The District agreed to stop using the chemical until they checked out its contents. Approximately two weeks later a representative of the District showed Hope a letter prepared on Cal/OSHA letterhead which stated that the metal preservative contained **no toxic ingredients**. Since this report was totally contrary to what the Local Union's reference books said about the chemical, Hope contacted the OSHA office in Chico and filed a formal complaint with a request that OSHA send a Safety Engineer to inspect the premises.

When OSHA's investigator came out to inspect the properties, he informed the District that their alleged report was in fact a lie and that the metal preservative did contain three toxic ingredients:

benzol, coal tar and xylophane. He issued an order that they stop using Ensign 395A until they provided employees with proper health and safety apparatus.

As a result of Hope's request to Cal/OSHA that a safety inspection of the District properties be made, the District was cited for 29 general safety violations and 4 serious safety violations.

The distinction between general and serious violation citations is based on the degree of probability that injury will result from the unsafe condition.

One of the serious violation citations involves alleged substandard pulleys and v-belts in the District's Williams Shop, Willows Shop and at the Hamilton

City Pump Station. Two others involved alleged problems with radial arm saws at the Jacinto Shop, located two miles west of Ord; and at Williams Shop. The fourth citation concerns chain and sprocket drives at the Hamilton City facility that allegedly have no safety guards.

The District has 15 days from the time the citations were issued to appeal to the Occupational Safety and Health Appeals Board, a separate agency from Cal/OSHA. If they do not appeal they have until May 4 to correct the alleged violations. At this writing, it is not known whether or not the District will ask the appeal board for an extension of time to make the repairs or if it will fight the citations by attempting to prove that no violations exist.

GRIEVANCE RECORDS SHOW

Stiff Penalties for Energy Theft

Utility companies are cracking down on consumers and employees suspected of energy diversion, meter tampering and other types of energy theft. The consumers are prosecuted in the courts, while the employees receive severe discipline and usually discharge in the majority of cases.

Energy theft by employees is considered to be as serious as any other theft of company property. The penalties are harsh and little can be done to soften them. Arbitrators across the country have sustained the discharges of

employees with long service records.

The discharge pattern applies to utilities in Local 1245's jurisdiction. In a recent case, a PG&E employee who tampered with his meter and diverted energy was discharged after working 17 years for the Company. Similar cases have occurred at other power companies.

Although grievances are filed in these cases, there is little hope for reinstatement. The Company is well aware that its action will be sustained by an arbitrator, and that it doesn't have to compromise by putting the employee back to work.

Survey Provides Chance to Speak Out

By the time you read this article, the Local 1245 Membership Attitude Survey will be on the way to a randomly selected group of Union members. Those who receive the surveys have an excellent opportunity to comment on our Union and suggest ways for it to progress.

The scientifically designed survey is a cooperative effort between the Union and the Center for Labor Research and Education at the University of California. The University will analyze the survey responses (which will be confidential) and prepare a report for the Union. The results are expected to show ways for the Union to reduce membership apathy and provide better service.

The surveys are important and every member who gets one is urged to promptly fill it out and send it in.

Jobs or Clean Environment? Conference Seeks an Answer



Secretary of Labor Ray Marshall, who addressed "Jobs or Clean Environment Conference, speaks with Pat Rutherford, Local 1245 Research Analyst, who moderated "A Safe Environment In and Out of the Workplace" workshop.

Several angry speech making representatives from labor, business, government and environmental groups met March 24 to discuss whether our society can have both jobs and a clean environment.

Do we have a choice? It depends on who you talk to.

"If a worker has to choose between his job, a plant that spews pollutants into the air, he will choose the job. That's blackmail. The worker has no choice", said Tony Mazzochi, Vice President, Oil, Chemical and Atomic Workers International.

Bill Ward, Secretary, Alameda County Building and Construction Trades Council laid it on the line, "If a proposal will increase jobs, we're for it."

Mazzochi carried it further, "If a plant isn't built because of environmental controls, workers should be compensated by the Government."

But frustrated citizen participants countered that the air is bad enough now. We don't want any more plants built, they said.

"The air is cleaner now than it was 5 years ago," defended Robert Kuykendall of the Environmental Protection Agency.

All agreed that the worker has a right to a safe workplace, but expressed a sense of powerlessness to create a safe environment.

"Our only growth industry is cancer," said Mazzochi. Paul Brand of the Air Quality Maintenance District said that our life spans are not really increasing; rather, a decline in the infant mortality rate artificially improves the statistics.

Secretary of Labor Ray Marshall was more positive. "Workers don't have to strike a bargain, exchanging their health for a job. We now have standards for cotton dust, asbestos and lead. Workers in the past have paid a heavy price for an unsafe workplace, paid in being disabled, to say nothing of their suffering. Now these costs will go where they belong, to industry. These are the costs of doing business," said Marshall.

He added that pollution controls have created new industries and created hundreds of thousands of jobs.

Held in Oakland on Saturday, March 24, the conference consisted of Marshall's address and six workshops on ways to put together paychecks and a clean environment.

YOUR Business Manager's COLUMN

DEAN COFER

(Continued from page one)

many times in the past. I cannot stress enough how very important the Local Union's efforts are. Organizing is the lifeblood of the labor movement. Increased strength means a proportionate increase in the amount of "clout" we have with employers, government, the AFL-CIO, and our own International Union. Additionally, the more groups and members our Local Union signs up, the more professional and efficient our operation becomes — which means that we are able to do a better job for all of the membership.

All of you are aware that political activity is a necessary activity by the Local Union. It's necessary because the

government, at any time, can take away all of the gains made over the years by our Local Union with the mere stroke of a pen. The larger our membership is, the easier it is to get the attention of legislators who depend on the good will of the electorate to keep their jobs. Organizing the unorganized is a good Union principle that pays off for all of us...let's keep up the good work.

* * *

Our Local Union is only as strong as all of us working together make it. Solidarity and a united front are essential. Please participate in the affairs of our Local Union and continue to support your Officers and Shop Stewards.



the utility reporter

Telephone (415) 933-6060



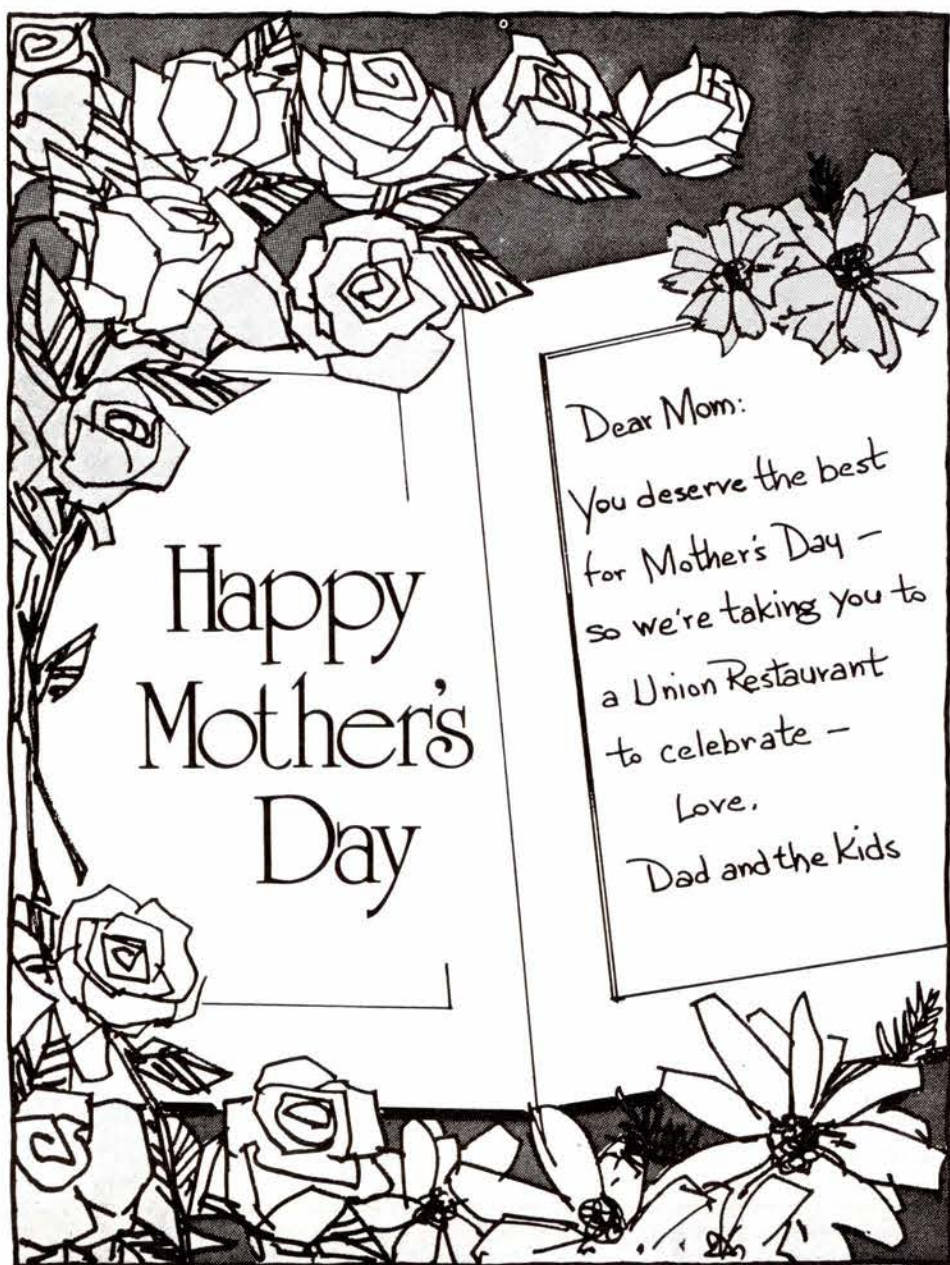
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Outside Construction Hot Line

by John Wilder

Negotiations are in progress. Union's Committee met with the Contractors on March 15, 16, 27 and 28, and April 9 and 10. We are scheduled to meet again April 19 and 20. As of this writing no agreement has been reached. If we do not reach an agreement at our meetings on April 19 and 20, we will send the unsettled issues to the Council on Industrial Relations.

The work picture is excellent. Most of our Book 1 hands are working.

Slater Electric has a job going at Cottonwood, California. Dock crews are working in the Reno area, Lake Topaz area and Carson City. They are soon to start a job from Reno to Stead Air Base.

B and A Electric is still working on the Substation job in Redding.

Tri-O-Electric is completing the second phase of the Sierra Pacific Power Company cross-state transmission line. They have about a weeks' work on the wire to complete this phase. Phase 3 will be started as soon as the wire work is completed. This is another 62 mile section. The fourth phase of this line will be out for bid in the early part of May. This will be a 110 mile job. It will take this line to the Idaho border.

Electric Contractors, who are doing the Oil-O-Static underground line in Sacramento, are about ready to pull ca-

ble and start the splicing. There is another Oil-O-Static job coming up for bid in the early Summer. It is my understanding that this will be another 6 miles.

Crater Line Construction is completing their work in Portola and will be starting work at Hurley Substation and Pocket Substation in Sacramento.

The Melones Dam job has about four weeks more work before it will be completed.

Overhead Electric has a pretty good size wood-pole transmission line job underway for Plumas-Sierra REA.

Slater Electric will be starting work on the Orangevale Substation in Sacramento. They are also working on a small Substation job for Sierra Pacific Power Company in Reno.

They will be starting 13 miles of wire stringing for SMUD in the near future.

Slater Electric also has a job coming up in the latter part of this year to upgrade 16 transformers at Shasta Dam.

Harker and Harker has a small substation job starting immediately in the Reno area. In the future, there will be more substation work at the Geysers project. Also there will be a substation to build at Valmi coal-fired power plant in Battle Mountain, Nevada.

It looks like we will be able to keep all our people working for the rest of the year.

YOU, YOUR JOB, AND THE LAW



Crossing Another Union's Picket Line

by Harry M. Marsh and Maureen C. Whelan
Attorneys at Law
Marsh, Mastagni & Marsh

Can Local 1245 members refuse to cross another union's picket line? The answer to this complex question depends on the facts of the particular situation, but as a general rule it is against the law for a union or its members to refuse to work for an employer that is engaged in a labor dispute with another union. This is considered "secondary" activity and is prohibited.

There are two common situations where the problem arises: (1) Picket lines established by some other union on property operated by the company that employs Local 1245 members; and (2) picket lines established by some other union on property operated by a company that does **not** employ Local 1245 members (i.e. a picket line around the property of a PG&E industrial customer where a PG&E Local 1245 member is required to work.)

Federal Law does grant (under very limited circumstances) some protection against discipline for refusing to cross another union's picket line. The employer can't discipline you if his real reason for the discipline is your union activity, but he can discipline you if his reason is simply your refusal to work. Furthermore, a strike cannot be a wildcat strike.

You can see that in most situations the employer has a right to insist that you cross a picket line. If you refuse you can be suspended or discharged.

A common example of the picket line crossing problem is the case where the picketed employer is a contractor or subcontractor working on the premises of another employer like PG&E or one of PG&E's customers. When picketing begins, two entrances to the premises are almost immediately established. One entrance or gate is for the employees of the struck employer, and a second gate is for all other uninvolved employees. The strikers must confine the picketing to their own gate and the uninvolved employees must, in essence, cross the picket line by entering at the other gate.

Regardless of how many entrances there are or who owns the premises, the right to observe the picket line is limited to cases of discrimination as mentioned above.

An additional limit to the right to observe picket lines is found in many of Local 1245's contracts with utilities like PG&E and Sierra Pacific. These contracts require continuity of service and do not expressly recognize the right to observe other unions' picket lines.

In these cases, refusal to cross a picket line would be a violation of the contract itself and could result in discipline or discharge. The penalty could be grieved under the grievance procedure, but it is impossible to predict what the outcome might be. The result would depend on the facts of the case and on who the arbitrator is. No matter what the situation is, the member who refuses to cross a picket line subjects himself to some risk.

If another union is picketing **your** employer, your rights to cross or not to cross the line in most cases depends on the provisions of your contract. The critical factor here is whether your contract contains a prohibition against such "sympathy" strikes. If it does, and if you honor the picket line, you may be subject to discipline.

Note: This entire opinion on crossing picket lines assumes that both the picket line and strike are sanctioned and lawful. The situation would be far different if the strike and pickets were unsanctioned (wildcat) or unlawful.

Furthermore, this opinion applies only to private employers. Public employee members take a considerable risk in refusing to cross a picket line under any circumstances.

The issue of crossing picket lines is very complex. Observing another union's picket lines is not only risky to the member, it can subject Local 1245 itself to various lawsuits and penalties. **Therefore, consult your Business Representative or call the Local Union headquarters before taking any action. It is better to be safe than sorry.**

NEVADA NEWS

By John Wilder

There will be a Shop Stewards Training Conference for all Local 1245 Stewards working at Nevada-based properties under our jurisdiction. The meeting will be held in Reno on April 21 and 22. The two-day session is part of the Union's Certificated Stewards Training Program. Stewards attending the session will receive comprehensive training in Labor Relations.

Bargaining between Local 1245 and

Sierra Pacific Power Company is still in progress. Meetings are being held on a regular basis. So far, we have only been working on contractual language revisions. We have not been involved in discussions on economic issues. However, the Committee is scheduled to meet continuously into the third and fourth weeks in April. Hopefully, at the conclusion of these meetings bargaining will be concluded.



During the period January 24, 1979 through February 22, 1979, applications for membership were received from the following persons:

SAN JOAQUIN DIVISION

Chapman, S.A.
Daries, I.L.
Koons, R.L.
McClain, M.L.
McElhaney, T.W.
Tuck, J.M.
Rosenwinkel, L.R.

COAST VALLEY DIVISION

Ericson, M.R.
Ruso, M.S.

MONTEREY PEN. TV.

Sit, P.A.

PIPELINE OPERATIONS

Earl, P.A.

SAN JOSE DIVISION

Koops, A.S.
Lau, M.
Rounds, J.D.
Russell, K.A.
Triplett, R.
Yazzolino, M.E.

MATERIALS DISTRIBUTION

Selak, R.W.

EAST BAY DIVISION

Boddie, D.L.
Burton, G.L.
Clardy, D.L.
Davis, J.D.
Fulgencio, R.P.
Goodenough, G.B.
Keys, F.D.
Lopes, J.M.
Padilla, P.A.
Winters, D.H.
Wangeline, J.

X-RAY ENGINEERING

Geiser, M.M.
Kopp, H.C.
Martin, B.P.

BAY CABLEVISION

Lesnansky, R.S.
Stuart, K.L.

SAN FRANCISCO DIVISION

Broadway, S.M.
Campbell, D.E.
Cummings, R.G.
Corriveau, P.J.
Godwin, M.J.
Jovovich, R.J.
Laugham, M.R.
Scannell, K.J.

GENERAL OFFICE

Amatago, P.G.
Bruckman, P.M.
Crafton, B.G.
Duarte, R.R.
Iwasa, C.M.
Lee, H.
Peltier, P.E.
Picon, K.
Robinson, C.L.
Teller, C.L.
Wyneloff, K.D.

STOCKTON DIVISION

Griffin, K.J.

CITY OF LODI

Ward, R.D.

SACRAMENTO REGIONAL TRANSIT

Tavares, A.S.

PACIFIC GAS TRANSMISSION

Cole, L.K.

SHASTA DIVISION

Bennett, D.E.

CP NATIONAL (LASSEN)

Gallagher, R.K.
Rose, E.M.

SIERRA PACIFIC POWER

Cookson, D.M.
Depew, D.W.
Frugoli, Ron
Hargrove, J.W.
Martin, K.J.

CP NATIONAL (TELEPHONE)

Glazier, G.
Shirley, E.S.

LYNCH COMMUNICATIONS

Colburn, A.J.
Cooley, L.M.
Correll, H.J.
Dalool, M.
Gaumer, L.S.
Gustafson, M.
Heaney, S.L.
Jones, L.J.
Kiney, D.A.
Lawson, J.J.
Marsfield, G.L.
Richmond, B.A.
Rowe, J.E.
Selden, M.
Taylor, E.L.
Tuller, K.A.
Vincent, A.J.

DE SABLA DIVISION

Geyer, J.G.

DRUM DIVISION

Laner, G.W.

COLGATE DIVISION

Donaldson, L.D.

NORTH BAY DIVISION

Bloomfield, L.H.
Byerly, S.M.
Fisher, H.D.
Herren, J.R.
Langhals, T.M.

CITY OF HEALDSBURG

Arguelles, R.R.
Iva, J.S.
Larson, R.J.

SACRAMENTO DIVISION

Carlson, C.T.
Smyth, L.L.

SMUD

Ahern, S.D.
Bedient, W.J.
Bourassa, C.
Cooper, M.D.
Gonzalez, C.J.
Ha, M.M.
Howard, G.T.
Harrison, J.
Kowalik, M.D.
Morisowa, W.S.
Muhs, M.K.
Rangel, J.
Ridgway, J.V.
Rosaschi, G.A.

USBR

Conrad, G.S.
Rodewald, T.A.

CITIZENS UTILITIES

Chambers, E.B.
Coward, J.A.
Davis, M.E.
Fisher, A.L.
Holets, F.W.
Pulcifer, J.L.

GENERAL CONSTRUCTION

Abell, D.K.
Alexander, B.J.
Amick, J.R.
Barnett, D.H.
Berlinguet, J.D.
Bevington, R.C.
Boudreaux, A.H.
Burrow, G.L.
Butler, L.A.
Cerruti, S.J.
Daugherty, W.H.
Dickerson, D.D.
Fernandez, P.L.
Fogarty, D.K.
Gann, W.M.
Greer, M.E.
Grover, J.L.
Hendrix, L.R.
Irigoin, R.B.
Martin, D.P.
Moriarty, M.J.
Morris, D.J.
Morris, K.E.
Munson, T.
McKinnon, L.E.
McNeil, K.K.
Paseal, S.P.
Pfennig, C.E.
Pomeroy, D.L.
Powell, P.K.
Rios, M.G.
Sarley, J.H.
Swindell, R.B.
Vernava, M.L.
Vetrini, A.J.
Villa, R.J.
Vigil, P.C.
Weiher, C.B.
Woods, T.L.
Young, M.A.
Zaich, P.D.

DAVEY TREE

Beacom, J.
Dixon, B.D.
Ferguson, J.D.
Flores, J.M.
Graham, R.D.
Henkel, R.E.
Laun, R.W.
Manzo, J.H.
Quinoz, P.R.
Ochs, R.A.
Pacheco, T.W.
Sisco, M.D.
Tate, S.R.
Trezza, J.A.
Tromblee, J.F.
Villarreal, R.E.
Walliser, P.M.

PACIFIC TREE

Harrell, T.R.
Riddle, S.W.

OUTSIDE CONSTRUCTION

Moffett, G.
Bosanko, L.

BLS INSTALLS...

"Hot Line" for Fast Consumer Information

San Francisco - The Bureau of Labor Statistics has installed a 24-hour "hot line" telephone service to make it easier for Bay Area residents to get a quick fix on the current level of the consumer price index (CPI).

The hot line number to call is 415/556-3591.

A recorded message will give current CPI figures for the U.S. city average and the San Francisco-Oakland metropolitan area. U. S. Labor Department officials said the answering service was installed because of the heavy inquiry load of citizen inquiries wanting to keep track of the impact of inflation on urban consumers.

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.

Pacific Gas and Electric Company

PG&E No. 79-10: Establishes the provisions to allow Assistant Power Plant Operators at the 30-month step, who have met all the requirements for progression to that step, to bid, pursuant to Subsection 205.7(b) of the Labor Agreement to the Power Plant Operator classification.

PG&E No. 79-8: Provides for the reclassification of a Station Attendant position to Roving Operator and establishes a basic workweek of Wednesday through Sunday with the hours of 8:00 a.m. to 4:30 p.m. for the position.

PG&E No. 79-21: Changes the passing score of 67 percent to 70 percent for the Basic Electricity School in Emeryville, to be effective at the end of the next classroom session.

Appointments

NEGOTIATING COMMITTEES

CP Needles - National

Mike Andrews
Tony Frazier

CENTRAL LABOR COUNCILS

Alameda

Ron Fitzsimmons

Merced-Mariposa

John Baptista
Pete Dutton
John Goodson
Vern Loveall
Don Manning
Ron VanDyke

Sonoma-Mendocino-Lake

Ray Friend
Joe Kauwe

GRIEVANCE COMMITTEES

DeSabra Division

Anthony Gonsalves

Local 1245 Honors Long-Time Members

Drum Division Awards Banquet

by Arlie Baker

Local 1245 sponsored a Service Awards Presentation Banquet for Drum Division and General Construction (working in Drum Division) members with 20, 25, 30 and 35 years of membership in the I.B.E.W. on Friday, March 23, 1979. Business Representative Arlie Baker coordinated the dinner which was held at the Moonshiners in Auburn, California.

Nine members and their wives were honored at the Champagne Banquet. The award recipients were: Willi Bahr, a General Construction member with 20 years; John Parks with 20 years; Lyman Halbert with 25 years; 30 year members Dick Garman, Les Ducotey, Bob Dobbins, Bob Cooper, and Cleve Bowman; and 35 year member Bob Craig.

Others who were eligible to attend the dinner but were unable to do so were: D. W. Stacy, L. W. Long, R. M. Butler, C. A. Gilpin, C. E. Wesson, J. E. Watts, D. Dowell, C. E. Whitecotton, J. V. Vetter, I. J. Smith, R. E. Asher, A. C. Fleming, A. E. Johnson, and M. G. Wilson. These members will receive their awards in the mail.

Staff members, Officers, and their wives present to honor the long-time members were: Senior Assistant Business Manager Willie R. Stewart and his wife Winnie; Northern-Area Executive Board Member Bill Peitz and his wife Joyce; and Business Representative Arlie Baker and his wife Vernamae.

The Award Presentations were made by Senior Assistant Business Manager Willie R. Stewart and Business Representative Arlie Baker. Special recognition was given to Bob Craig, the member with the most years of service. Bob has been a member of Local 1245 for 35 consecutive years. He and his lovely wife Bette graciously accepted the engraved belt buckle that was presented to Bob at the dinner.

Two other members who attended the ceremonies were able to boast that their

combined years with Pacific Gas and Electric Company totalled 141. Bob Dobbins and Bob Cooper have worked for PG&E for 61 years and their fathers worked for the Company nearly 80 years. Dobbins and Cooper have known each other since they were children (their wives say they are still a couple of kids) and their fathers worked together too.

They were recently reunited after several years of not seeing each other because Cooper was working in General Construction and was transferred to another Division. Approximately a year ago, he bid back into Drum Division. These two guys hadn't seen each other in all that time.

All of the members who received

awards this year are to be highly commended for voluntarily giving their support, both time and money, to the Local for all these years. Their contributions have made this a better organization.

I am looking forward to next year's Service Awards Presentation Banquet. Honoring long-time members is one of the most satisfying portions of my job.



Left to right are: Lyman Halbert with his wife Madeline and Bob Cooper with his wife Anala.



Seated left to right are: Business Representative Arlie Baker, Winnie Stewart, Northern-Area Executive Board Member Bill Peitz, Joyce Peitz, Mrs. Parks, John Parks, Bob Craig, and Lyman Halbert.



Seated left to right are: Vernamae Baker and Winnie Stewart; and standing (left to right) are: Business Representative Arlie Baker, Senior Assistant Business Manager Willie R. Stewart, and Northern Area Executive Board Member Bill Peitz's wife Joyce.



The 30-year award recipients and their wives had a ball at the party. From left to right are: Bob Dobbins, Cleve Bowman, Les Ducotey, Dick Garman and Bob Cooper.

Awards Presentation Banquet in Salinas

by Corb Wheeler

On Saturday, March 31, 1979, Local Union 1245 hosted a Service Awards Presentation Banquet honoring I.B.E.W. members in Northern Coast Valleys Division, with 20, 25, 30 and 35 years membership in the Union. The dinner was coordinated by Business Representative Corb Wheeler. Business Representatives Corb Wheeler and Ray Shepherd were assisted by Business Manager

Dean Cofer in making the award presentations.

The members listed below were entitled to receive service awards at the March 31 dinner. In addition to receiving service awards Brothers John Peterson, H. Searby, Ken Yocke, and J. Miskow were presented an honorary pin and scroll.

35 Year Members: F. J. Augusta, H. J.

Searby.

30 Year Members: Harry F. Bauer, F.J. Brazzi, George Brown, John Carroll, L. Castleberry, F. S. Conley, N. F. Coulter, John Culbertson, G. A. Dyer, Austin Harvie, R. Leino, W. Marbach, D. Marks, G. Marley, L. McKinley, J. Mellox, R. Miller, A. Ranzoni, L. Schell, E. Sisemore, C. Thompson, W. Williams, K. Yocke.

25 Year Members: B. Bailey, R.

Baumann, G. Berry, L. Buckingham, L. Bunch, F. Cathrien, J. Craig, H. Deen, A. Espinosa, G. Gibbs, C. Gollihar, C. Grenell, R. Fowler, N. Jensen, W. Jones, P. Katona, B. McCutchen, R. Mills, M. Mocettini, Valerie Nance, O. Nash, J. Olivo, W. Pedranti, W. Perreira, J. Richardson, N. Senco, J. Silva, P. Stoddard, E. Sullivan, L. Vanbibber, W. Wellman.



Business Manager Cofer, at the podium, congratulates award recipients. Seated (left to right) are: Business Representative Ray Shepherd and his guest Betty, Susan Cofer, Sharlene Wheeler, and Business Representative Corb Wheeler.



25 year award recipients and their guests.



20 year award recipients and their guests.



30 year award recipients and their guests.

Shop Steward Conferences

North Bay Stewards Discuss Grievances and Safety

by Frank Saxsenmeier

Twenty-seven North Bay Division Shop Stewards attended a special all-day training session at the El Rancho Tropicana in Santa Rosa on Saturday, February 24, 1979. The meeting was coordinated by Business Representative Frank Saxsenmeier and started at 9:00 a.m.

Local 1245 Vice President Howard Stiefer, Northern-Area Executive Board Member Bill Peitz, and North Bay Division Advisory Councilmember Richard Madden addressed the Stewards during the morning session. They briefly reported on their responsibilities and duties as officers, and discussed the Local's activities in general.

This meeting was held in addition to

those conducted under the auspices of the Local's Certificated Stewards Training Program. It was planned without a strict format to provide North Bay Division Stewards an opportunity to discuss general items of concern in their area. Some of the topics discussed were: the Local's Certificated Stewards Training Program; Pacific Gas and Electric Company grievance settlements; women in the workforce; and on-the-job safety.

Most of the morning session was devoted to discussing review committee decisions — their effect on the entire system — and their division implementation. Another item of concern covered at the meeting was the content and ap-

plication of various company-conducted clerical training programs. The rights and responsibilities of Stewards were discussed in detail. Stewards cited their successes and some of the problem areas they have experienced in dealing with company supervisors at the first step of the grievance procedure.

The entire afternoon session was spent discussing women in the workforce, with particular emphasis on the women working in non-traditional jobs. It was concluded, after a great deal of discussion, that Local 1245 women working in non-traditional jobs are not experiencing problems related to sex discrimination.

This meeting was not only informative,

but it provided North Bay Division Shop Stewards an opportunity to really get acquainted with their Business Representative. I have only been assigned to North Bay for a few months and this was my first chance to spend an entire day with many of the Stewards who attended the meeting.

Stewards in attendance were: Richard Madden, Joe Kauwe, Jack Lemos, Larry Finch, William Balsley, Howard Stiefer, Paul Frasher, Mike Benzon, Fred Lopez, Raymond Gallagher, S. C. Jensen, Arthur Hunkins, Booth White, Ocean, F. J. Garretson, L. B. Wood, C. R. Morgan, Glen Blakeley, Larry Pierce, Art Fahrner, Chris Abisia, Norma Ricker, Dave Dearing, and Donald Bettencourt.



Stewards Meet in Santa Cruz

by Orv Owen

San Jose Division, San Jose area General Construction, City of Santa Clara, Davey Tree and Teleprompter Shop Stewards met in Santa Cruz on March 17, 1979. This is the first of six Shop Stewards Conferences scheduled for San Jose Division this year. The next meeting will be held on April 14th. The Certificated Shop Stewards Training Program is scheduled for May 19th, September 8th, October 6th, and November 17th conferences.

At the March 17 Stewards Conference, we discussed problems unique to the San Jose area. There was good Steward participation as all the Stewards present had an opportunity to discuss problems affecting their particular areas. This resulted in some very productive discussions and exchange of thoughts which developed suggested solutions. We would like to thank the Stewards who were in atten-

dance for giving up a Saturday with their families for the necessary and useful training.

The following Stewards were in attendance: Bar-

bara Symons, Lindell Williams, Jack Hill, W. "Cy" Burr, Richard Murphy, Glen Newton, Fred Massey, Bruce Hughes, Scott Williams, Bill Hennings, Mark

Hughes, Christian Vanderstaay, Roy Castiglioni, Bud Conley, Steve Cramer, Ron Thomasen and Robert Barr.



North Bay and San Francisco

Stewards Discuss OSHA and Workers Compensation

by Frank Saxsenmeier

Business Representatives Frank Quadros, Ed Vallejo and Frank Saxsenmeier conducted an all-day Stewards Training Seminar at the El Rancho Tropicana in Santa Rosa on Saturday, March 24, 1979, attended by 35 North Bay and San Francisco area Stewards.

The keynote speaker at the Conference was Business Manager Dean Cofer. He reported on the highlights of the Local's activities during 1978 and referred to 1978 as a "good year" for the Local. Dean cited the overwhelming ratification of the PG&E Wage and Medical package as a tribute to the quality of the settlement; the defeat of the attack by the Public Utilities Commission sparked by various environmentalist groups upon our PG&E member's employee-discount; the increased organizing efforts of the Local Union; and our recent successes in organizing the unorganized within our jurisdiction as prime examples of the Local's victories in 1978.

Also cited by Cofer were many other areas where the Local has been successful in obtaining better working conditions and benefits for our members, and Dean reported on some of the areas where we have not been so successful and said that these will be the areas that we will strive to improve in 1979.

Bob Thomson, Chairman of the Local Union Safety Committee and a member of our Executive Board, gave a very informative talk on accident reporting and identification. He explained the use of the new form developed for utilization by the Safety Inspection Committee. He said, this form will serve as a report of Safety Inspection Committees and will be forwarded by these Committees to the Local's Safety Committee for their review. He also discussed the newly revised Accident Report form and stressed the importance of it being forwarded along with Confidential Data Sheets and Workers' Compensation Claims forms.

Paul Chown, Labor Coordinator at the University of California, Berkeley, talked about employee and employer rights and responsibilities under OSHA, accident and illness prevention programs, the OSHA Standards Board, filing complaints, inspections, violations and penalties. Chown's presentation included showing a film on how to conduct an OSHA inspection.

Dave Mastagni, Local 1245's Workers Compensation Attorney, discussed employee's rights under the State Compensation laws and explained, in layman's terms, the working principle of the law. He talked about how Workers Compensation developed in 1913 and gave the reasons behind passage of the law. Dave also stressed the importance of filing a disability claim with the State on all industrial injuries. He wound up the afternoon session answering questions from Stewards concerning workers compensation and other items of concern.

In closing, Business Representatives Quadros, Vallejo and Saxsenmeier thanked all the Stewards for attending. As in the past, San Francisco and North Bay Stewards will continue to have joint sessions. The dates for the rest of the year are as follows: June 23, 1979 in San Francisco, September 15, 1979 in Santa Rosa, November 17, 1979 in San Francisco.

Those Stewards that were in attendance were: Julio E. Mejia, George Allen, Art Fahrner, Steven Lee, Paul Howe, Brent Turner, Tommy Warren, Jim Parrish, Cindy Naranjo, Ocean, Herman Reuther, Ken Rawles, Bill Attinger, Arlis Watson, Bob Salazar, Melinda Carreon, Dorothy Hill, William Feeley, Dennis O'Sullivan, Jim Chappelone, John Malloy, Maurice Marcillac, Bonito Del Rosario Jr., Ed Sweet, John Pruitt, Larry Wood, C. R. Morgan, David Dearing, Jay Burton, Felix Wheeler, R. W. Madden, Pamela Lounsbury, and Donald Bettencourt.



Notes of Interest

Unit 3511, Auburn, is the winner of the Local Union Unit Social Fund for the month of March.

Ron Koshmieder, a member of Unit 2312, East Bay General Construction, is the winner of the Local Union Unit Drawing for the month of March.

Gary Grant Oyler was granted Journeyman status under the provisions of Policy 22 by the Local Union Executive Board at their March 1979 meeting.

Line Subforeman Kenny Prince was recently elected Trustee of the Elks Lodge in Quincy.

Brother Neal Huss, a Local 1245 delegate to the Five County Central Labor Council, was appointed to the 1979 Scholarship Committee. The Labor Council awards three scholarships in the amount of \$300 and two in the amount of \$200, to high school seniors from schools in the Five-County area.

Join the League

November Bowling Tournament

The Local 1245 East Bay Division Bowling Tournament Planning Committee selected Marvin Curtin as its Chairman. Marvin is a Senior Control Operator at Pittsburg Power Plant.

The Committee is in the process of finalizing tournament rules and establishing division categories. Brother Curtin announced that there will be at least two competition divisions. Division A will be for members with an average of 150 and

up; and Division B will be for those members entering the league with average scores of 149 and below. Awards will be presented by team, doubles, all events, and handicap.

For additional information or to sign up for the Tournament, slated for November 10 and 11, contact Business Representative Scott Thomas at 415/933-6060.

Coast Valley Members

Contribute to Rehab of Handicapped Vets

by Corb Wheeler

I.B.E.W., Local 1245 members in Coast Valley Division have been very active in a fund raising drive to help handicapped veterans sponsored by Post 31 of the American Legion. The program theme "Give Your Heart To Rehab...Get On The Wall". As such, Post 31 wrote the names of contributors on little hearts and hung the hearts on the wall of their hall.

Local 1245 members jointly contributed \$100, which Brother Charles Kasper and John Collenbach presented to American Legion members on behalf of the Local Union. In addition, many members made individual contributions by purchasing their own hearts. Some of these members were: Charles Kasper, John Collenbach, Paul Nelson, Gene Lee, Ray Shepherd, Mark Cook, John Hermann, and Corb Wheeler and his sons Mark and Mike.

The actions of our Brothers in Coast Valley have proved that Union people are indeed humane and concerned with the welfare of their fellow citizens.

Notes from Nevada

by Rhonda Drew

As our Lynch Winter Bowling League draws to a close we want to mention some season-highs for some of our members.

Our League-Secretary Alice King recently bowled a nice 213; Ruth Gibson bowled a 222 and had a high scratch series of 217 which puts her in line for a trophy; Dorla McAllister bowled a nice 203; and Mattie Hammond has a season-high game of 212.

Congratulations on your well-earned scores.

One of our members employed by Lynch Communications, Beth Smalley, had her mobile home completely destroyed by a February wind storm.

A bake sale and plant-wide donation netted over \$300 to help her with her expenses until her insurance came through.



Charles Kasper and John Collenbach present the check from the Members of Coast Valleys.

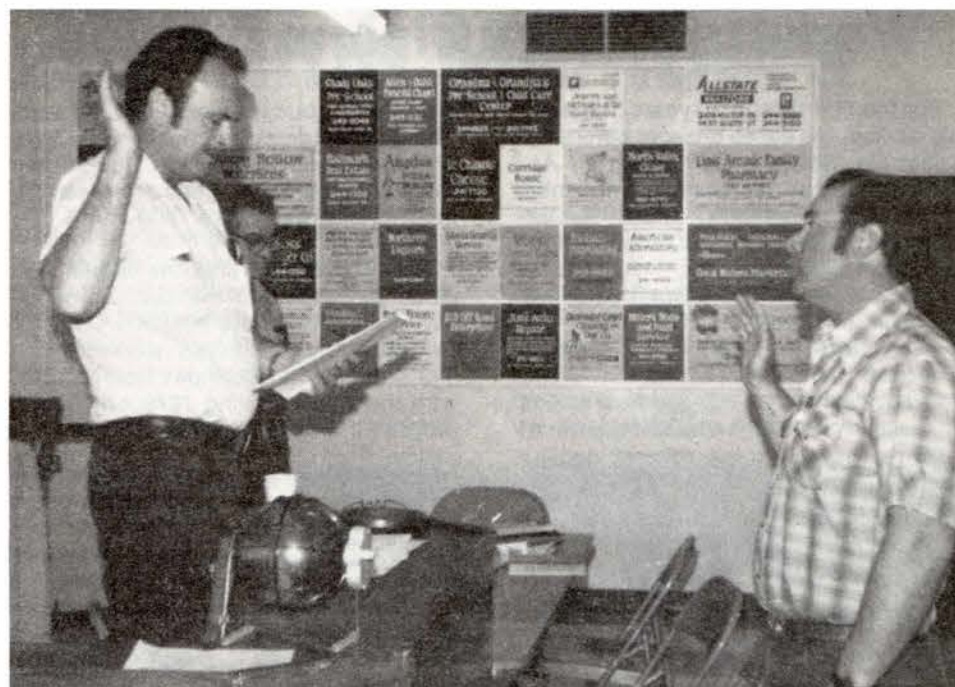


Involved in the program were Paul Nelson, John Collenbach, Corb Wheeler - Upper Row Ray Shepard and Charles Kasper - Bottom Row.

Do You Have Musical Talent?

East Bay Division Cablesplicer Henry House and several other Local Union 1245 members with musical ability are interested in locating additional members with same.

If you are a member of Local Union 1245 and classify yourself as an amateur musician, please contact East Bay Division Business Representative Jim McCauley at 415/933-6060 for additional information.



Newly appointed Central Labor Council delegate Harvey Iness takes the oath of office.

On 4/4/79 Brother Harvey Iness was seated as a delegate to the Five County Central Labor Council which includes the Counties of Shasta, Siskiyou,

Modoc, Trinity and Tehama. Mr. Iness is a lineman for PG&E headquartered in Red Bluff. Congratulations are in order to Brother Iness.

In Memorium

Local 1245 mourns the passing of long-time member Edwin Sandhofner. Brother Sandhofner was employed as a Plant Mechanic at Keswich. He is survived by his wife and children who reside in Redding, California.

I WANT
YOU
TO ATTEND



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SECOND ANNUAL
SLOW PITCH SOFTBALL
TOURNAMENT

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TWO GAMES

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FREE HOT DOGS

FREE
BALLOONS
FOR THE
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DATE- JUNE 10th

PLACE- WILLOW PASS PARK
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Walnut Creek, CA 94596
415/933-6060

Workers' Comp Claims Decline

For the first time in 10 years, the number of disputed cases brought before the California Worker's Compensation Appeals Board has decreased significantly, according to Franklin O. Grady, Administrative Director of the Division of Industrial Accidents (DIA).

It is now fairly certain, Grady said, that the downturn late in 1978 contributed to a leveling off of the year's total disputed claims.

Grady said that the 27,354 new claims filed with the WCAB in the last quarter of 1978 represent a three percent decline over the 28,256 claims filed in the corresponding quarter of 1977.

"That is the first quarterly downturn since 1968," said Grady.

Each claim requires the WCAB to determine whether benefits should be paid or what the benefits should be. Disputed claims have ranged between \$330 million and \$360 million annually over the past few years.

"If this downturn continues as we now hope," said Grady, "then we can credit our Information and Assistance program which brings disputing parties together amicably before they file claims." The Information and Assistance program is currently in partial operation with full time I&A officers in ten offices statewide. Twelve other offices have acting I&A officers selected from regular

staff due to budget limitations, he said. The I&A program augments the efforts of the Disability Evaluation Bureau and the Rehabilitation Bureau to lessen filings and keep down litigation, said Grady.

Grady also attributes the leveling off of annual claims to the success of the I&A program and the auxiliary services. He said that California workers filed 112,175 new applications for benefits with the WCAB during 1978, only a one percent increase over the 110,597 new claims filed in 1977. The 1977 figure represents a 10.8 percent increase over the previous year when 99,788 new claims were filed, he said.

"I'm confident that full implementation of the Information and Assistance program will accelerate the trend reversal already begun," said Grady.

The DIA's Information and Assistance program went into effect January, 1978 after legislative approval of a bill sponsored by Senator George Zenovich (D., Fresno) and Assemblyman Alister McAlister (D., Santa Clara) which followed recommendations of the July, 1975 Report of the State Workers' Compensation Advisory Committee.

The Division of Industrial Accidents is one of eight major labor programs of the State Department of Industrial Relations, administered by Donald Vial.

Court Okays States' Aid for Strikers

Washington — The Supreme Court has upheld states' rights to pay unemployment benefits to strikers.

In a 6-to-3 ruling March 21, the court rejected an employer's attempt to overturn the 43-year-old New York law that says strikers may draw unemployment benefits after an eight-week waiting period, as hundreds of Guild members did during the 88-day shutdown of the Times and the Daily News late last year.

Rhode Island has a similar law, with a seven-week waiting period, while other states have varying provisions governing unemployment resulting from a labor dispute.

Congress could have mandated a uniform policy in the area, the court found, but chose not to do so.

The ruling came in a challenge by the New York Telephone Co. to that state's law after a seven-month strike by Communications Workers in 1971.

The phone company said that the law forced an employer to finance a strike against himself, since unemployment benefits are paid from taxes on employers, and that the state law contradicted the intent of federal labor law.

The lead opinion by the Court's majority, by Justices John Paul Stevens, Byron R. White and William H. Rehnquist, stressed the right of states to act on their own in the absence of "compelling" congressional direction.

Concurring opinions by Justices William J. Brennan, Harry A. Blackmun and Thurgood Marshall stressed that Congress was clearly aware of the issue of benefits for strikers and deliberately chose to not interfere with them.

Employers for years have been trying to get the court to strike down all forms of public benefits that help workers cope with the cost of striking.

The dissenters, Justices Lewis F. Powell, Jr., and Potter Stewart, plus Chief Justice Warren E. Burger, denied that Congress had ever squarely addressed the issue and claimed the New York law illegally alters the "balance" in collective bargaining.

Communications Workers President Glenn E. Watts, hailing the decision, noted that while employers are assessed on unemployment insurance payroll tax, workers, in fact, contribute to the funding as well "through their productivity and earnings" and should qualify for benefits during all times of joblessness.

Brown Signs Bill Easing D.I. Benefits for Pregnancy

California-AFL-CIO-backed legislation to permit pregnant women workers to receive disability benefits for any six week period of a normal pregnancy was signed into law by Governor Brown.

The legislation, AB 121 authored by Assemblyman Howard Berman (D-L.A.), changes existing sections of the Unemployment Insurance Code that provide disability benefits for three weeks before and three weeks after birth.

The bill, which won unanimous approval in both the Senate and Assembly, was enacted as an urgency statute which takes effect immediately. Its provisions are retroactive to January 1, 1979.

It was one of a series of measures taken up at the California AFL-CIO's joint legislative conference in Sacramento earlier this month.

Berman said that the new law "will treat pregnancies the same as other non-job-caused disabilities but limit

benefits to six weeks."

Women workers will still have to be certified by a doctor that they cannot work, the same requirement for current disability claims, he explained.

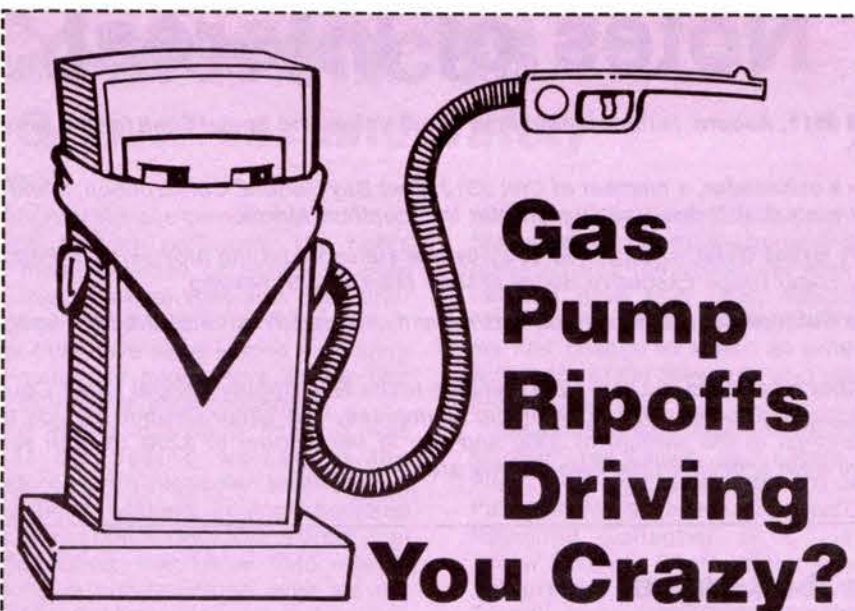
Extension of full disability benefits for pregnant women workers has been a goal of the State Labor Federation ever since the state disability insurance program was first enacted in 1946.

California AFL-CIO-sponsored legislation providing disability benefits for pregnancies involving abnormal complications or disabling conditions was approved by the 1973 legislature.

In 1976 legislation sponsored by the California AFL-CIO to provide three weeks after delivery won enactment.

The 1979 legislature further liberalizes these benefits by enabling pregnant women workers to take their pregnancy leaves when it best accommodates their health and that of their child, John F. Henning, the California AFL-CIO's executive officer, said.

—AFL-CIO NEWS



Gasoline price increases are leading the inflation parade, and are making it very difficult for workers who need their cars to get to work. You can join thousands of union members all across America who are helping to fight inflation by identifying unjustified price increases. The AFL-CIO will give every price increase report to President Carter's inflation-fighters and demand action to stop inflation.

Mail your completed form to: Operation Price Watch, AFL-CIO, 815 16th Street N.W., Washington, D.C. 20006

Name of gas station:			
Address of gas station:	City:	State:	
(Please report same items, same brands, same gas station)			
Item	Brand Name	Price on	Price on
Gasoline—			
Leaded Regular, 1 Gallon			
Leaded Premium, 1 Gallon			
Unleaded Regular, 1 Gallon			
Unleaded Premium, 1 Gallon			
Motor Oil—10W-30 Detergent, 1 Quart			
Bus Fare			
Your name: _____			
Address: _____			

Union Leaders Discuss NLRB

by Darrell Mitchell

As part of Business Manager Dean Cofer's ongoing staff training program business representatives are frequently assigned to attend various outside agency sponsored training workshops. In line with this conviction, Business Representatives Mike Davis, Gary Hall, Skip Harris, Darrell Mitchell and Orv Owen, and Assistant Business Manager Tony Morgado attended a National Labor Relations Board training seminar on March 7, 1979.

The National Labor Relations Board (NLRB) is the tribunal provided for under the National Labor Relations Act, whose members are appointed by the President with the consent of the Senate. The Board has the responsibility for determining the appropriate bargaining units, for certifying unions, for establishing policy with regard to unfair labor practices, and for general administration of the Act. The Board acts as a quasi-judicial agency and its decisions are binding on the parties subject to review by the courts. As such, there are regional offices located throughout the United States.

Michael Taylor, Regional Director, NLRB Region 32, opened the all-day session by welcoming the participants. Other key speakers included John Irving, General Counsel from Washington, D.C. and Joseph DeSio, Associate General Counsel.

Mr. Irving stated that the NLRB is at-

tempting to speed up their process of handling cases. He said, over 40,000 cases are filed with the Board annually. Two-thirds of them are dismissed on the basis that they lack merit and approximately 90% of the remainder are resolved by the various regional offices. Two-hundred fifty "request for injunction" cases are referred to the General Counsel annually. Of these, 50 are successfully gained, Irving said.

Mr. DeSio said that in addition to the 40,000 unfair labor practice charges cases filed with the Board, there are another 15,000 representation cases filed each year. He said, there are 1300 people working on these 55,000 cases for the Board. Last year remedies to NLRB cases amounted to \$16,000,000 and 6,000 reemployment offers, DeSio said. He further indicated that 95 percent of the cases filed with the NLRB are settled within 39 calendar days.

Following the opening remarks by Taylor, Irving and DeSio we broke up into various workshops. The workshops were conducted by Board agents and covered such topics as: Union's responsibility to employees/members; representation matters, the impact of labor laws on organizing campaigns; and the duty to bargain in good faith.

This seminar was very productive and will assist Local 1245 staff members in strengthening the "cornerstone" of private employment.

SMUD Negotiating Committee Party

by Hank Lucas

Union's members of the Sacramento Municipal Utility District Negotiating Committee and their spouses were honored at a special dinner sponsored by Local 1245 on Saturday, March 31, 1979. The party was held at the Diamond Springs Hotel near Placerville.

Business Representative Hank Lucas presented Committee members Ed Hepfinger, Maggie Coyle, Jerry Funk, Bill Paynter and Mike Paulsen with Certificates of Recognition from the President and Business Manager of Local 1245. These Certificates symbolize the Local's appreciation of rank-and-file members who serve on negotiating committees.

Bill Paynter presented Ed Hepfinger with a special award. On behalf of his fellow committee members, Bill gave Ed an I.B.E.W. tie tac with a lineman climbing a pole on it. Ed also received special recognition from the other members of the Committee for the contributions he made to them during negotiations.

The evening was full of fun and good food and everyone thoroughly enjoyed themselves.



Committee members seated, left to right are: Ed Hepfinger, Hank Lucas and Maggie Coyle. Standing left to right are: Jerry Funk, Bill Paynter and Mike Paulsen.



Bill Paynter presents special award from the Committee to Ed Hepfinger.

Davey Members Ratify Settlement

by Orv Owen

Local 1245 members employed by the Davey Tree Surgery Company voted by secret ballot to accept the Company's offer of settlement for the 1979 wage opener bargaining. The offer was overwhelmingly accepted by an eight to one margin.

The settlement provides for a 7.5 percent increase to the Top Working Foreman and Climber classifications and a 6.75 percent increase for the Apprentice Climber, Groundman and VC Working Foreman classifications to be effective and applied back to December 18, 1978. Company's wage offer, effective December 18, 1978, represents a 7.25 percent

general wage increase for the calendar year 1979 over the 1978 weighted average for bargaining unit employees.

Union's Negotiating Committee, consisting of employee members Bill Highfill of East Bay Division, Mike Johnson of San Joaquin Division and Gilbert Rojo of San Jose Division, and Business Representatives Mike Davis and Orv Owen would like to express their deep gratitude and appreciation to the Davey membership for their steadfast support and understanding they demonstrated during this difficult set of negotiations. Bargaining was adversely affected by Presidential Wage Guidelines and the

hard realities of tree industry competition.

The current agreement with the Davey Tree Surgery Company will run out on December 31, 1979 and negotiations for a new or amended agreement will commence later this fall. Union's Committee again urges the Davey Tree membership to exercise their responsibilities as union members by actively participating in the development of the bargaining program for next year. Your participation is necessary if we are to continue in our goals to improve the wages, benefits and working conditions of our members working in the Tree Industry.



Davey Tree Unit Officers and Members

Bureau of Electricity Employees Ratify Offer

Our members employed by the City of Alameda Bureau of Electricity voted March 29, 1979, to accept the results of negotiations.

Union's Negotiating Committee was composed of Cecil Jackson, Jim Kreugh and Business Representative Veodis Stamps. This set of negotiations was previously suspended pending the outcome of litigation over whether or not Section 16280 of Senate Bill 2212 (the legislative freeze on public employee wages) was constitutional.

The new Memorandum of Understanding was signed by Assistant Business Manager Mert Walters of Local 1245 and William F. Danielson, Employee Relations Officer April 3, 1979. It provides for a 12.1 percent wage increase to all but

two bargaining unit classifications effective April 1, 1979; a 6 percent salary increase to the Electrician Helper and Electro Mechanic Foreman classifications effective July 1, 1978; a one-time wage adjustment to employees in all but two bargaining unit classifications in an amount equivalent to 3 percent of the employee's earned salary for the period commencing July 1, 1978 through March 31, 1979. Other improvements include increased vacation entitlement for employees with 25 years of service or more and an increase of 10¢ to the meal allowance. The workweek for Unit E employees, exclusive of two classifications, was reduced to 36 hours per week.



Davey Negotiating Comm. member Gil Rojo (right) explaining the offer of settlement to Unit Safety Committeeman Wayne Fluss (left).



Davey Tree Unit Chairman Tom Lynch (far right) giving the obligation of Union Membership in the IBEW to new member, while Advisory Councilman Dave Docktor oversees (front lower right).

USBR Bargaining Update

by Hank Lucas

Union's Negotiating Committee, consisting of Rick Knehans, Chuck Eriksen, John Bradney, Norm Miller, and Business Representative Hank Lucas, met with Mid-Pacific Region's Committee on Tuesday, April 3. After a brief discussion, impasse was declared. Arbitrator John Kagel was notified by the chairmen of the Committees and the dispute was returned to Mr. Kagel with both parties requesting that he set the general wage increase for 1979.

Both parties will submit letter briefs by April 13 and rebuttal briefs by April 19. Upon receipt of these briefs, Mr. Kagel will render a decision.

Lodi Settled

by Hank Lucas

Our members employed by the City of Lodi voted to accept the results of negotiations at a special ratification meeting held April 6, 1979.

The new Memorandum of Understanding provides an 8.3 percent wage increase retroactive to September 4, 1978; a 2½ percent increase effective June 24, 1979; a 5 percent increase September 2, 1979; and a 7 percent increase effective July 6, 1980. If the cost of living (CPI) increases more than 9 percent prior to July 6, 1980, employees will receive a ½ percent wage increase for every 1 percent the CPI rises over the 9 percent escalator. There is a premium protection clause in the agreement which guarantees our members that the present benefit level will be maintained with no additional premium cost to employees during the term of the agreement. And, if, a Health Maintenance Organization is established in Lodi during the term of the new MOU, Union has an absolute right to open the Agreement for the sole purpose of negotiating the inclusion of the HMO into the benefit program.

Union's Negotiating Committee consisted of Business Representative Hank Lucas and Brothers Gary Mai and Mike Williams.

1245 May Strike Regional Transit

by Al Sandoval

Little or no progress has been made during this set of negotiations. The Sacramento Regional Transit District has made no substantial movement on Union's proposals to amend the agreement.

Our Negotiating Committee, consisting of Business Representative Al Sandoval, Ronnie Ridgeway, Dave Skog, Ned Fox, and Wes Duvall, has met with the District 12 times so far. Tentative agreement has been reached on a grievance and overtime dispute, but absolutely no movement has been made on the other items open for negotiations.

On March 30 our members employed by the District took a strike vote. The results of the secret balloting were 71 yes and 1 no. The Agreement is presently running on a day to day extension basis. The next joint negotiating session is scheduled for April 16.



Ronnie Ridgeway, Dave Skog, Ned Fox and Wes Duvall.

Apprentice Training Interim Bargaining

by Ed Fortier

In March several meetings between Local 1245 and Pacific Gas and Electric Company were held to discuss General Construction apprentice programs. After months of slow progress, some major breakthroughs have occurred in negotiations. The following is a brief description on the status of General Construction Apprentice Program Negotiations.

Apprentice Lineman

Union's Committee members Keith Testerman, Ed Busbee, Business Representative Ed Fortier and Assistant Business Manager Tony Morgado met with Company on March 22, 1979. Prior to this meeting, Company and Union were in disagreement on 13 issues. Most of these issues concerned Company's desire to omit certain sections contained in the Division Apprentice Program from the General Construction Apprentice Program. After many lengthy discussions, often heated debates, these issues were resolved and we reached an agreement.

In the past, apprentices were receiving informal training for advancement. Under the guidelines of the new pro-

gram, this practice will be eliminated and apprentices will undergo a comprehensive training program. Some of the features of the newly agreed to program will include: use of division training schools; coordinated on-the-job training; and automatic progression to Journeyman.

The active participation of Committee members Ed Busbee and Keith Testerman was instrumental in Company and Union reaching an agreement. Their on-the-job experience and direct knowledge of situations in the field provided valuable input to Union's Committee.

As soon as the language of the letter agreement between Company and Union is agreed to by the Committee and signed by the Business Manager and Manager of Industrial Relations, it will be available for publication.

Station Department Training

Union's Committee members Blake Massey, Gene Wallace, Business Representative Ed Fortier and Assistant Business Manager Tony Morgado met at Local Union Headquarters on March 12 to review the Company's last proposal,

and we met with Company the following day to discuss differences of opinion on the courses involved. We presented the Company's Committee members with a critique of their proposal. It outlined the areas in which we felt subjects had been duplicated and cited the items that we did not feel were necessary to be included in the program for an employee to be a Journeyman Mechanic.

It soon became apparent that we were miles apart from a settlement so we decided that a different approach might be beneficial to both parties. We agreed that there were certain items in some of the courses that were redundant and that it would be best if each committee individually reviewed each course and prepared a list of their objections. At that point, another meeting was scheduled for April 10. The primary purpose of the April 10 meeting will be to determine the areas where we are in agreement on items to be removed from the proposed courses. We have also agreed to meet with Company on April 11 and 12 in an effort to rap up negotiations on this subject.

The input provided by veteran-

Mechanics Blake Massey and Gene Wallace has been an invaluable asset to both committees.

Apprentice Electrician Training

Union's Committee members Dennis Chapman, Don Lagerhome, Business Representative Ed Fortier and Assistant Business Manager Tony Morgado met on March 20 to review the Company's last proposal. The meeting was held at Local Union Headquarters.

We met with Company's Committee the next day to discuss specific problems concerning their proposal and to present our counter offer. We were able to reach agreement on several phases of the proposed program such as: record keeping; training on climbing skills; and job exposure. At the conclusion of the meeting, Company agreed to review our proposals on job limitations and apprentices, final examinations, and on-the-job training exposure.

Once again, the skill and experience of Journeymen Dennis Chapman and Don Lagerhome added validity to Union's position on translating course material and on-the-job training into a viable program.



Alcohol and Accidents

by Marion Wells

Research Director, American Physical Fitness Research Institute

It's no accident that one of the "highs" associated with alcohol is a higher rate of accidents of all kinds. This holds true at home, at play and on the job as well as on the road.

Job safety suffers "under the influence." According to a recent government report, "Studies show that problem drinkers are as much as three times more likely to be involved in industrial accidents than the general population."

In simulated industrial work, experimental evidence has shown that judgment, coordination, sensory skill and motor performance start slipping after sipping alcohol. Reaction time is lengthened.

Drinking figures in fires, too, and not just in their cause. Your chances of detecting or escaping a blaze may also be less. One reason you may be more likely to get burned or have your life "go up in smoke" is that "... alcohol lowers oxidation in the cells and increases a person's chances of succumbing to smoke inhalation and suffocation."

A number of drinkers also smoke. Alcohol is involved in nearly triple the number of fatalities from cigarette-

caused fires as in fire deaths from other causes.

Since alcohol can take you off balance, taking a fall is more of a risk too. Drinking has been part of the downfall in up to sixty-three percent of fall injuries and up to seventy percent of deaths.

There are several ways drinking may increase drowning dangers. Water sports fans who've been drinking may take more chances. Their judgment, coordination and attention may not be as good. Swimmers may also be fooled by the feeling of "pseudowarmth" alcohol gives and remain too long in cold water.

"When drinking at home, a person might fall into a swimming pool or full bathtub due to poor coordination, be knocked unconscious, and drown. In any of these situations, alcohol may depress the swallowing and breathing reflexes."

Other mishaps in which alcohol may often play a role include hypothermia, choking on food, snowmobile injuries, and injury or death from frost.

Think before you drink. It might save a life from going down the drain!

STATE PUBLISHES

New Guide to Cal/OSHA Program

A new 20-page guide to the Cal/OSHA program, *A Guide to Cal/OSHA*, is now available free of charge from the State Division of Occupational Safety and Health. The guide outlines all aspects of California's job safety and health program, and explains in detail the rights and responsibilities of employees and employers, how standards are set, how an inspection is conducted, and how violations are handled.

The new guide should be useful to local union officers, job stewards, and rank-and-file members who are concerned with job safety and health. Copies may be obtained at any district office of the Division of Occupational Safety and Health, or by writing DOSH — Publications Unit, 455 Golden Gate Avenue, Rm. 7220, San Francisco, CA 94102.

NYLON BULLETS

Lead Poisoning Hazards Found at Shooting Ranges

The federal Occupational Safety and Health Administration (OSHA) has ordered operators of shooting ranges in the U.S., from sports complexes to police departments, to take measures to end airborne lead contamination. The problem stems from the use of lead bullets in handguns fired indoors.

A study of health effects of lead exposure at police training ranges found more than half of 81 persons tested to have elevated blood lead levels. Five out of six firearms instructors with symptoms of lead poisoning proved to have clear biochemical lead-induced abnormalities. Symptoms included headaches, dizziness, fatigue, weakness, nervousness, irritability, and sleeplessness.

A representative of Smith & Wesson, a large firearms manufacturer, claimed

that many indoor shooting ranges were faced with closing or installing expensive ventilation equipment. However, Smith & Wesson has developed a new ammunition which should alleviate the problem, he said.

Nyclad ammunition, introduced in the fall of 1978, used a thin coating of nylon which completely encases the lead alloy core of the bullet. In firing tests, the nylon coating has successfully prevented contact between the lead bullet and hot gases in the handgun barrel, reducing by more than 60% the lead content in the gases emitted. Lead fouling, or "streaking", in the barrel has also been virtually eliminated.

The new bullets are a bright blue and are available in popular sizes at sporting goods outlets.

Local 1245 Committees at Work

Keypunch Operators



Union's Members of the Data Processing (Keypunch Operators) Interim Negotiating Committee (left to right) are: Business Representative Ed Vallejo, Mary Wise, Rosalie Hubert and Frances Weston.

Lynch Communications



Some of Union's members of the Lynch Communications Negotiating Committee are shown above. Standing (left to right) are: Izetta Kiestler, Jackie Gribble, and Jan Davis; and seated are Ann Spencer and Dusty Checchi. Not pictured are Assistant Business Manager Tony Morgado and Business Representative Darrel Mitchell.

Gas Meter Shop



Union's members of the Gas Meter Shop Interim Negotiating Committee are pictured above. Left to right are: Tony Sanchez, Ray Gaeta, Assistant Business Manager John Wilder, Business Representative Jim McCauley and Joe Graham. Steve Richmond, a newly appointed member of the committee, is not shown.

Review



Union's members of the Review Committee are pictured above. Left to right are: Gary Abrahamson, Assistant Business Manager Larry Foss and Cy Burr. Members of the Review Committee are authorized to make final decisions respecting the disposition of any PG&E grievance. Their decisions, unless otherwise stated within the letter of disposition, have system-wide application.

Travelling Crew



Union's Members of the Travelling Crew Interim Negotiating Committee are pictured above. Standing (left to right) are: Fred Henderson, Norris Lewis, and Business Representative Frank Quadros. Seated are Robert Engle, Steve Gable, and John Greensides.

G.C. Service Center



Union's Members of the G.C. Service Center LOP Interim Negotiating Committee are shown above. Seated (left to right) are: Robert Speck, Richard Thompson, Bob Balderson and Bill Goodonough. Standing are: Business Representative Ed Fortier, Tony Madruga, Rick Maben and Business Representative Skip Harris.

Communication Techs



Union's members of the Communication Technicians Interim Negotiating Committee are: Bob Murray (left), Jim Wilburn (center), and Don Custer.

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. If you have any suggestions for articles that relate to

safety, they should be sent to the Local Union Headquarters marked Attention: Tony Morgado.



Nakashima and Hicks Get Life Saving Awards

Local 1245 members Sam Nakashima and Raymond Hicks were awarded I.B.E.W. Life Saving Awards for saving the life of a child.

As Brothers Nakashima and Hicks were walking home from work on September 23, 1977 when a babysitter ran out of a neighbors house screaming for help. She said the little girl she was keeping was having trouble breathing. Hicks and Nakashima entered the house and found the child lying on the floor unconscious. She was not breathing and her skin was a bluish color. Working together, they administered mouth-to-mouth resuscitation to the girl until she regained consciousness. Then, they stood by until an ambulance arrived. The girl was treated at a nearby hospital and later released.

Brothers Hicks and Nakashima were credited for the child's full recovery. The fact that the child did not sustain any permanent brain damage was attributed to the prompt actions of Hicks and Nakashima.



Brothers Sam Nakashima (left) and Raymond Hicks display their I.B.E.W. Life Saving Awards.

Beards vs. Respirators

Once again, the question has been raised whether or not an employee (who may be required to use a respirator) can be forced to shave in order to insure that the respirator makes a skin-to-respirator seal. It has been the Union's position in the past, and it is still our position, that if you have a beard (and may be required to use a respirator) that you can be required to shave so as to allow respirator-to-skin contact. This position is based on, and confirmed by, the provisions of Title 8 General Industry Safety Orders. Order 5144(c) states in part that (Respirators shall be inspected before each use and shall not be worn when conditions prevent a good gastight face seal.) This means that the respirator must be able to seal to the face. This can not be done properly if you have a beard. When the question was first asked, we contacted the State OSHA to see if our position was correct. We were told that our understanding of the requirements for a respirator-to-skin seal was correct.

Espinosa Cited for Rescue Attempt

by Mike Davis

Brother Frank Espinosa was awarded an I.B.E.W. Certificate of Recognition for his efforts to save the life of Mr. Lawrence Williams.

Brother Espinosa is a member of Local Union 1245 and he works for Pacific Gas and Electric Company in San Jose Division.

Mr. Lawrence Williams was involved in an automobile accident. When Brother Espinosa arrived at the scene of the accident, there were already several people standing around but none of them had started administering first aid to the

victim. Espinosa immediately checked the victim's pulse. He found pulse but the victim was not breathing. Frank began administering mouth-to-mouth resuscitation to the victim until the paramedics arrived.

Brother Espinosa was instrumental in sustaining the victim's life until the medics arrived. Unfortunately, the victim died after he reached a nearby hospital. Nonetheless, Espinosa deserves recognition for acting without hesitation in a time of crisis.



Shop Steward W. "Cy" Burr presents an I.B.E.W. Certificate of Recognition to Frank Espinosa.

Murray Honored for Rescue Effort

by Mike Davis



Shop Steward Larry Bruce and Executive Board Member Robert Thomson present an I.B.E.W. Certificate of Recognition to Brother James Murray.

Brother James Murray was awarded an I.B.E.W. Certificate of Recognition for his efforts to save the life of Mr. Joe Kinsley.

James Murray, a long-time Local 1245 member, is employed by Pacific Gas and Electric Company in San Jose Division.

The victim, Joe Kinsley, was welding

in a tap hole when a fire erupted. Brother Murray quickly pulled the victim from the hole and extinguished the fire. Because Brother Murray acted so promptly, the victim did not sustain any permanent injuries.

Local 1245 congratulates Brother Murray for a job well done.