Disappointed 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 membership had been anxiously awaiting for two years for some positive response from the Company regarding production standards and promotional opportunities, as 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 Union 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.

I'm pleased to announce the promotion of Administrative Assistant Charlie Gadzik to the position of Business Representative.

The suit, filed by Public Advocates, Inc., the public interest law firm, charged that the Public Utilities Commission, the five PUC members named as petitioners in the suit were a number of consumer and activist groups, in-and-outside of the Local Union.

Union protesting the suit and asking that the court dismiss the charges against the PUC.

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I have written about the importance of continuing to organize the unorganized (Continued on page two)
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 an injury will result from the unsafe condition. One of the serious violation citations involves alleged substantial 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 handling the risks 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.

**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**

Several angry speeches 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 chose between his job, a plant that spews pollutants into the air, he will chose the job. That’s blackmail. The worker has no choice’, said Tony Mazocco, 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.”

Mazocco 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.
Happy Mother’s Day

Outside Construction Hot Line

by John Wilder

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The work picture is excellent. Most of our Bock 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.

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 week’s 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 operation is competing 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.

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

Tri-O-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 Geyers project. Also, there will be a Substation to build at Valma 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.

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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 cable 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. OIl-O-Static is completing their work in Portola and will be starting work at Hurley Substation and Pocket Substation in Sacramento.

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You, Your Job, and the Law

Crossing Another Union’s Picket Line

by Harry M. Marsh and Maureen C. Whelan

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, if 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 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. This normally 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 line 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.

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Daines, I.L.
Koors, R.D.
McClain, M.L.
McClintock, T.W.
Tuck, J.M.
Rosenwinkel, L.R.

COAST VALLEY DIVISION
Griffin, K.J.
Bruckman, P.M.
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Bennett, D.E.
Cole, L.K.
Ward, R.D.
Wyneloff, K.D.
Robinson, C.L.
Picon, K.
Peltier, P.E.
Grafton, B.G.
Amatago, P.G.
Scannell, K.J.

SHASTA DIVISION
Iwasa, C.M.
Duarte, R.R.

SAN FRANCISCO DIVISION
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Pulcifer, J.L.
Holets, F.W.
Cowart, J.A.
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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.
Stewards Meet in Santa Cruz

by Ory Owen

San Jose Division, San Jose area General Construction, City of Santa Clara, Daviey Tree and Teleprompeter 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 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 attendance for giving up a Saturday with their families for the necessary and useful training.

The following Stewards were in attendance: Barbara Symons, Lindell Williams, Jack Hill, W. "Cly" Burr, Richard Murphy, Glen Newton, Fred Massey, Bruce Hughes, Scott Williams, Bill Hennings, Mark

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 Cofrer. He reported on the highlights of the Local's activities during 1978 and referred to 1979 as a "good year" for the Local. Cofrer cited the overwhelming ratification of the PG&E Wage and Medical package as a tribute to the quality of the settlement; the defense 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 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 as successful and said that these will be the areas that we will strive to improve in 1979.

Bob Thompson, Chairman of the Local Union Safety Committee and a member of our Executive Board, gave a very informative talk on the history and safety issues. He explained the workings of the new form developed for the area and discussed the form's success in the 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 outlined the importance of it being forwarded along with Confidential Data Sheets and Workers Compensation Claims forms.

Paul Chow, Labor Coordinator at the University of California, Berkeley, talked about employee rights and responsibilities under OSHA, accident and illness prevention programs, the OSHA Standards Board, filing complaints, inspections, violations and penalties. Chow'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 passing of the law. Dave also stressed the importance of filing a disability claim with the State in 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 Par rish, Cindy Naranjo, Ocasian, Herman Reuther, Ken Rawles, Bill Attinger, Arla Watson, Bob Salazar, Malinda Carenco, Dorothy Hill, William Feeley, Dennis O'Sullivan, Jim Chappelton, John Malloy, Maurice Martin, Bichito Del Rosario Jr., Ed Sweet, John Pruitt, Larry Wood, C. R. Morgan, David Dearing, Jay Burklin, Felix Wheeler, R. W. Madden, Pamela Lounsbery, 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 Koshmider, 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.

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.

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 Shephard, 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; Doria 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.

Do You Have Musical Talent?

East Bay Division Cablespllicer 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.

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Workers’ Comp Claims Decline

For the first time in 10 years, the number of disputes 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 1976 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, “we can credit our Information and Assistant program which brings disputing parties together amicably before they file claims.” The Information and Assistant program is currently in partial operation with full-time I&A officers in 10 offices statewide. Twenty-three I&A officers are selected from regular DIA officers.

Benefits after an eight-week waiting period, as opposed to the extensive waiting period, while other states have varying provisions. Governing unemployment resulting from a labor dispute.

The DIA’s information and assistance program went into effect January, 1976 after legislative approval of a bill sponsored by Senator George Zenovich (D., Fresno) and Assemblyman Alan McAllister (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, administrative director.

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 employers cannot draw unemployment benefits after an eight-week waiting period, as hundreds of Communications Workers did during the 66-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 Company to a judgment awarding a seven-month strike by Communications Workers in 1977.

The phone company said that the law forced an employer to finance a strike against himself, since the state law contradicted the federal law.

The court said the law does not challenge the federal law.

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 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 a pregnancy.

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

It is 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 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.

The state has paid $150,000 in 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.

The 1979 legislation further recognizes 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.

Union Leaders Discuss NLRB

As part of Business Manager Dean Cofer’s ongoing staff training program business representatives are frequently assigned to attend various outside agency support and training workshops, in line with this conviction, Business Representatives Mike Davis, Gary Hall, Skip Harris, Dan Counsell 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 attempting 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 filing 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, 56 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 1,300 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 85 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

Local 1245 members employed by the Davey Tree Surgery Company voted by secret ballot to accept the Company's offer of settlement. The offer was effective July 6, 1980. An increase of $50 per month is included in the agreement, which also provides for a wage raise of 10 cents per hour.

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. The offer was effective July 6, 1980. An increase of $50 per month is included in the agreement, which also provides for a wage raise of 10 cents per hour.

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 Keough, and Business Representative Veedis Stamps. The new memorandum of understanding provides for a 12.1 percent wage increase to all bargaining unit employees, effective April 1, 1979.

USBR Bargaining Update

by Hank Lucas

Union's Negotiating Committee, consisting of Rick Knutkens, Chuck Eriksen, John Bradney, Norm Miller, and Business Representative Hank Lucas, met with Mid-Pacific Region's Committee on Tuesday, April 3. A brief discussion, impasse was declared, Arbitrator John Kellogg was notified by the chairman of the Committees and the dispute was returned to Mr. Kellogg.

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.

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 2.1 percent increase effective June 24, 1978; a 5 percent increase effective July 6, 1980. If the cost of living (CPI) increases by more than 9 percent prior to July 6, 1980, employees will receive a 2.1 percent wage increase for every 1 percent increase in the CPI, up to the 9 percent escalator. There is a premium protection clause: if the CPI is 9 percent or more, the agreement will be maintained with no additional premium cost to employees during the term of the agreement.

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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, "Drinking and driving" is the prime reason why drivers cause accidents. Statistical studies show that the chance of an accident increases with the amount of alcohol a driver consumes.

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.

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 may fall into a swimming pool or full bathtub due to poor coordination, become unconscious, and drown. In any of these situations, alcohol may depress the swallowing and breathing reflexes." Other mishaps in which alcohol may play a role include hypothermia, choking on food, snowmobile injuries, and injury or death from frostbite.

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

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 clear biochemical lead-induced abnormalities. Symptoms included headaches, diziness, 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.

Nylon 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

Lynch Communications

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.

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

Gas Meter Shop

Review

Travelling Crew

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 Wieder, Business Representative Jim McCauley and Joe Graham. Steve Richmond, a newly appointed member of the committee, is not shown.

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.

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

Communication Techs

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 Goodnough. Standing are: Business Representative Ed Fortier, Tony Madruga, Rick Mahan and Business Representative Skip Harris.

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

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.

Murray Honored for Rescue Effort

by Mike Davis

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.