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P.O. Box 4790,
Walnut Creek, Ca. 94596
USPS NO. 654640



Regional Transit Employees Strike

At 4:30 p.m. Wednesday, April 25, 1979 our members employed by Sacramento Regional Transit District went out on strike.

The major issue leading up to the strike action was the District's insistence that certain provisions of the old agreement be reduced or deleted. These include sick leave, seniority, job bidding promotion, and pension rights. Another primary issue in dispute was the District's refusal to agree to negotiate with respect to changes in days and hours of work. Contrary to the statements issued to the media by the District, wages was not a strike issue.

The strike is 100 percent supported by the membership. Our Negotiating Committee, composed of Business Representative Al Sandoval, Ronnie Ridgeway, Dave Skog, Ned Fox, and Wes Duvall, met with the District over 13 times. The District continually refused to make any positive movement during the sessions. As a result, our members voted to strike on March 30. However, in a final attempt to get the District to bargain in good faith we agreed to extend the agreement on a day-to-day basis. The district's negotiating committee, at meetings held after the strike vote was taken, still refused to make any rational proposals so we went out on strike April 25.

In support of our strike, the bus drivers employed by the District refused to cross our picket lines to return the buses to the parking lots. They parked the buses across the street which forced management personnel to leave their cozy little offices and drive the buses in the lots. The District has since locked the bus drivers out. The bus drivers belong to the Amalgamated Transit Union.



Picketing Local 1245 members employed by Regional Transit vow to stay out until the District agrees to bargain in good faith.

The drivers were also in bargaining with the District, and the District was using the same union-busting techniques on them as they were on us during negotiating sessions.

We are willing to return to the bargaining table at any time and have been working with a State Mediator towards that end. However, unless the District shows signs of good faith, we will stay out til hell freezes over.

The Executive Board, at its April 1979 meeting, voted unanimously to authorize individual picket pay for strikers at Sacramento Regional Transit.

Bulletin!

It has just been announced that the strike is over. Regional Transit management finally started negotiating in good faith, and the members accepted management's latest offer and returned to work at midnight on May 14th.



Our members don't want the provisions of the old agreement reduced.

YOUR Business Manager's COLUMN

**United we stand...
Divided we fall**



DEAN COFER

At a recent Labor and Management Public Affairs Committee (LAMPAC) meeting in Los Angeles, the Local Union President and I were shocked to hear a report by Utility Companies from San Diego and New Mexico to the effect that they are negotiating with Mexico to build electric generating plants in that country, and export the energy to the United States.

Local 1245 took a leading role at this Labor/Management meeting in opposing the siting of generating facilities in Mexico for the purposes of exporting electricity to the United States.

We argued that the building of generating facilities in Mexico would be improper and foolish for a number of very important reasons:

- (1) At a time when U.S. unemployment is high, the plants would be constructed by foreign labor instead of U.S. labor.
- (2) The construction payrolls, and operating payrolls, would be spent in the Mexican economy instead of the U.S. economy.
- (3) Such activity would further upset the balance of payments that is rapidly becoming lopsided in favor of other countries.
- (4) Generation of electricity in Mexico for export to the U.S., while looking attractive on the surface to some people, would expose the U.S. to the increased possibility of energy blackmail

by another foreign government. Our experience with the Arabs should have taught us a good lesson in this regard.

There is no doubt that we are rapidly approaching a serious energy shortage in the electric utility industry in the United States. Our natural gas reserves are dwindling rapidly. Foreign imports of oil, when available, are getting more and more expensive. Exotic energy sources, such as solar energy or wind power, given today's technology, are still impractical on any large scale. Coal is still in plentiful supply, but present air quality regulations prevent the building of coal fired plants in most localities.

Given all the alternatives, the atom is probably the most practical solution to the energy crisis. However, the anti-nuke forces who have long been vocal in their opposition to nuclear plants have grown even more vocal following the unfortunate Three Mile Island nuclear accident.

Admittedly, while it is difficult to build generating facilities in the United States, we argued that it is not a reasonable response to the problem to build the plants in a foreign country.

Supported by IBEW Utility Director Vince O'Reilly, and International Vice Presidents Vinson, Moore, Farnan, and Duke, Local 1245 proposed: that LAMPAC go on record as opposing the siting of generating plants in Mexico, for

(Continued on page two)

Kevin Baker Wins...

Local 1245's \$2,000 Scholarship Contest



Kevin Baker was selected by Scholarship Contest Judge Ronald T. Weakley as the winner of Local 1245's 1979 Competitive Scholarship Contest. As the lucky winner, Kevin will receive \$2,000 over a four-year period in the amount of \$500 a year. The money will be administered by the Local Union.

Kevin will graduate from Oroville High

School at the end of the present semester and he plans to attend the University of California in Santa Cruz. Kevin is the 18 year old son of Arlie and Vernamae Baker.

Arlie is a long-time member of Local 1245. He worked for many years as a Lineman at PG&E, and is presently

(Continued on page two)

Outside Construction Hot Line



Work Picture

As reported in the April issue of the UTILITY REPORTER, the Work picture is excellent in California and Nevada.

Sierra Pacific Power Company will let a contract for an additional 110 miles of tower work in eastern Nevada very soon. Sierra's inspectors and project managers reported to me, they rate the work performed by our members very highly.

We have done an excellent job in Nevada. Reports from contractors, such as the one I received from Sierra, affirm my belief that "union craftsmanship" cannot be beat. Keep up the good work.

The Joint Apprenticeship Training Committee conducted interviews for prospective apprentices in San Jose, Los Angeles, and Las Vegas. To date, the Committee has not determined how many apprentices it will indenture. But, the work is looking so good that I am sure Local 1245 will be able to sign several apprentices on the books very soon.

Negotiations

Line Construction negotiations are tentatively concluded. The results of bargaining will be voted on by the membership in the near future. The settlement package includes an 8.4 percent general wage increase and increases the amount of life insurance coverage for workers while flying to 50,000. The minimum subsistence allowance was increased to \$8.00 and the maximum was raised to \$25.00 and the mileage reimbursement allowance was increased to 25¢ per mile. The working foreman classification will be put back into the agreement under certain conditions and with a number of restrictions. More detailed information outlining the offer of settlement will be mailed with your ballot.

Telephone negotiations are tentatively concluded. A summary of the results of bargaining will be mailed to the membership with their ballot. The proposed contract provides an 8 percent wage increase; increases the mileage allowance to 25¢ and raises the subsistence allowance to \$20.00.

YOUR Business Manager's COLUMN

DEAN COFER

(Continued from page one)

export of electricity to the United States. The Utility Company and IBEW delegates voted unanimously to support our position, and appointed Malcom McKillop, P.G.&E. Vice President, and myself to draft a LAMPAC position paper. The position paper will then be mailed to the Carter administration, Governors of all the Western States, and to the Congressional delegations from all of the Western States, stating LAMPAC's opposition to the siting of generating facilities in Mexico for export of electricity to the U.S. The position paper will also call upon governmental authorities to amend Federal and State regulations to make it possible to build adequate generating facilities in the United States.

This recent incident illustrates, in a

dramatic fashion, why it is important for our Local Union to be involved in labor/management coalitions and political activities. The Local Union's job consists of more than bargaining and/or grievance handling. We must remain alert and active in any and all areas that impact on our member's jobs and livelihoods.

* * *

We are only as strong as our solidarity makes us. The I.B.E.W. logo proudly displays a clenched fist radiating electricity that symbolizes Unity and Solidarity. It is a reminder that Unions were born because of a proven need for workers to speak with one united voice when dealing with their bosses. With your help and support we can keep the spirit of Brotherhood alive, while continuing to advance the welfare of all of our members.

Kevin Baker Wins...

\$2,000 Scholarship Contest

(Continued from page one)

working for the Local as a Business Representative.

Brother Weakley made a special trip from Washington to attend the May Advisory Council meeting in order to award Kevin an engraved plaque and extend the congratulations of the officers and members of Local 1245 to Kevin and his

family. Brother Weakley served as Business Manager of Local 1245 for 20 years prior to accepting his present position with the Labor Department in Washington, D.C. It was indeed a great honor to have him here to personally make the scholarship award presentation.

The text of Kevin's essay is printed below:

The U.S. Constitutional Convention And Its Possible Affects on Labor

by Kevin Baker

A constitutional convention directed at amending the constitution to require a balanced federal budget, although a seemingly noble idea, would have disastrous effects especially to the labor movement. The amendment itself would be impossible to enforce and defeat itself with its implication. Such an amendment would also create economic chaos for the worker. In addition, the result of a constitutional convention taking place today could be horrendous and irreversible not only for the worker, but for all Americans.

If a constitutional convention were held in these emotional and anti-establishment times, the result could be a completely new constitution. The convention could not be limited merely to the one balance-budget amendment. Aside from this, extremist pressure groups would undoubtedly try to influence the decisions of such a convention. By energetic and emotional lobbying, these groups could cause turmoil and hasty decision-making. Indeed, an anti-labor group could cause the abolishment of the union or place unwise restrictions on wages and prices. Extremist employer groups could instigate a repeal of workers' rights. Of course, these are only hypotheses and a number of things "could" happen. The pressing problem is what would happen if a balanced federal budget were required by the constitution.

If the aforementioned constitutional amendment were ratified, the results would be detrimental to every paycheck taken home by laborers. In order for the budget to balance, revenue must balance out expenses, leaving Congress two basic alternatives, raising revenue, or cutting expenses. Raising revenue, of course, means higher taxes and even more being taken out of everyone's paycheck. If, on the other hand, Congress decided to reduce expenses, federally funded benefits, such as, Old Age Security, Medicare, Welfare, etc., would be reduced or eliminated. Many governmental posts would be eliminated forcing unemployment up, requiring more unemployment benefits to be doled out. This in turn would require higher unemployment insurance rates to be paid by employers who could then not afford to give their employees higher wages. In other words, the workers' take-home pay would suffer either way.

The proposed constitutional convention would be neither beneficial nor intelligent to hold. The purpose of such an amendment would defeat itself because it would cause a deficit through an increase in federal expenses. The proposal is not reasonable and to put it into operation would be an exercise in futility.

Consumer Alert

Watch Out for Social Security Scams

There's a new breed of fast-buck artists afoot reminiscent of the old-time hucksters peddling worthless snake oil from the back of a wagon. This time the product comes in a book, not a bottle, but it still lures many dollars from the public.

Art Matsuyama, manager of the San Francisco Sutter Street Social Security office, cautioned buyers to be a bit skeptical of books that range from \$2 to \$5 in price and promise to give the reader "inside information" on how to qualify for or increase monthly benefits or get taxes back.

He explained that the fast-buck promoters have a large audience to play up to with more than 9 out of 10 American workers covered by social security and 34 million men, women and children receiving monthly cash benefit checks.

The problem is that the information they put out is all too often misleading, outdated or just plain incorrect, giving many readers false hopes of benefits that will never materialize.

"Collect social security at any age," promises one ad that has run countless times in Sunday newspapers throughout the nation. "Find out how your entire family can qualify for benefits," says

another. The statements in themselves are not entirely false because several million families receive monthly benefits, Matsuyama said. However certain very specific conditions of eligibility must be met first; not everyone at any age can qualify as the ads teasingly imply.

Some ads ask such questions as, "Do you need two social security numbers?" or "Should you shop around for benefits?" While the book may answer "no" to both questions, the readers usually do not learn these obvious answers until they part with their money.

"Not all of these books or pamphlets are useless," Matsuyama went on, "but, in general, most people can obtain the information they need from free publications put out by the Social Security Administration." There are booklets which cover the social security, Medicare and supplemental security income (SSI) programs and special pamphlets which go into detail about specifics in each.

Small quantities of these pamphlets can be obtained without charge by calling the telephone number listed for social security in the telephone directory. The number to call in San Francisco is 956-3000.



the utility reporter

Telephone (415) 933-6060



WFLA

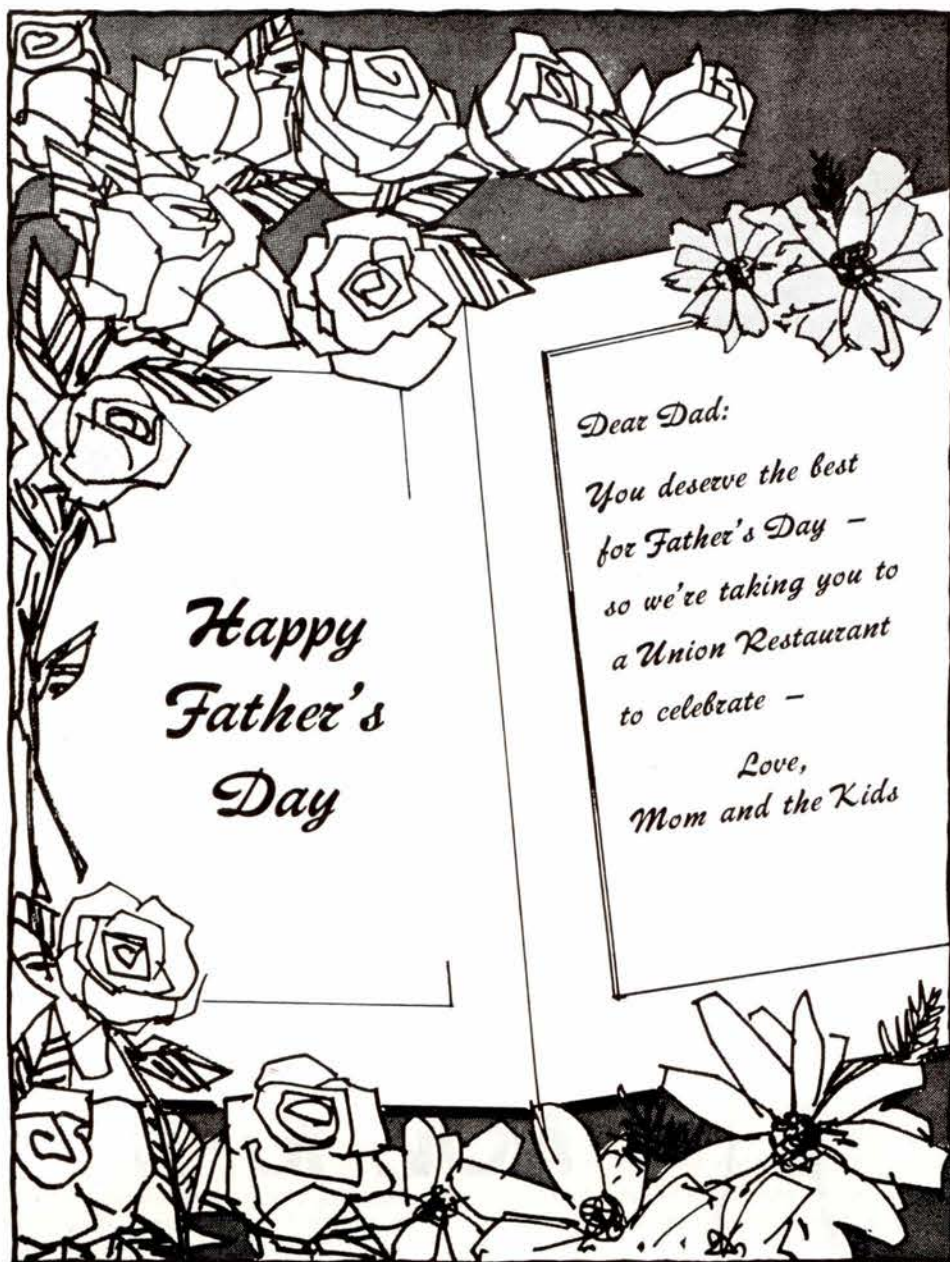
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Special Notice

Bylaw Amendment

The Local Union Executive Board has concurred with the following action submitted by Unit 2412 — San Francisco Physical, to amend the Local Union Bylaws:

MSC that Article X (ten), Section 6, of the Local Union 1245 Bylaws be changed, first sentence only, to read: "The Business Manager and his assistants shall receive mileage when using their own cars for Local Union business at the rate of seventeen cents (17¢) per mile, or they shall have a car furnished

them by the Local Union."

Also that Article X (ten), Section 7, third sentence only, to read: "When a member drives his own car, the cost of transportation to him shall be deemed seventeen cents (17¢) per mile."

The **June** reading of the proposed Bylaw Amendment shall constitute the first reading and the units will **vote by secret ballot under Special Order of Business at the July meeting**, pursuant to the provisions of Resolution #6.

PG&E Members

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.

YOU, YOUR JOB, AND THE LAW



Stiff Penalties for Worker's Compensation Discrimination

by David P. Mastagni
Attorney at Law
Marsh, Mastagni, & Marsh
edited by Charlie Gadzik

Although workers who get hurt on the job have a legal right to monetary compensation and free medical care, this right is often ignored by unscrupulous employers. Fortunately, stiff fines and criminal prosecution are in store for them if they are caught.

California law is clear. The statute declares that it is the "policy" of [the] state that there should not be discrimination against workers who are injured in the course and scope of their employment."

Employers aren't the only ones subject to the law. Insurance companies (which make the actual payment for compensation claims) have been known to threaten an employer with premium increases or policy cancellations unless the employer prevented his workers from asserting their rights. Such threats are illegal. The same applies to claims and safety departments of self-insured companies.

Worker's Compensation Discrimination can take many forms. For instance, it is unlawful for your employer to discharge you or to threaten you with discharge for filing a compensation claim. It is just as illegal to discipline or threaten you for testifying on the behalf of a fellow employee who is filing a claim.

Threats of discipline or discharge aren't the only prohibited conduct. Discrimination in "any manner" is forbidden. Examples of such discriminatory conduct are: 1) Demoting an employee, not because he can't perform the work, but because he's received a disability rating or compensation benefits; 2) Harassing an employee who decides to be treated by his own doctor instead of a company doctor; 3) Discriminating against an employee in the assignment of work hours, holidays, or vacations; 4) Discriminating against a worker simply because he makes known his intention to file a compensation claim, collect benefits, or testify for a co-worker.

An action doesn't have to be direct to be illegal. In fact, discrimination could occur even if the employer takes no action at all. For instance, assuming you could do the work, it would be illegal discrimination for an employer not to promote you because you filed a compensation claim or received a disability rating.

What should you do if you feel you are being discriminated against? First tell your shop steward or business representative. They may be able to stop the harassment immediately. If that fails, they may take the case to the Worker's Compensation Appeals Board (W.C.A.B.) The W.C.A.B. has jurisdiction to award fines of up to \$10,000, payable to the employee. In addition, the W.C.A.B. or the worker himself may lodge a criminal misdemeanor complaint against the employer. Such an action may be filed with either the District Attorney or the Division of Labor Standards.

There are time limits on taking action against an employer. You must act within one year from the date of the discriminatory act or discharge. If your complaint is found to be justified, you are entitled to reinstatement and reimbursement for wages and benefits lost as a result of the discriminatory act.

Remember: Fair compensation for an industrial injury is your lawful right. Don't let an employer talk you into accepting less than you are entitled to. If you have doubts, see your Shop Steward or Business Representative.

SCHEDULE CHANGE

Stewards, please note:

The following conferences have been canceled.

Salinas
Reno

August 4
Sept. 22-23

They will be rescheduled.

You will be notified of the new dates as soon as arrangements have been finalized.

Discord in San Diego Inter Union Gas Workers Conference

by Gary Abrahamson

Sun and strife marked this year's Inter Union Gas Conference held in San Diego on April 25-26-27, 1979. The strife was made evident when three of the International Unions which participate in this Conference announced their intentions to withdraw their memberships following the meeting. The three International Unions, IBEW, SEIU, and OCAW generally account for 80-85% of the total number of delegates in attendance. Apparently, these Unions are objecting to the inclusion of some non AFL-CIO Unions in the Conference.

This strife was temporarily forgotten as the delegates settled down to the business at hand. The general purpose of the Conference is for the delegates from Local Unions across the United States and Canada, who represent workers in the Natural Gas Industry, to exchange information on problems common to all and their solutions.

In starting out the 3 day Conference, Al Grossberg, Int'l President, OCAW, gave the keynote speech dealing with the Effects of Deregulation on Bargaining. This was followed by reports from various Local Unions including a report on our Local Union given by Business Representative, Jim McCauley.

The second day of the Conference was taken up by having all of the delegates participate in one of the three available workshops: Service, Clerical, and Distribution. Each workshop attempts to identify and discuss problems and successes in bargaining, job security, new methods and materials, safety, and anything else of interest to Gas Workers. This type of open forum is especially valuable when the delegates freely participate. The 8 member delegation from Local Union 1245, which was very active and vocal, was able to place at least two delegates in each workshop thus promoting this participation.

The final day of the Conference contained the election of the Conference's Officers for the coming year, some late Local Union reports, and a verbal report from each workshop, so that all the delegates obtained the results of the two workshops that they couldn't attend.

A general summation of the Conference reveals that the Natural Gas In-

dustry in North America is in relative good health with expected new discoveries and supplies of Natural Gas, including LNG. However, increasing interference of the Industry by State Commissions and by the Federal Government will pose problems for the Companies, it's Employees and the representing Unions. The wage guidelines established by President Carter have generally restricted the ability of Utility Unions to negotiate wage increases in excess of 7% for 1979.

The use of plastic pipe is increasing and some areas are now installing 8" diameter plastic pipe. In areas of cold climate, problems with collapsing plastic pipe are becoming more common especially when water inside the castings freeze. Both external and internal static electricity have caused serious gas ignition problems when plastic pipe is cut.

Servicemen, Meter Readers, and Collectors are becoming more frequent targets for muggings and violence especially in urban high-crime areas. In a few areas some protection is provided for these employees by using hired guards, two man units or walkie talkies. The number of Utility Companies which offer free service calls to customers is being reduced as more and more Companies charge a fee for this service.

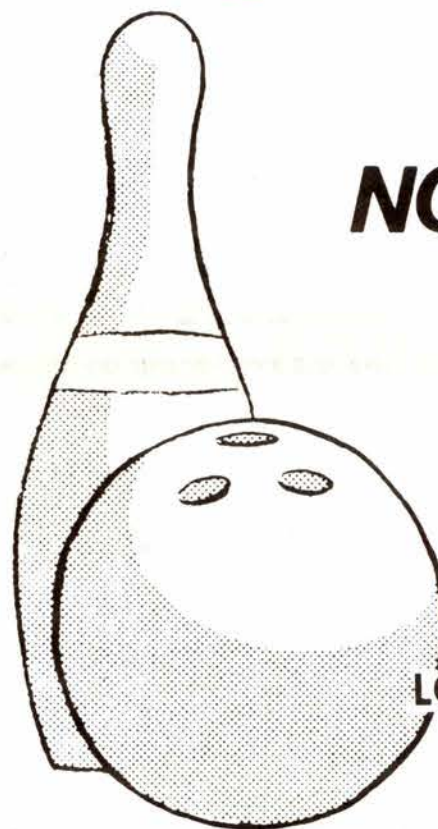
Clerical employees are experiencing increasing workloads and overtime as electronic data processing and increasing customer calls result in more paperwork. Management's efforts to control efficiency in responding to customer calls has, in some cases, resulted in the Company recording these calls without the knowledge or permission of either the employee or of the customer.

Local 1245's delegation to the Conference was composed of four Business Representatives: Jim McCauley, Larry Hope, Ray Shepherd, and Scott Thomas; and of four Rank and File members: Jay Burton, Bill Twohey, Jay Killgore, and Gary Abrahamson. The Conference, which was held at the Kona-Kai Inn, San Diego, was a valuable experience for each delegate and it resulted in much useful information for our Local Union.



Local 1245 delegates enjoy a little sun during the break. Left to right are: Jay Killgore, Gary Abrahamson, Jim McCauley, Jay Burton, Larry Hope, Scott Thomas, Ray Shephard and Bill Twohey.

BOWLING TOURNAMENT



NOV. 10-11

**WATCH THE UTILITY
REPORTER FOR MORE
INFORMATION.**

**IBEW
LOCAL UNION 1245**

Local 1245 Delegates Attend...

I.B.E.W. 1979 Utility Conference



Some of the delegates from Local 1245 are shown listening to opening remarks and reports presented by the International Office Utility staff at the General Session.

Local Union 1245 sent ten delegates to the 1979 I.B.E.W. Utility Regional Conference. The Conference was held April 4-6, 1979 at the Sahara Reno, Reno, Nevada.

The Conference, sponsored by the I.B.E.W. Utility Department, was designed to assist I.B.E.W. Local Unions in doing a better job for the people they represent. The opening day of the three-day session was devoted to introduction of delegates; reports by the Director of the Utility Department, Vincent O'Reilly, and the Utility Department Staff, International Representatives Robert W. Macdonald, Paul R. Shoop, and Robert Bieritz; and discussion of common problems that pertain to clerical, electric, gas and generating jurisdictions. Specific reports and problems pertaining to

electrical, generating, clerical and gas jurisdictions were discussed in depth during all-day workshops on the second day of the Conference. On the last day of the session reports were given on the respective workshops and other items of common interest were discussed.

Local 1245 Delegates attending the three-day Conference were: Business Manager Dean Cofer, Senior Assistant Business Manager Willie R. Stewart, Assistant Business Manager Mert Walters, President Ron Fitzsimmons, Vice President Howard Stiefer, Southern Area Executive Board Member Bob Thomson, Central Area Executive Board Member Red Henneberry, Treasurer Nannette Brownlee, and Business Representatives Ron Van Dyke and Manny Mederos.

Labor Editors Learn How to Work With The Media

Western Labor Press Convention

by Dorothy Fortier

One of the "hot" topics discussed by editors of labor publications from 14 western states at the Western Labor Press Association (WLPA) Convention was Labor's bad media image. What do you hear when a newscaster is reporting on a strike? "The Union bosses called the workers off the job. . . They are demanding more money. . . Mr. Goodguy, a representative of the best company in the world to work for, says the company

is unable to meet the Union's demands because there is only \$10.00 in the budget and the Union wants \$20.00. . ."

Unfortunately, we all know the story too well. If the company makes a proposal it is an offer. If the union makes a proposal it is a demand. Union bosses versus company officials, etc. These problems were discussed at great lengths by the delegates and representatives from the media during the Convention in San Francisco on May 4 and 5.

Rollin Post, Political Reporter, KQED commented that very few people in the media understand the problems of labor. Strikes receive wide-spread media coverage. While on the other hand practically no coverage is given to the positive aspects of the labor movement. He noted that in a strike situation, the media comes to labor for a story without being solicited. However, Labor has to continually solicit the media to get any coverage of positive union activities.

Gil Hear, Assistant Assignment Editor of KYUU radio station added that the media loves responses to charges but the responses must be timely. He said, when reporters call Unions for responses to company representatives' statements concerning disputes, Labor's responses are often untimely. He stressed that union officials must fully realize the importance of building good channels of communication with the media, and pointed out that television and radio provide a large portion of the public with all the news they are going to get.

Bob Kalaski, Editor of the **Machinist** and Public Relations Director of the IAM told us that Labor has to be more aggressive with the media. We have to move from defense to offense. He said the International Ladies Garment Workers Union spent 4 million dollars to improve their image and increase public awareness of the benefits of buying union with their "Look for the union label" campaign. It's bucks versus manpower. We got the manpower but the right wingers got the bucks and they are

beating Labor over the head with them.

How do we solve the problem? It will take time, money and a lot of hard work. It was concluded that Unions will have to remind the public, their members included, of the history of the labor movement. We have to stress the good things labor does for people; e.g., push legislation to improve workers' compensation, disability benefits, equal employment, health and welfare benefits, etc. We have to tell people that we sponsor scholarships, contribute money to charities, provide housing for the aged, programs for the handicapped, etc.

Labor and the media can do these things together but the bulk of the task undoubtedly falls on labor because the media tends, for their own survival, to seek sensational and out of the ordinary news items as feature stories.

Local 1245's delegate to the WLPA Convention was Managing Editor of the **UTILITY REPORTER**, Dorothy Fortier. The WLPA is an association of people who work in the labor media including full time and part time labor editors and public relations directors working throughout the 14 western states. WLPA is involved in an ongoing program of education, aimed at improving the quality of labor publications and the kind of information people receive about labor in general. Conventions are held annually to review the complexity of the labor press and its relations with the media. Local 1245's continued participation in the activities sponsored by the WLPA is essential to improving our publication, the **UTILITY REPORTER**.

Labor Meets With Elected Officials

by Bob Gibbs

I attended Labor's annual Joint Legislative Conference in Sacramento March 12-14, as a delegate from Humboldt-Del Norte Central Labor Council.

Other Local 1245 members present at the Conference, as delegates from our Local or their central labor councils, were: Business Manager Dean Cofer, Assistant Business Manager Mert Walters, President Ron Fitzsimmons, Vice President Howard Stiefer, Executive Board Member Bill Peitz, Business Representatives Al Sandoval, Hank Lucas and Gary Hall and Brothers Dick Daugherty and Bill Tomlinson.

This Conference was jointly sponsored by the California Labor Federation, AFL-CIO, the State Building and Construction Trades Council of California and the California State Council of Carpenters. It was set up to provide an opportunity for representatives of Labor to review their legislative position and to meet with members of the Assembly and the Senate to discuss key issues. The contacts with legislators were made in various ways. In addition to the private meetings that delegates held with legislators, many of the central labor councils

coordinated breakfasts, lunches and dinners for the delegates and invited their respective legislators to attend.

Proposed legislation and problems of interest to Labor discussed during this Conference ranged from improvements in workers' compensation to the licensing of general contractors, and from the proposed constitutional convention to charging for telephone information calls.

Legislative action to improve California's unemployment insurance and workers' compensation benefits, spur housing for low and middle income families and assure state and other public employees adequate pay raises were high priorities on Labor's agenda. It is important to point out that not all bills were discussed. We only talked about those bills that affect Labor.

The Conference provided delegates with an effective vehicle to move toward obtaining improved legislation for working people. As a united force, we were able to bombard legislators with our views and hopefully sway enough of them to get our legislation passed in California.

Stan Jones Testimonial



Local Union Recording Secretary Kathy Tindall (left) praises Stan Jones and his wife, Wendy, for their many years of dedicated service to the labor movement.
Photo by Verna Foster

Former Nevada State Labor Commissioner Stan Jones was recently honored at a testimonial dinner sponsored by the Northern Nevada Central Labor Council.

Assistant Business Manager John Wilder, Business Representatives Darrel Mitchell and John Stralla, Sierra Pacific Power Company Advisory Councilmember Jay Killgore, and Recording Secretary Kathy Tindall were among the 400 friends and co-workers present at the dinner to salute Stan for his many years of service to the workers of Nevada and organized labor.

Stan served as Labor Commissioner for twelve years, and as such he administered the duties of his office with dignity and professionalism. He was removed from office by the newly elected Governor in January. He is currently working as a business representative with the Northern Nevada Central Labor Council and his new duties include working with local unions regarding legislation, organizing, and voter registration programs.

Local 1245 wishes Stan the best in his new endeavors.

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

Contact your Business Representative for an application.

NEVADA NEWS
By John Wilder

Employee Discount Case — Sierra Pacific Power Company is preparing to restore the employee discount. However, on April 30 it was announced by the media that the Public Service Commission appealed the lower court judge's decision restoring the discount to the Nevada State Supreme Court. Even though the lower court judge's ruling is a strong decision in our favor, Company officials will not reimburse our members until the matter is settled.

Sierra Pacific Power Company Negotiations — We held numerous meetings with Sierra Pacific Power Company. Both the Union and the Company submitted a large number of proposals so we had a lot of items to go over. To date, bargaining is completed on all the non-economic issues (wages, benefits, etc.) during the meeting scheduled the week of the 14th.

Mt. Wheeler Power Company — Negotiations are scheduled to begin in June. As yet, no proposals have been exchanged.

An In-Depth Look at The Certificated Program

by Larry Hope

Over 500 Local 1245 Shop Stewards are expected to complete a four-day certificated training program this year. The material they study will help them provide better representation for Local 1245 members.

Stewards in the Northern Sacramento Valley were the first to finish the entire program. Business Representative Larry Hope files this report on what they learned during their back-to-back weekend sessions:

The conference opened with a topic of immense importance to union members: political activities. Teaching this segment was Assistant Business Manager Mert Walters, an expert on legislation and political activity. Walters explained how Union advances won at the bargaining table can easily be lost by the election of anti-labor politicians or the passage of bad legislation. He stressed the importance of lobbying, endorsing candidates or propositions, and contributing to campaigns.

Walters speaks from a firm foundation of experience in California politics. He was instrumental in the passage of the Meyers-Milius-Brown Act (which granted bargaining rights to public employees) and is highly respected by California Senators and Assemblymen.

Senior Assistant Business Manager Willie Stewart followed Walters with a report on the Union's progress in bargaining and organizing. He emphasized how vital it is for union members to be involved and not just

watch from the sidelines.

In the afternoon of the first day, the Stewards split into two groups. The first group was presented Labor Law for Private Employer Stewards. This session was given by Union attorney Maureen Whelan, who did an excellent job covering the National Labor Relations Act.

The second group learned about public agency labor law from attorney Hank Marsh. Many Stewards commented that Hank has a way of explaining difficult Labor Law in everyday language and as a result they learned a great deal. The Stewards appreciated the fact that Hank was interested in relating the law and not in trying to impress them with a lot of legal terms.

Sunday, the second day of the conference, opened with skits of grievance situations in which Shop Stewards could find themselves. The first skit found the Business Representatives playing the parts as follows: Dave Rossi - Shop Steward, Arlie Baker - Business Representative, Rich Hafner - Foreman, Skip Harris - Personnel Manager, and Larry Hope - Grievant.

The Business Representatives enacted several skits, then the Stewards were called upon without notice to reenact a skit of a real situation grievance. Harvey Iness from PG&E's Shasta Division played the Business Representative and Harold Crowhurst from Drum Division played the Shop Steward.

Iness and Crowhurst left the room while, in the meantime, Gene Wallace and Jim Taylor of PG&E General Con-

struction portrayed a grievant and supervisor acting out a grievance. Iness and Crowhurst were then called back into the room to conduct an investigation. Just as in a real situation, they had no actual information about the grievance and no advance notice that they would be acting as the employee's advocate. The Stewards did quite a job in presenting a witty, humorous and educational skit.

The afternoon of the second day was headed by Business Representative Manny Mederos, who handles higher steps of the PG&E grievance procedure out of the Union's Walnut Creek office. Manny covered the steps of the grievance procedure which occur after it leaves the Shop Steward. He stressed the importance of getting the facts and keeping detailed notes. Manny's discussion lead into a film on arbitration, which depicted the progress of a real grievance from the first step all the way to arbitration and the arbitrator's decision.

The third full day of the conference began on the following Saturday. The morning session was devoted to the Safety Responsibilities of the Steward. Assistant Business Manager Tony Morgado covered accident reporting and headed a question/answer period. Tony was followed by Paul Chown of the University of California Labor Studies Center. Chown covered the California Occupational Safety and Health Act. His talk generated a great deal of interest because it focused on Steward's rights and responsibilities.

The afternoon of the third day was headed by Union attorney David Mastagni. Mastagni described the Worker's Compensation Law. He explained the employee's rights under the law, legal recourse if threatened or coerced for filing a claim, the legal status of refusing to work an unsafe job, and the procedure to follow when someone gets hurt on the job.

Sunday was the fourth and final day of the conference. Business Representative Charlie Gadzik gave a detailed overview of the structure and operation of the Union. He talked about the International Union and its role in relation to the Local Union.

The afternoon session was lead by Norm Amundson, head of the UC-Berkeley Labor Studies Center. Norm gave an extensive overview of the history of the labor movement, including some interesting facts about Local 1245's history. The afternoon ended with a showing of the film, "The Inheritance".

The conference closed late in the afternoon. After four days of instruction, the Stewards went home better trained and better able to represent the membership.

Training Program

"Interesting and informative — an excellent program!" These words sum up the way most Stewards feel toward the Union's Certificated Stewards Training Program, which is now being presented throughout the Local's jurisdiction.

The four day program covers a variety of topics ranging from Arbitration to Union Operations. Stewards have responded enthusiastically to the program, as shown by the evaluation cards they've filled out after attending each segment. On a scale of 1 to 5, they gave the program a near perfect score of 4.6.

Better representation is the goal of the program. Stewards can take what they've learned back to the workplace

Labor Law a Taught

Stewards meeting in both Reno and Stockton finished the first half of the Local 1245 Certificated Training Program. Each group spent two full weekend days studying subjects like Labor Law, Worker's Compensation, Safety and Arbitration.

While gamblers in the surrounding casinos were risking their pocketbooks, Nevada area Stewards were learning how to make their workplace safer. Paul Chown of UC-Berkeley's Labor Studies Center explained the workings of OSHA and showed Stewards how OSHA could



Chico: Business Representative Rich Hafner (left) had to switch roles as he played a management part in a skit teaching proper grievance investigation. Business Representatives Larry Hope (right) and Arlie Baker acted as the grievant and the rep. (Editor's note: Photos of the Steward's skit did not turn out.)



Chico: Stewards were taught accident reporting procedures by Assistant Business Manager Tony Morgado.



Chico: Nearly sixty Stewards took part in the four day conference.

North Area First to Earn

Forty-five northern area stewards became the first to complete the 1979 Local 1245. They came from several different employers, including (Lassen and South Lake Tahoe Divisions), Glenn-Colusa Irrigation Districts, PG&E General Construction, Shasta, and Drum Divisions.

A challenging schedule calling for back-to-back sessions that the stewards finished the program so quickly that they had no consecutive days without a break. This kind of dedication shows that they do it for you.

Congratulations and sincere thanks go to

PG&E (DeSabra)

Fred Wannamaker
Marcia Mearns
Ronald Powell
Norman Adamson
Richard Havey
Tom Conwell
Anthony Gonsalves

PG&E General Construction

Robert Callender
Dan Lolmaugh
Gene Wallace
Fred Pederson

Glenn-Colusa I. D.

Gerald Bartholomew
John Ehorn
Harry Von Seggern
Steven Danley

PG&E (Shasta)

Will Rodriguez
Harvey Iness
E. H. Saunders
Leon Grover

PG&E (Colgate)

Paul Felkins
Jack Osborn
Charles Watson
Jack Belmont

Citizens Utility

Bill Samuels
Sandy Zrag
Blanche Gort
David Monahan
Lonnie Gahan
Charles Catlett
Eunice Semler
Jim Fordyce
T. G. Brown
Marianne Kohn
Lawrence Nelson

SHOP STEWARD'S TRAINING

uction portrayed a grievant and supervisor acting out a grievance. Iness and Crowhurst were then called back to the room to conduct an investigation. Just as in a real situation, they had no actual information about the grievance and no advance notice that they could be acting as the employee's advocate. The Stewards did quite a job in presenting a witty, humorous and educational skit.

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Training Program Gets High Marks from Stewards

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Better representation is the goal of the program. Stewards can take what they've learned back to the workplace

and do a better job for the members.

Steward's reactions to the Worker's Compensation and Safety segments provide a good example of how they are using their new knowledge. After hearing Paul Chown's advice on how to deal with workplace hazards, a Reno area manufacturing steward declared, "It looks like we're going to be busy at Lynch [Communications]!"

One Steward remarked that the program "has been needed in this division for a long time." Although Steward's training has been done in the past, it has never been conducted in the formal consistent manner of the current program, which was initiated by Business Man-

ager Cofer at the request of Stewards and members.

Sprinkled among the compliments to the program were a few criticisms and suggestions for improvement. Many Stewards felt that more time was needed to cover the subjects properly.

Unfortunately, the time allotted to each subject has been limited because there is so much material to be covered by the program. After the current program is finished, advanced courses will be offered to allow a more detailed review of the subject matter.

In the meantime, stewards can look forward this year to several more conferences scheduled in locations across Local 1245's jurisdiction.

Labor Law and Worker's Compensation Taught in Reno and Stockton

Stewards meeting in both Reno and Stockton finished the first half of the Local 1245 Certificated Training Program. Each group spent two full weekend days studying subjects like Labor Law, Worker's Compensation, Safety and Arbitration.

While gamblers in the surrounding casinos were risking their pocketbooks, Nevada area Stewards were learning how to make their workplace safer. Paul Chown of UC-Berkeley's Labor Studies Center explained the workings of OSHA and showed Stewards how OSHA could

be used to reduce hazards.

Despite safety measures, industrial accidents do happen, and few employees are aware of the Worker's Compensation rights they are entitled to when they get hurt. To help inform the members of their rights, Stewards were given an entire afternoon of instruction covering Worker's Compensation law. Union attorney David Mastagni, an expert in the area of Worker's Compensation law, gave the Reno Stewards a thorough description of the protections available to a hurt employee.

Both the Reno and Stockton conferences spent a day on Labor Law and Labor History. These subjects are taught by Union attorneys and instructors from the University of California at Berkeley.

The final day of Stockton's two-day conference was devoted to grievance investigation techniques. Procedure for getting the facts and taking good notes were illustrated by the use of skits during the morning conference. Stewards spent the afternoon learning about the higher steps of the grievance procedure and observing an arbitration film.

Stockton: From left are Pittman, Heil, Skip and Jo



Reno: Lynch during

North Area Stewards First to Earn Certificates

Forty-five northern area stewards became the first of an expected five hundred stewards to complete the 1979 Local 1245 Certificated Stewards Training Program. They came from several different employers, including the City of Redding, CP-National (Lassen and South Lake Tahoe Divisions), Citizens Utilities Company, Paradise and Glenn-Colusa Irrigation Districts, PG&E General Construction and PG&E's DeSabra, Colgate, Shasta, and Drum Divisions.

A challenging schedule calling for back-to-back weekend sessions was the reason that the stewards finished the program so quickly. It required them to work nineteen consecutive days without a break. This kind of sacrifice is common among shop stewards. They spend much of their time in other ways, too numerous to mention here, and they do it for you.

Congratulations and sincere thanks go to the following dedicated Stewards:

PG&E (DeSabra)

Fred Wannamaker
Marcia Mearns
Ronald Powell
Norman Adamson
Richard Havey
Tom Conwell
Anthony Gonsalves

PG&E General Construction

Robert Callender
Dan Lolmaugh
Gene Wallace
Fred Pederson

Glenn-Colusa I. D.

Gerald Bartholomew
John Ehorn
Harry Von Seggern
Steven Danley

PG&E (Shasta)

Will Rodriguez
Harvey Iness
E. H. Saunders
Leon Grover

PG&E (Colgate)

Paul Felkins
Jack Osborn
Charles Waugh
Jack Belmont

Citizens Utilities

Bill Samuels
Sandy Zraggen
Blanche Gonzales
David Monath
Lonnie Gahart
Charles Catron
Eunice Seminario
Jim Fordyce
T. G. Brown
Marianne Kostick
Lawrence Newman

CP-National (So. Lake Tahoe)

Jim Anderson

Paradise I. D.

Randy Bane
Rick Terrano

City of Redding

Mike Cronin

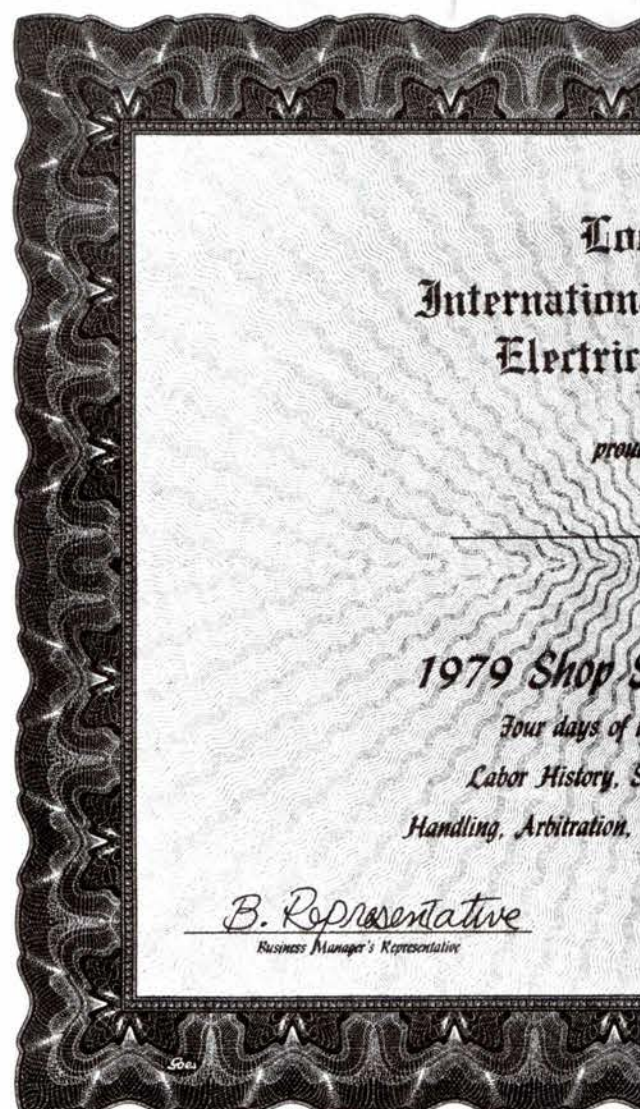
CP-National (Lassen)

Michael Anderson
Bill Waltman

PG&E (Drum)

Terry Peterich
Ted Smith
Stanley Justis
Dwayne Felkins
Harold Crowhurst
Bill Wadman

The half-size certificate shown here is a replica of the full color version of the program.



D'S TRAINING

m Gets High Marks from Stewards

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In the meantime, stewards can look forward this year to several more conferences scheduled in locations across Local 1245's jurisdiction.



Stockton: Public agency Stewards met separately in the afternoon to learn public agency labor law. Seated from left are Stewards Sam Montgomery, Ron Simpson, Tony Courtrakis, John Goodson, Skip Baptista, Dave Pittman, Henry Azevedo, and Ken Raven. All except Skip and John work for the Modesto Irrigation District. Skip and John are employed by the Merced Irrigation District.

nd Worker's Compensation in Reno and Stockton

be used to reduce hazards.

Despite safety measures, industrial accidents do happen, and few employees are aware of the Worker's Compensation rights they are entitled to when they get hurt. To help inform the members of their rights, Stewards were given an entire afternoon of instruction covering Worker's Compensation law. Union attorney David Mastagni, an expert in the area of Worker's Compensation law, gave the Reno Stewards a thorough description of the protections available to a hurt employee.

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Reno: Lynch Communications Stewards studied Labor Law, Labor History, Safety, and Worker's Compensation during the two-day conference.

Stewards Certificates

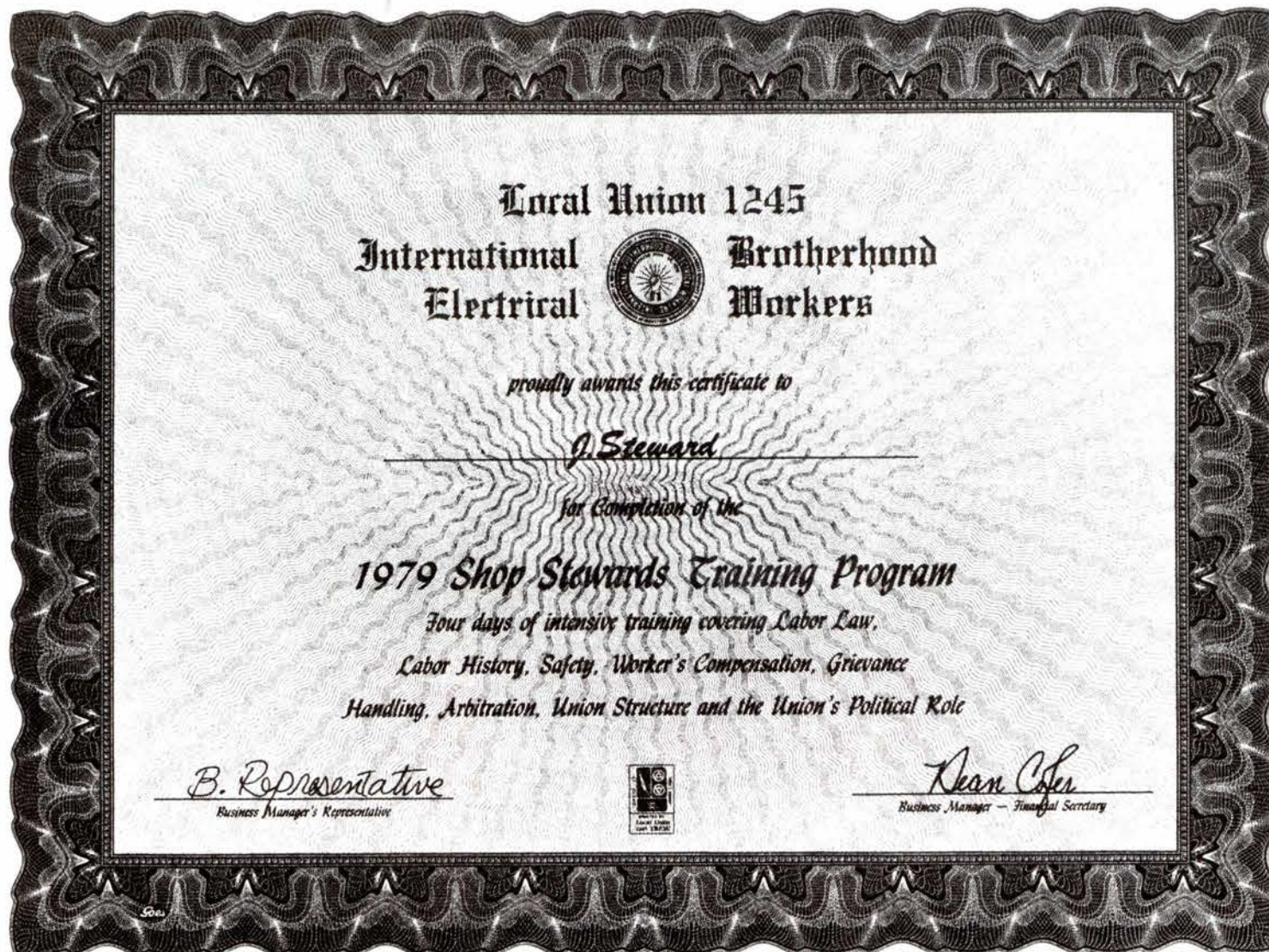
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- | | |
|-------|-------------------------------------|
| (a) | CP-National (So. Lake Tahoe) |
| ez | Jim Anderson |
| s | Paradise I. D. |
| | Randy Bane |
| ite) | Rick Terrano |
| | City of Redding |
| gh | Mike Cronin |
| | CP-National (Lassen) |
| ies | Michael Anderson |
| | Bill Waltman |
| gen | PG&E (Drum) |
| zales | Terry Peterich |
| t | Ted Smith |
| on | Stanley Justis |
| ario | Dewayne Felkins |
| | Harold Crowhurst |
| | Bill Wadman |

The half-size certificate shown here is a replica of the full color version earned by Stewards who complete the program.



East Bay Long Time Members Honored

By Veodis Stamps

The Holiday Inn in Concord was the setting for the annual East Bay service Awards Dinner. The Dinner was held to honor Local 1245 Members with 20 or more years of Membership in the International Brotherhood of Electrical Workers.

After a get acquainted and renew old friendships hour, introductions were made and dinner was served.

The award recipients and their guests were addressed by Business Manager Dean Cofer. In his address he expressed his profound appreciation for their support of I.B.E.W. Local 1245, and cited the progress of the local and its recent accomplishments.

Following his talk, Business Manager Cofer, with the assistance of East Bay Business Representatives Veodis Stamps, Scott Thomas and Jim McCauley (who also acted as Master of Ceremonies), made the award presentations.

The members listed below were eligible to receive awards.

30 Year Members: Bennie Lindsay.

25 Year Members: C.P. Ames, Charles J. Burke, M.L. Busse, H.C. Cotten, H.A. Cox, D.M. Craig, E.H. Dressler, K.J. Fagerstrom, K.D. Ford, J. Fraser, Gerald Gill, A.J. Godard, A.L. Goff, John F. Grace, F.G. Guzman, D.L. Hansen, R.E. Harrell, R.C. Hartwell, J.J. Healy, F.J. Hopkins, H.A. Jacinto, L.Z. Jackson, G.C. McBride, Don McNeill, A.C. Mefford, C.E. Melrose, R.L. Miller, V.W. Miller, Vernon Neumann, A.R. Palmer, R.G. Parker, M.C. Ramirez, William Saunders, C.W. Smith, M.S. Sutabee, J.R. Trucks, D.K. Trzebiatowski, M.M. Turney, R.V. Vecchi, J.C. Belaski, James Buffington.

20 Year Members: Norman E. Amundson, C.R. Berk, B.L. Bolen, J.R. Cunha, W.J. Dolin, Charles Folk, J.W. Hansen, Floyd T. Hendryx, J.R. Howell, Eric Klein, C.W. Lawson, James A. Moss, Billie Murphy, C.E. Straub, S.B. Stuckey, W.E. Sullivan, Ronald Senicka.



Several members from PG&E's East Bay Division were awarded service pins.



Enjoying the banquet are (from left) Jim Moss (PG&E), Terry Cotten, 25-year member Hiram Cotten (PG&E), and Mr. & Mrs. James Krugh (City of Oakland).



Executive Board Member Red Henneberry congratulated the pin recipients.



Business Representative Jim McCauley acted as Master of Ceremonies.



Business Manager Cofer (center) and Business Representative Skip Harris (2nd from left) congratulate pin recipients from PG&E's General Construction Department.



Seated from the left are Mr. & Mrs. Bill Sullivan, Al Palmer, and James Buffington.



Business Manager Dean Cofer (standing) addresses the banquet as Red Henneberry (right) and Jim McCauley look on.

A Special Thanks From...

San Jose Unit 1511, Mike Davis and Orv Owen

At the April 17, 1979 Unit Meeting of San Jose Unit 1511, the drawing was held for our fund raising raffle in behalf of Brother John Berry. The winners were:

1st Prize: Bill Wallace, City of Santa Clara

2nd Prize: Harvey Thornton, PG&E North Bay

3rd Prize: Joe Farrone, PG&E San Jose

Cindy Naranjo, San Francisco General Office drew the winning tickets. We want to thank all of those people who participated in this raffle and especially those who helped with the ticket sales.

We feel that the money our members raised will be very helpful in assisting Brother John Berry.

Again Local 1245 and Unit 1511 would like to thank all of our Brothers and Sisters who helped us to make our raffle a tremendous success.



Cindy Naranjo presents her winning raffle ticket to Business Representative Mike Davis for verification. Seated are: Advisory Councilmember Barbara Symons and Unit Recorder Reynold Fitzpatrick.

EDITOR'S NOTE: This letter was received from the Berry family. It is in appreciation of San Jose Unit 1511's sponsorship of a fund raising raffle in behalf of John Berry. John is a Local 1245 member who was stricken by polio.

Words cannot express our thoughts and gratitude for the kindness and goodwill expressed by so many people.

As you know, this money will be put to good use in John's recovery program. His progress has been slow but he is progressing and hopefully he will be home for weekends in a short while.

John's own determination is a key factor in his recovery and knowing that people care and have done so much, certainly has helped his determination.

We would like to thank each per-

son who took part in this drawing personally, but as you know, this is impossible to do. We know that a lot of work and time is involved in getting something like this off the ground and we will never be able to thank everyone enough.

Everyone's concern and kindness has helped us to see a brighter tomorrow.

Thank you all so very much.
John, Kathy & Kevin Berry

Please Help Brother Cliff Slaughter

Brother Cliff Slaughter needs your help. On April 3, 1979 he was severely injured in a motorcycle accident. The accident left him in a coma and for some time it appeared that his chances for recovery were nil. Since the accident he has undergone three major operations. Thanks to advanced medical technology he is still alive and is now showing signs of progress. The prayers of his family and friends were answered.

Brother Slaughter is 28 years old. He has a wife and two small children, ages 4 weeks and 5 years. As a result of the accident, he is not going to be able to return to his job at PG&E for a long time, if at all, and he is accruing enormous medical bills that are not fully covered by his insurance. He and his family are becoming financially destitute.

Unfortunately, Brother Slaughter was not enrolled in the Group Life Insurance and Long Term Disability Plan or the Company's voluntary wage benefit plan. DON'T MAKE THE SAME MISTAKE. SIGN UP NOW!

Brother Slaughter needs monetary assistance. If you wish to make a financial contribution to the Clifford Slaughter Fund, send a check or money order, payable to the Clifford Slaughter Fund, to one of the Local 1245 members listed below:

Corb Wheeler
18434 Kennedy Street
Salinas, California 93906
Paul Nelson
75-C Overpass Road
Watsonville, California 95076
John Collenback
1355 Bolero Avenue
Salinas, California 93901

Workers Need Unions

by Dorothy Fortier

Jack O'Shea has been a member of Local 1245 over 25 years, and he served as a Shop Steward in East Bay Division for 20 years, prior to retiring from Pacific Gas and Electric Company in 1978.

Jack started work at PG&E as a Laborer in 1937, and in later years he worked as a Relief Operator at Gas Holder Station in East Bay Division at Oakland.

Jack lives in Oakland with his wife, Lou, and their teenage granddaughter. When asked if he was enjoying his retirement, he replied "extremely." Jack spends a lot of time gardening and tinkering around the house, and he loves to socialize with his old friends.

The evening I first met Jack, he, Red Henneberry, Bob Houchins and Veodis Stamps were discussing the "good old days". Of course, Veodis, who has only been the Business Representative assigned to handle Oakport for about 8 years, and Bob, who has only been serving as a Shop Steward at Oakport for 15 years found it difficult to compete with Red and Jack at telling stories about the "good old days".

There was no doubt in my mind that Jack and Red knew what they were talking about when they said "there was nothing good about the old days until the Union came on the property." Jack said it was nothing for a supervisor to tell him to break-in a new employee and then promote the new worker over him. Being replaced by a worker without qualifications or seniority just because the worker was a friend of one of the bosses was a frequent occurrence.

Jack recalled a specific incident when he was working as a Pressure Operator one winter. He said one of the supervisors told him that he was going to give his job to an employee with less seniority and transfer Jack to another assignment. The other worker was the boss' friend. However, the Plant Superintendent happened to be a fair person and when Jack told him what was going on

he made sure Jack got to keep his job. In those days, unless you happened to luck out and get a fair supervisor you could forget about seniority rights... there were none.

At the supervisor's discretion, employees were told when they had to work and how long; what their days off would be; what job duties they were to perform; what employees would be promoted; etc. Employees had no guaranteed rights. If an employee got caught talking about joining a Union he would be fired.

Jack still remembers how far away from the Union meeting place he would have to park his car when the Union first started organizing. He said he would park at least 8 blocks away and then he and his friends would walk the rest of the way to the meeting. They had to always be careful not to let the stoolies catch them attending a Union meeting because they knew if they got caught they would be fired.

Jack may not be a Local 1245 Shop Steward anymore, but he is one of the best organizers I have ever met. No one in their right mind, after listening to the horror stories about the good old days before Local 1245 came on the property, could ever believe that the Company would take care of them if it didn't have to. The contract is what entitles an employee to fair and equitable treatment—not a supervisor's whims.

Jack knows his Union has done a lot for him. He laughed and added "I bet I am the only man who the Company had to pay overtime to after I was retired. My Union contract provided that if I was bypassed for overtime, I would be entitled to the money just as though I had worked. Well I was bypassed just before I retired and the Company had to pay me. Do you think they would have sent me a nice check for overtime if my Steward on the job hadn't filed a grievance for me? I don't."



The "good old days" weren't so good before the Union came on the property, says retired member Jack O'Shea, pictured above with his wife, Lou.

Jack thinks every worker should belong to a Union. He emphasized how important it is to participate in union activities and to back the actions of the union you belong to. Jack O'Shea is

100% union. He believes young workers ought to thank their lucky stars they belong to Local 1245, and added that he has never regretted being a member and never will.

Jack's Open Letter To 1245 Members

My recollections about the value of a Union goes back quite away. I went to work for the P.G.&E. Co. in 1937 and that was my introduction to working for a company without a Union. We had no job security, we were pushed around at the whims of supervisors from job to job, if you kissed tail you had it made, and many other things too numerous to mention. In the 40's some of the fellows decided they had enough of this crap and started to form a union (namely the C.I.O.) We had to sneak our way to the meetings to avoid the Company's stool pigeons, so they couldn't turn us in to the bosses. We woke the Company to the fact that times were changing. Some rebels were out to turn things around a little in our favor. So they got their stoolies to start a union, they called it the *California Gas Union*. It was strictly a Company Union. Then the fun began: the stoolies started telling us about all the nice things their Union could do for us. They had little success in their efforts. But eventually dissention arose amongst the leaders and members and the C.I.O. Union and it petered out. Eventually the I.B.E.W. came into the picture and became our bargaining unit representative. When that happened, things really got better for the workers. The bosses showed us more respect because they realized they could not step all over us any longer and that we could stand up to them and make them eat dirt for a change. I had 41 years service with P.G.&E. For the last 25 years I have been an I.B.E.W. member. Those 25 years were the ones I enjoyed because I was able to tell a few bosses and their kiss-tail stoolies my feelings about them. I knew my Union would back me as long as I was in the right.

I will never forget those terrible days before the Union came to P.G.&E. Every worker needs a Union to protect his rights.

Jack O'Shea

Appointments

TRUSTEE COMMITTEE

Bob Burchfield

GRIEVANCE COMMITTEES

Coast Valley Division
Kenneth L. Ball, Jr.

San Jose Division
Stuart Neblett

Colgate Division
Larry Casserly

East Bay Division
Marie Kizzie

BALLOT COMMITTEES

Davey Tree
Dave Hall
Michael J. Meglio

CENTRAL LABOR COUNCILS

Five Counties
Douglas Wakefield
Harvey L. Iness

NEGOTIATING COMMITTEES

City of Oakland
Cecil Jackson
James Krugh

Glen-Colusa Irrigation District
John Ehorn

Outside Line Construction
D. Tommy Heyl

Sierra Pacific Power Company
Ron Walters

City of Healdsburg
Larry Giovannoni
Jim Silva

Computer Operations Department
(PG&E)
Rene Giger

G.C. Apprentice Welders
(PG&E)
Steve Alexander
Bruce Miles

Turbine Peaking Units
(PG&E)
Richard Capozzo



Members

During the period March 22 through April 25, applications for membership were received from the following persons:

SAN JOAQUIN DIVISION

Charleston, J.L.
Cotner, G.A.
Etcheverry, M.D.
Fisher, B.J.
Gillespie, J.F.
Gunlund, L.L.
Lucas, D.E.
Moore, T.E.
Schaefer, R.A.

COAST VALLEYS DIVISION

Changaris, L.G.
Ibay, K.R.
Ivery, J.
Lilhestrand, R.A.
Town, C.J.
Tavala, G.E.
Wickliffe, C.L.

TELEPROMPTER OF LOMPAC

Heckman, R.J.
Garcia, R.G.
Renner, D.L.

PIPELINE OPERATIONS

Parmer, B.W.

SAN JOSE DIVISION

Carlson, C.P.
Cooper, M.W.
Dellagatta, D.A.
Garcia, M.D.
Honter, L.E.
Jennings, B.O.
Lewis, M.E.
Rodriguez, R.H.
Shehan, J.D.
Silva, E.M.
Smith, E.J.

MATERIALS DISTRIBUTION

Collins, T.W.
Lau, R.
Low, R.

EAST BAY DIVISION

Barba, R.M.
Barnes, R.M.
Baum, J.D.
Cueva, A.A.
James, B.
Lynn, L.J.
Sievers, C.G.
Wilson, L.J.
Woolridge, D.W.

CONCORD TV CABLE

Ertwine, O.T.
Gans, J.D.
Ronsonet, J.E.

SAN FRANCISCO

Andersen, K.H.
Anderson, J.E.
Arana, D.N.
Attard, M.A.
Carlotti, R.D.
Ceruti, E.R.
Chavez, C.A.
Deignan, P.H.
Earp, P.F.
Eichhorn, G.A.
Hartlein, J.P.
Keck, E.J.
Kern, D.V.
Kinsella, C.A.
Law, D.M.
Lehane, M.A.
Montenegro, P.A.

McCarthy, M.D.

Smallin, M.M.
Stotler, B.A.
Sutter, S.T.
Valdez, R.T.
Wong, P.

GENERAL OFFICE

Caamano, W.J.
Chan, R.
Day, M.F.
Dorkalam, L.R.
Freeman, D.M.
Lawrie, V.E.
McCarthy, S.B.
Shanahan, L.M.
Shepherd, S.L.
Sherwin, D.P.
Wilkes, P.

WESTERN TV CABLE

Evenson, D.L.

STOCKTON

Alders, M.K.
Clipper, D.R.
Cooper, S.M.
Namekata, A.I.
Prato, S.D.

HUMBOLDT

Grossman, M.D.

SHASTA

Stone, K.E.

CP NATIONAL-LASSEN

Stampfli, R.A.

SIERRA PACIFIC POWER

Bates, G.R.
Blodgett, A.T.
Carrica, C.A.
Delano, D.P.
Johnson, B.J.
McGiluray, C.D.
Tanberg, J.E.

TRUCKEE-DONNER PUD

Boone, E.A.
Lyson, L.A.

TELEPROMPTER OF RENO

Daniel, R.E.

LYNCH COMMUNICATIONS

Brown, P.L.
Brown, Z.J.
Dickinson, D.J.
Garbez, D.A.
Goff, K.K.
Hamilton, A.
Holleman, L.D.
Kane, S.L.
Mills, H.H.
Pena, M.A.
Pine, R.P.
Smith, K.F.
Stiverson, C.F.
White, B.
Wren, M.A.

DRUM DIVISION

Fox, R.E.

COLGATE DIVISION

Greminger, K.A.
Simmons, H.

NORTH BAY DIVISION

Doerres, G.E.
Snyder, I.E.
Switzer, C.D.
Talamantez, G.J.

TELEPROMPTER OF UKIAH, WILLITS, FT. BRAGG

Kim, P.G.

SACRAMENTO

Carrior, C.R.
Kazama, J.K.
McDougald, D.E.
Rios, G.K.

CITIZENS UTILITIES

Cason, C.D.
Costello, M.L.
Davis, K.
Dunbar, K.S.
Gilbert, B.L.
Gilchrist, S.L.
Herdrich, J.J.
Rice, S.A.
Rubino, R.W.
Silva, E.M.
Smith, P.L.
Taylor, B.A.

GENERAL CONSTRUCTION

Abella, D.F.
Balent, S.M.
Barron, V.E.
Bender, W.E.
Burgess, B.R.
Casillas, J.L.
Cunningham, D.J.
Dare, D.
Davis, E.J.
Elledge, J.A.
Gaines, T.L.
Hakker, L.A.
Hemmis, J.L.
Hill, M.J.
Hoyt, R.D.
Kline, R.H.
LaVigne, F.J.
Mills, W.E.
Oren, W.C.
Patchell, G.W.
Rawson, C.L.
Salyer, G.R.
Travis, D.A.

DAVEY TREE

Dunstan, R.R.
George, D.J.
Reed, P.D.
Tanner, A.

PACIFIC TREE

Bruffett, W.L.
Morris, R.E.
Stowell, R.M.
Ward, P.A.

USBR

Barlow, M.W.

OUTSIDE CONSTRUCTION

Lasater, M.
Smith, J.D.

OUTSIDE TELEPHONE

Blaker, R.

SPPC No. 79-11:

Provides for the re-classification of a Fitter Welder Apprentice, Gas & Water Operations Department to a Fitter, Gas & Water Operations Department.

Pacific Gas and Electric Company

PG&E 78-52:

Pursuant to Subsection 202.16 (b) of the Physical Agreement, changes the hours of a Fieldman headquartered in Fresno from 8:00 a.m.-4:30 p.m. to 7:00 a.m.-3:30 p.m.

PG&E No 78-76:

Allows the Gas Service Operators and Relief Service Operators headquartered in Salinas to man the newly established load center and perform specific Pressure Operator job duties.

PG&E No. 79-11:

Provides for the placement of a Utility Transformer Repairman to an Apprentice Electrician in San Rafael.

PG&E No. 79-12:

Provides for the temporary placement of a Clerk A, General Construction (General Office) to a Field Clerk classification, Oakland.

PG&E No. 79-13:

Changes the hours of work for the Station Construction crew presently working at Martin Substation in Brisbane.

PG&E No. 79-15:

Revises the provisions of the General Construction Department Supplemental Grievance Procedure.

PG&E No. 79-16:

Provides for the re-classification of an employee from Labor Foreman to Water Systems Subforeman, headquartered at Rodgers Flat, De Sabla Division.

PG&E No. 79-17:

Provides for the placement of an employee returning from long term disability to his former classification of Heavy Truck Driver in General Construction.

PG&E No. 79-20:

Revises the job definition of a (1180) Plant Maintenance position held by an employee displaced from the Decoto pipe yard to the Emeryville shops.

PG&E No. 79-22:

Provides for the placement of employee returning from long term disability to a vacant Clerk C position in the Accounts Payable Section of Disbursement Accounting.

PG&E No. 79-23:

Provides for the temporary suspension of the provisions of Section II.A.1. of the letter agreement, "Notes Applicable to Lines of Progression at Humboldt Bay and Diablo Canyon Power Plants."

PG&E No. 79-25:

Provides for the establishment of a Sunday through Thursday workweek for part-time positions on the swing shift and full-time employees on the day shift in the Payment Processing Center.

PG&E No. 79-32:

Provides for the placement of an employee returning from long term disability in a vacant First Operator position at the Pittsburg Switching Station.



BARGAINING ROUNDUP



CITY OF GRIDLEY

Our dispute with the City of Gridley was appealed to the Third District Court of Appeal. Opening briefs will be submitted shortly after May 20

CITY OF HEALDSBURG

On April 24, Union served notice to the City of our desire to open negotiations. Bargaining is in progress.

CITY OF OAKLAND

On April 24, Union notified the City of our desire to open negotiations. Negotiations are in progress.

GLENN-COLUSA IRRIGATION DISTRICT

Our law suit concerning the District's refusal to formally recognize Local Union 1245 was heard in the Glenn County Superior Court. We are presently awaiting the judge's decision. In the meantime, bargaining is in progress on wages, hours and other terms and conditions of employment.

MODESTO IRRIGATION DISTRICT

Our law suit concerning the District's refusal to properly recognize Local 1245 as the bargaining representative is pending in the Stanislaus County Superior Court. In the meantime, we are negotiating on the terms of a Memorandum of Understanding covering hours and other conditions or employment.

ORANGE COVE IRRIGATION DISTRICT

Our law suit over the District's unfair labor practices is pending in the Fresno County Superior Court.

TRI-DAM IRRIGATION DISTRICT

Negotiations resulted in a 7.6 percent general wage increase effective March 1, 1979 and improvements in the shift differentials.

CITIZENS UTILITIES COMPANY

Negotiations are at an impasse.

PACIFIC TREE EXPERT COMPANY

Union is in the process of preparing to submit the Company's last offer to the membership for vote.

CP NATIONAL (Medical)

Negotiations are in progress.

CP NATIONAL (Lassen)

Negotiations resulted in a 7 percent general wage increase.

CP NATIONAL (Needles)

The membership rejected company's last two offers. A Federal Mediator has been called in to assist the Company and Union in reaching a satisfactory settlement.

SIERRA PACIFIC POWER COMPANY

Bargaining is in progress.

REGIONAL TRANSIT

The strike is settled. Our members returned to work on May 15 after ratifying a new offer by a vote of 57 to 12.

Letter of Agreement Summaries

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

Sierra Pacific Power Company

SPPC No. 79-7: Establishes a special temporary revised schedule of work days and work hours for the Incumbent Gas Pressure Operator and Gas Utilityman in the Gas and Water Production Occupational Group.

SPPC No. 79-10:

Provides for the re-classification of an Apprentice Lineman, Reno to a Meter Reader Collector, Reno.

Local 1245 Honors Loomis and Lee



Business Representative Larry Hope (left) awards a Certificate of Recognition to Dale Loomis. Dale served as a member of Union's Negotiating Committee in bargaining with Thermalito Irrigation District.



Brother Charles Lee (left) proudly displays the Certificate of Recognition which he received from the Local Union for serving on the Oroville-Wyandotte Irrigation District Negotiating Committee. The Certificate was presented to Charles by Business Representative Larry Hope (right).

We Get Letters...

EDITOR'S NOTE: Local 1245 sponsored one new Eagle Scout's attendance at the Eagle Scout Recognition Banquet held in San Francisco at the St. Francis Hotel on February 15. The young man we sponsored, John Finger, sent the following letter to Business Manager Dean Cofer and Business Representative Skip Harris expressing his appreciation to the Local.

"I am writing to thank you both again for sponsoring me at the Eagle Scout Banquet at the St. Francis Hotel on

February 15. It was truly an enjoyable experience and I will never forget it.

Mr. Cofer, my only regret was that you could not be there with me. Mr. Harris is a great guy. I had many interesting conversations with him about the Brotherhood of Electrical Workers.

I am enclosing some of the pictures that my mother took at the banquet.

Once again, I really appreciate what your Union did for me.

Sincerely,
John Finger



Skip Harris (right) congratulates John Finger (center) and his father.

Local 1245 Supports Davis-Bacon Act

The Local Union Executive Board, at its March 1979 meeting, voted unanimously to go on record in opposition to any legislation to repeal the Davis-Bacon Act.

The Davis-Bacon Act was first passed in 1931 to prevent the undercutting of wage standards by contractors on federal building projects. It was later amended to cover other public works projects and to protect fringe benefits.

Davis-Bacon was designed to protect prevailing standards of construction workers, to provide equality of opportunity for contractors, and to prevent disturbance of local economies.

Under Davis-Bacon, contractors on federal construction projects are required to pay workers in each construction craft no less than wage rates prevailing in the local area for each craft engaged on like projects.

The U.S. Department of Labor determines prevailing rates in the locality of the project for like projects and makes these known before contract bidding.

Davis-Bacon wage standards affect about 30 percent of all construction in the country.

What do unions get out of Davis-Bacon?

The chief advantage to unions is that carpetbaggers and union-busters can't use the taxpayers' money to undercut union wage standards. This

results in benefits to the community too. It makes for a stable workforce. It forces contractors paying union wages to be efficient in their management, and it allows the federal government the benefit of highly skilled, well-motivated workers who do a good job. Moreover, it protects local contractors from being undercut by phony low bids.

How can you help our brothers and sisters employed in the construction industry?

Write letters to your state senators and district house member. Let them know that you are very concerned about the current drive to get Congress to repeal the Davis-Bacon prevailing wage act.

Sample Letter

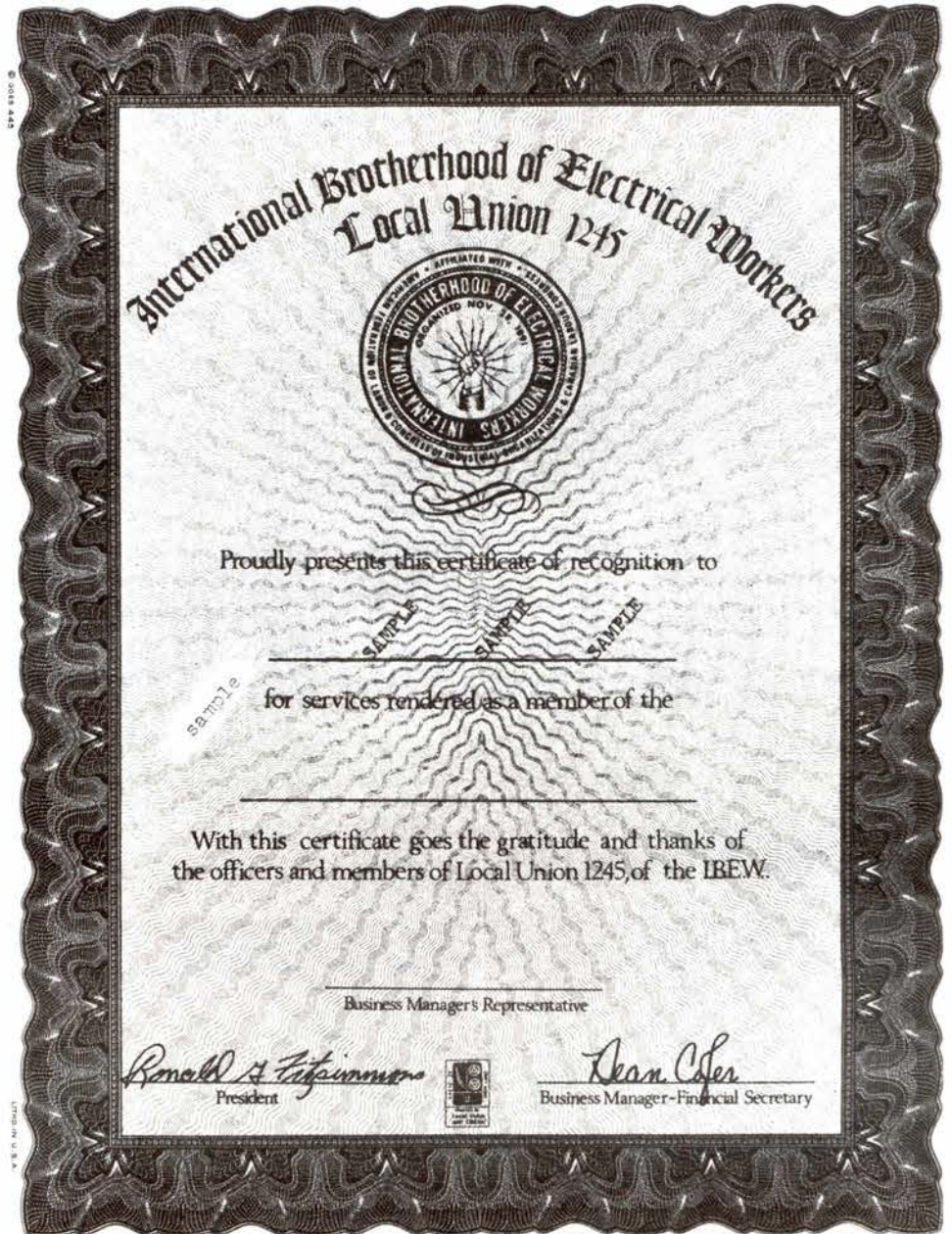
"I am very concerned about the current drive to get Congress to repeal the Davis-Bacon prevailing wage act.

In these times of high unemployment and runaway increases in the cost-of-living, I can't see why anyone in Congress would want to undercut the paychecks and job conditions of workers. I don't want Davis-Bacon repealed."

Because of the opponents' plan to repeal Davis-Bacon a piece at a time, it can come up anytime in any committee of either the House or Senate. So, send letters to your representatives as soon as possible.

EDITOR'S NOTE: As a small token of the gratitude of the officers and members of Local 1245, the Union awards Certificates of Recognition to members who serve on negotiating committees.

The black and gold engraved certificates, designed and printed at Local Union headquarters, are presented to committee members by the business representative who serves as Union's spokesperson on the committee during negotiations. (See the reduced sample certificate printed below.)



PG&E Employee Bulletin

Group Life Insurance and Long Term Disability Plan

Under the provisions of the Benefit Agreement negotiated between Local 1245 and PG&E, any fulltime or regularly scheduled part-time employee is eligible to become a member in the group life insurance feature of the plan upon completion of six months of continuous service and the attainment of regular employee status, provided the employee is under 64 1/2 years old.

The amount of a member's normal life insurance coverage is twice his or her annual rate of pay (rounded to the next higher \$100), excluding overtime pay and all forms of special compensation. **The cost is 4¢ a month per \$100 of insurance.** Lesser coverage is optional at the time of enrollment.

An employee who is a member of the group life insurance plan is automatically eligible for long term disability coverage at no additional cost. Under the provisions of the Long Term Disability Plan, initial benefits (up to 50 percent of the employee's regular wages) are payable to an eligible participant who is disabled, and has been off work

for a cumulative total of six months as a result of such disability.

Please do not bypass your opportunity to enroll in the Life Insurance Plan. You cannot be covered for Long Term disability unless you are a member of the Life Insurance Plan. No statement of health or a medical examination is required if an employee joins within 90 days after becoming eligible. An employee who joins after the 90-day period will be required to complete a statement of health and may be required to submit to a medical examination at the employee's expense.

To join, an employee must fill out and submit to PG&E an application form supplied by PG&E authorizing deduction of monthly premiums from the employee's pay check, and naming a beneficiary. A member may change the beneficiary at any time by submitting a change of beneficiary form to PG&E.

Copies of the Benefit Agreement are available upon request. Ask your Business Representative to give you a copy. Your Business Representative will be glad to explain it to you.

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.



Report on the Perils of P.C.B.'s

by IBEW Utility Department

Monsanto Chemical Company was the sole domestic producer of PCB's or "Askerel" and voluntarily stopped production in October 1977, one year before mandated by law.

Monsanto and many manufacturers of electrical equipment using "askerel" use their own trademark names:

Aroclor	Elemex	Clophen
Asbestol	Hyvol	Fenclor
Askerel	Interteen	Kennechlor
Chlorextol	No-Flamol	Phenoclor
Diachlor	Pyronol	P.K.
Dykanol	Saf-T-Kuhl	Pyrolene
		Santotherm

PCB compounds have been accumulating in the environment for more than 45 years. In commercial production since 1929, the colorless, odorless, syrupy PCB's were once widely used in industry as softeners in plastics, paints, and rubbers, as additives in printing inks and as oils used in the preparation of laboratory slides.

Because of increasing questions about the safety of PCB's, their use has been confined almost exclusively to the electrical industry. This has been in transformers, capacitors, and cable in which the compound is sealed.

The characteristics of PCB's are: Heavier than water; High dielectric strength; Nonflammable and nonexplosive; Not susceptible to deterioration by oxidation; and lower coefficient of expansion than mineral oil. PCB's will, however, vaporize and disperse when subject to high heat, such as in a building blaze or electric arc. If they are in a sealed container and vaporize, they may expand or rupture the container as many of us have experienced.

There was little concern about PCB's until 1968 when an estimated 1,600 Japanese came down with a baffling and painful ailment labeled as "rice oil poisoning". Their symptoms occurred after they had eaten rice oil accidentally contaminated by PCB's.

These symptoms were skin eruptions (dermatitis), vomiting, inflamed eyes, and palsy.

Japan banned the use of the compounds and suddenly, everyone was aware of their presence. By 1972 PCB's had been found in every major river system in the United States. The compound had either been discharged directly into the water or had been washed into the rivers by drainage from junked electrical equipment.

The major concern with askerel or PCB's is that their effects on the environment are similar to those observed due to DDT. Askerels have a very slow rate of biodegradation, such that they increase in concentration as they move up through the food chain. This is biological accumulation.

Therefore, an important feature in handling askerels is ensuring that none is allowed by spillage or error to find its way into the environment.

The long term health effect of PCB's on humans is still unknown, but the General Electric Company in New York has admitted that at least 65 employees in its capacitor plant have come down with the same symptoms exhibited by the Japanese victims of rice oil poisoning. Similar symptoms, especially dermatitis, have been found in other work locations where personnel are or were involved in handling high concentrations of PCB's.

The chemicals have also been found to cause cancer in laboratory animals. Presently under investigation is the incidence of liver cancers among those people exposed to PCB concentrations over an extended time period.

The United States Environmental Protection Agency issued the final rule for disposal and marking requirements for PCB's effective April 18, 1978. These regulations prescribe disposal and marking regulations only. Their intent is to protect the environment from further contamination by PCB's.

Askerels must be disposed of through incineration or burial at EPA approved facilities. There are to

date, only three approved incinerators, available, one each in Louisiana, Texas, and New Jersey. There are six approved landfills. It is then evident that there will be massive storage of these compounds and mixtures until disposal becomes economically feasible.

Lacking on OSHA Standard, industry is compelled only to follow the EPA standard. Therein lies our concern and question: How do we protect ourselves from this "cancer suspect agent"?

The industry guidelines and employee directives made available to our International Office all emphasize environmental control of askerels. Generally the regard for personal safety is secondary. All of the available literature has included what the writers have thought to be the minimum possible personal exposure. These have been set, however, within economic limits. Allowances for saturated clothing, cleaning, and wash up have varied widely.

Typical of voluntary PCB handling procedures are as follows:

(1) Precautions shall be taken to insure that NO askerel gets into the environment.

(2) Breathing of vapors especially above 131 degrees F should be avoided and goggles should be worn.

(3) Avoid direct skin contact by the use of Non-porous gloves and Non-porous outer clothing or apron. In some cases disposable non-porous protective clothing is furnished.

(4) If skin contact occurs, wash the skin with soap and water, especially before eating, smoking, drinking or touching other parts of the body; hand cleaner and paper towels can also be used.

(5) The wash water and paper towels must be put in a container specified for PCB disposal.

(6) Eye contact with askerel, flush the eye for 15 minutes and consult a medical authority.

(7) Skin irritation caused by askerel contact can be relieved by the application of cold cream. If the irrita-

tion continues, consult a medical authority.

(8) Swallowing of askerel—consult a medical authority.

(9) Breathing of askerel vapors should be avoided. Ventilate to prevent build-up of vapors in enclosed area and use organic filter respirators if the pungent odors remain.

Summary of PCB Handling

A. When handling equipment with askerel "PCB" leakage:

1. Use eye protection (goggles).
2. Use non-porous gloves.
3. Use protective non-porous apron or over clothing.
4. Ventilate enclosed work area to avoid vapors and use an organic respirator if vapors are still irritating.
5. Wear protective rubber overshoes or boots if walking in a spill area.

B. After handling equipment leaking PCB, the handler should:

1. Wash all goggles, respirator masks, non-porous gloves, non-porous aprons and over-clothing, rubber overshoes, and tools used for repair or clean-up, with an all-purpose cleaning solvent and wipe dry with clean rags or paper towels. Discard the contaminated solvent or wash water, rags and paper towels and disposable gloves and clothing, if used, into a labeled container.
2. Wash all parts of the body that have come in contact with PCB. Waterless hand cleaners or soap and water and paper towels should be discarded in labeled containers for proper disposal.

All directives on PCB's must be reviewed and revised upon the enactment of an OSHA standard. This might include a medical surveillance program as set forth in the NIOSH Criteria document.

Respirators

NIOSH Warns Users of Scott Apparatus of Failure of Regulator Diaphragms

The National Institute for Occupational Safety and Health wrote state health officers April 27 to advise users of Scott Air Pack II and IIA and Pressure Pack II and IIA self-contained breathing apparatuses manufactured by Scott Aviation, Lancaster, N.Y., that regulator diaphragms have split or become punctured and that this results in a significant loss of protection.

NIOSH laboratory tests have demonstrated that respirators with split or punctured diaphragms provide reduced protection to the wearer. The institute added that a sampling of the apparatuses in the field has shown that at least 10 percent of the units examined have ruptured or punctured diaphragms.

The investigation was begun by NIOSH following the death of three Lubbock, Tex., firefighters who were wearing this type of respirator.

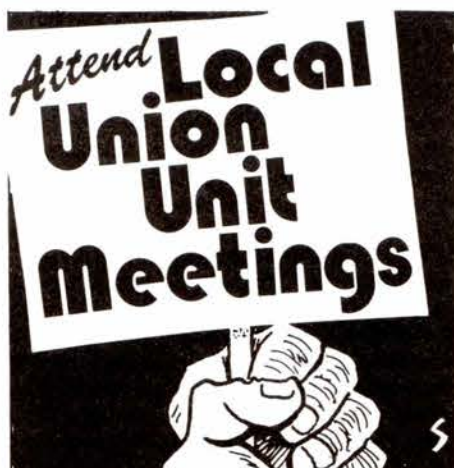
NIOSH said, "Users should examine their Scott apparatus for possible damaged diaphragms and replace those diaphragms in accordance with the manufacturer's instructions. The user may check the diaphragm before each use by closing both the main line and bypass valves and blowing through the regulator outlet port. It should be possible to maintain a slight positive pressure in the regulator. The user should check the regulator diaphragm after each use and during regular inspections of the complete apparatus."

"It is not known if failure occurs during assembly, storage or use of the respirator regulator. Therefore extreme caution must be employed when using the respirator," the institute added.

NIOSH cautioned users of the apparatus that, when checking its operation, they should not obstruct the flow of air from the regulator when the bypass is open because substantial obstruction may rupture the diaphragm.

NIOSH recommended that Scott Aviation stop all sales of the respirator until the reason for the regulator diaphragm failure is determined and corrective action is taken.

Further technical information is available from Richard M. Ronk, Chief, Respirator Section, Testing and Certification Branch, NIOSH, 944 Chestnut Ridge Road, Morgantown, W.Va. 26505; telephone (304) 599-7337.



Accident Reports

Received Since January 1979

Coast Valleys Machinist Equip. Op. Lt. Foreman Operator Electrician	Moss Landing Monterey Pebble Beach Moss Landing Watsonville	Back injury Back injury Elbows (Calcium Deposits) Smoke Inhalation Auto Accident
Colgate Canal Maint. Man Lineman	Western Canal Meridian	Elbow Burns (Face & Hands) (Transformer blew up)
De Sabla Troubleman Appr. Fitter Truck Driver Lineman	Canyon Dam Chico Rogers Flat Paradise	Broken wrist, jaw, teeth (Service Pole fell) Knee injury Back injury (1st, 2nd, 3rd degree burns) (Transformer blew up)
East Bay Fieldman	Walnut Creek	Back Injury
G.C. Truck Driver	Petaluma	Leg injury
Humboldt Lineman	Eureka	Broke both heels & joints (Cut out on pole fell 25')
San Joaquin Gas Serviceman	Fresno	Broke Knee & Cracked Back, Fell at climbing school
San Jose Sr. Meterman T&D Driver	Mt. View Mt. View	Burns on face & hands Chest injury
Lindmore Irrigation Dist. Water Tender Maint. Foreman	Strathmore, Ca. Strathmore, Ca.	Knee injury Back injury
Davey Tree Tree Trimmers Tree Trimmers Tree Trimmers Tree Trimmers Outside Line Groundman	Santa Clara Jackson Altaville San Jose Redding	Hand injury Shoulder injury Hand injury Back injury Burns on elbow & heel (Elect. Contact)