Shop Steward Harassment

by Ed Fortier

Employer-harassment of union members, particularly shop stewards in retaliation for their activities on behalf of the union, is a problem that has been with us since the early days of labor movement. Although this problem is less obvious than it was years ago, union members and shop stewards still get harassed by their employers.

As a result of this Local receiving a number of complaints from our G.C. Shop Stewards charging that they were being harassed by management, Local 1245 instituted a program to minimize, if not completely eliminate, the problem. About ten months ago, a series of grievances were filed on behalf of our General Construction Business Representatives. Skid Harris, Mickey Harrington and Ed Fortier attempted to contact the stewards who had not yet mailed their surveys into the office, and mailed additional copies to all stewards who had misplaced their original questionnaires. Pending the conclusion of the survey-response period which was May 18, we continued our efforts to resolve the existing grievances with the Company.

Shop Stewards charging that they were being harassed, in which we could not clearly prove discrimination for union activities, were settled by the Union. The remainder of the cases were either withdrawn with prejudice, which means that we can continue to pursue the issue at a later date should we obtain additional facts. During our discussions with the Company regarding these grievances, Company officials informed us that it does not intend to allow its lower level management personnel to get away with treating I.B.E.W. Local 1245 Shop Stewards in a discriminatory manner. Furthermore, we were told that PGE is currently conducting a program for their first line supervisors in the field to stress the importance of settling problems before they become formal grievances, and that additional counseling will be given to those supervisors who seem to continue to cause problems in this area.

The results of our G.C. Shop Stewards survey indicated that a majority of our stewards don't have any discrimination problems. However, the survey also indicated that some of them perceive that they are being more discriminated against or harassed than the rest of the membership. This may be attributed, at least in part, to the tendency of some people to be more aggressive or in some cases more abrasive than others, both in management and in the Union. Unfortunately, when there is a confrontation between two individuals with aggressive and/or abrasive personalities, the person most likely to suffer injury is the third party grievant.

In an effort to make everyone's job a little easier, Shop Stewards must keep in mind that their objective is to get the job done for the grievant. That does not mean Shop Stewards should roll over, or approach a supervisor on bended knee. It also does not mean that you should become a part of the problem that you are trying to resolve. You should always make an effort to identify yourself to the supervisor in charge on every job that you go on. (Supervisors often complain that they were not aware that there was a Steward on the job site.) Supervisors should treat you with respect and consult you on problems before they become grievances. There will inevitably be varying degrees of communications of this type based upon both the foreman and the nature of the job. In any event, if you are hereafter threatened or intimately (Continued on page two)
Employers Must Comply With Child Labor Laws

Washington — With the end of this school year at hand, many in the Nation's youth are either looking for or ready to begin summer jobs. The U.S. Department of Labor is reminding them, young people, and employers that there are child labor laws which must be observed.

Federal child labor laws, enforced by the department's Wage and Hour Division, set standards protecting minors from exploitation by employers, while giving parents more control over their educational opportunities, or endanger their health or well-being.

A Assistant Secretary of Labor for Employment Standards, Donald Ellisburg, urges employers to familiarize themselves with federal and state child labor laws that apply to the type of business in which they are engaged. When both federal and state laws apply, the more stringent law must be observed.

Under the federal law, the child labor provisions do not apply to anyone aged 18 and over.

At 16 and 17 years of age, youths may be employed without a limit on hours worked, in non-agricultural occupation other than those that have been declared hazardous by the Secretary of Labor. Hazardous occupations include:

- Working with explosives and radioactive materials;
- Operating various types of power-driven woodworking, metalworking, bakery and paper products machinery;
- Operating various types of powered and saw blade shears;
- Operating certain power-driven hoisting apparatus such as non-automatic freight elevators, fork lifts, and cranes.

Those that have been declared hazardous by the Secretary of Labor; and 12 and 13 year olds may work outside of school hours in any farm job other than those declared hazardous by the Secretary of Labor, and 14 and 15 year olds may work in nonhazardous jobs outside school hours with written parental consent. Minors under 16 may work in hazardous agricultural jobs outside school hours with written parental consent. If a farm has more than five employees, the Secretary of Labor must be notified.

Laws pertaining to farm employment are somewhat different. Youths 16 or older have no restrictions, but in general, young people who have received certificates for non-agricultural hazardous occupations, they must not work in non-hazardous jobs outside school hours with written parental consent. The restrictions do not apply to children of any age working on a farm owned or operated by their parents.

Most state child labor laws require employers to obtain work permits for minor employees. The federal Fair Labor Standards Act contains no such requirement. However, employers who make it a practice to obtain permits can protect themselves from unintentional violations of the law.

The federal child labor laws are enforced by wage and hour compliance officers stationed across the U.S.

(Continued from page one)

Shop Steward Harassment
described by a supervisor, make every attempt to fully document the incident by noting names, dates, places, and most important, witnesses. Then contact your Business Representative as soon as possible and we will make every effort to put the Company's commitment to the ultimate test.

In sum, Local 1245 will not stand still for any shop stewards harassing our Shop Stewards for performing their duties as representatives of their members.

We Get Letters...

Editor:

Your article reporting the suit against P.G. & E. discounts on the 1st page of your April 1979 issue further illustrates the total lack of concern and the in-or-out economic factors by the general public and in this instance the petitioners in the suit. If the lessee had not favorably both the retired employees such as I and the working employees will no doubt seek balancing costs in the form of increases in wages and retirement benefits. Such increases will be taxed by both Federal and State agencies so the compensation requested will be at least $35% higher than the amount granted in employee discounts.

As I sit in the sun in my rocking chair it amuses me no end to watch the people in this unhinging world waste themselves striving for their personal egos in competitive environments when the end result is that more money is poured into the State and Federal coffers to be wasted by the bureaucracy who doesn't seem to know what to do with it.

I support your efforts in the disable effort to make it so they will not be undone.

Yours very truly,

Robert E. Cook
Card No. 175518

Editor:

I would like to thank you for this opportunity to thank our Local Union 1245 for affording me the opportunity to attend the shop steward training school held at Chico, California on March 31-April 1 and April 7-8.

This was a very educational and informative school. I felt it was very beneficial for myself and others in attendance.

Thanks to the excellent speakers who made this school so worthwhile.

My thanks to every one associated with organizing the entire program. I hope that in the future our local will continue to provide schools of this nature and more. I will be looking forward to attend.

Thank you,

Sincerely,

James E. Fordyce
Card No. 250381

Editor:

At a recent Advisory Council meeting a controverisal "Unit Recommendation" came before the Council. Many members who spoke against the measure confined their remarks to verbal attacks and vilification aimed at the "maker-of-the-motion." It was finally moved and seconded that the "maker-of-the-motion" be permitted to speak.

By democratic vote of a body whose collective intestinal fortitude is unchangeable, the person was denied the right of rebuttal.

It would seem that words would have been as follows:

"The diners at one restaurant were not pleased with the results, but they were satisfied because the service and food had always been good.

"However, the new Head Chef decided that the chefs should have a less beneficial soup and removed several key ingredients. These were reporter.

"Although many good ingredients remained, the diners found the soup to be tasteless and demoted to a buy a big funnel next year.

"You don't even guess a million years where they wanna' put that soup" Warmest regards,

George Nighsonger
Card No. 3565949

Editorial Reply: Two bylaw amendments, which had been rejected overwhelmingly by the Advisory Council. These amendments were:

- The diners now feel that the price of soup in its present state is unreasonable and that they have no appetite for it. A big funnel next year.

- "You don't even guess a million years where they wanna’ put that soup.

- "The diners remained unconvinced by the price of soup that is payable and that the haven’t reduced the price of soup.

- "The diners now feel that the price of soup is suffice and that the diners have to buy a big funnel next year.

- "You don't even guess a million years where they wanna’ put that soup.

- "Warmest regards,

George Nighsonger
Card No. 3565949

Document Forced Overtime

Unit 2412 - San Francisco, submitted a Unit Recommendation to the Executive Board on May 2, 1979 requesting that a notice be put in the Utility Reporter asking our members to keep track of their forced overtime hours, and to give this documentation to their Business Representative for Local 1245's use in testimony before the State Legislature.

The Executive Board concurred with Unit 2412's recommendation and Business Manager Dean Cofer is hereby requesting any member who wishes to do so to document any incidents of forced overtime. Included in the reports, which should be given to your Business Representative, should be the date of the incident, the type of work assignment (emergency, prearranged, etc.), your response, and the supervisor's name. This information will be compiled into a summary report to be used as the basis to the testimony of Local 1245's representative before the State Legislature.

Background: In 1977 legislation was proposed by Assemblyman Tom Bates (D) to stop forced overtime. Local 1245, the California State Federation of Labor, and numerous other representatives from various labor unions strongly supported passage of the bill. This bill (AB 1295) died in the State Senate's Committee on Industrial Relations in 1978. Employers groups and anti-labor organizations successfully beat the bill to ban forced overtime.

If the bill receives broad enough support it could be reintroduced again next year. Passage of a bill of this nature would benefit all California workers. We are gathering information to be used in the bills reintroduced in the future.
Did you ever wonder what rights you would have if you were injured on the job to such an extent that you were unable to continue to perform the duties of your employment? The answer to that question is that you would be entitled to rehabilitation benefits provided to you by your employer or your employer’s workers’ compensation insurance carrier, as the case may be.

The first step in determining whether an injured worker is entitled to rehabilitation benefits is whether or not he or she fits within the definition of a “qualified injured worker.” The rehabilitation program must be determined to be a qualified injured worker before he or she is eligible for enrollment in the rehabilitation program, which is administered through the State Compensation Appeals Board, and have it decided whether or not the worker is entitled to workers’ compensation benefits.

Did you know that the goal of a rehabilitation program is the restoration of the employee to “suitable gainful employment,” which is defined as employment or self employment which will support the employee with a reasonable degree of certainty given both to the personal and economic factors. Moreover, there is an attempt to return the worker to a field of work which he is qualified in doing, based on his physical limitations, and which will, as nearly as possible, return him to the economic standards he had achieved with his prior occupation.

Assuming that the employer or its insurance carrier has accepted that the worker is entitled to rehabilitation benefits, the program will be arranged for the worker to meet with a rehabilitation specialist, who will discuss the worker’s physical limitations based on his disability, the interests of the worker, the prior work experience of the worker, and all other relevant factors. From this meeting the rehabilitation specialist will develop a plan designed to place the worker in a new field of endeavor, which will hopefully return the worker to the work force as soon as possible. The decision as to whether or not a worker fits the above definition is based on the medical evidence available at the time of injury.

On occasion, the employer voluntarily commences rehabilitation benefits, once it is apparent that the injured worker cannot return to the prior occupation, and therefore is in fact eligible for some type of rehabilitation program. However, if the employer fails to initiate a program, the injured worker can request that the employer or its insurance carrier commence rehabilitation program. The decision as to whether or not a worker agrees to participate in a rehabilitation program, or the employer is in fact participating in a rehabilitation program, is made based on the medical evidence available at the time of injury.

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For some time, there was a great deal of confusion surrounding whether a public employee who had become unable to perform his or her regular tasks was in fact eligible for the mandatory rehabilitation program established by Section 139.5 of the Labor Code. It was thought that since there was a voluntary rehabilitation program under Sections 6200 et seq. of the Labor Code, the mandatory program did not apply to the public employee. The voluntary program provided for rehabilitation benefits to be administered through the State Department of Rehabilitation, and those plans were geared towards returning the injured employees back to employment with the public entities. However, in a recent Court of Appeals case entitled State Compensation Insurance Fund v. W. C. A. B. (W. O. F. l. t. B. Koontz), it was ruled that public employees were in fact entitled to mandatory rehabilitation benefits as set up in Section 139.5 of the Labor Code. The benefits under Section 6200 were merely supplemental or additional benefits provided to the public employee to encourage that worker to continue to work in the public sector. Therefore, it was upheld that the public employee who was injured on the job and who was unable to continue in his regular occupation, has a right to have a private rehabilitation plan established, and is not limited to the voluntary rehabilitation programs established pursuant to Sections 6200 through 6208 of the Labor Code.

The first step with the Workers’ Compensation Appeals Board (W. C. A. B.) is the rehabilitation Bureau of that Board, and it is more or less an informal meeting with a rehabilitation specialist from the W. C. A. B. to see if the differences between the employer and the employee can be worked out and a plan established. If this informal conference does not result in a suitable determination, the party can then appeal to the Workers’ Compensation Appeals Board Judges to have a final determination made as to whether or not the worker is entitled to workers’ compensation benefits.

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Both before and after World War II, Randolph was a leader in the fight for equal treatment of blacks in industry, and the armed forces. He took his cause to the White House in 1941. Threatening to march 100,000 blacks into Washington, he met with Franklin D. Roosevelt that summer and won an executive order banning segregation in defense plants. When Harry S. Truman ordered the first peacetime draft, Randolph mounted a non-violent campaign that prompted an executive order desegregating the armed forces.

The A. Philip Randolph Institute was founded in the black community by Randolph as a political arm of the AFL-CIO. The APRI is a national organization, supported by the AFL-CIO, with chapters in 36 states. Business Representatives Veodis Stamps, is the President of APRI’s Contra Costa Chapter, and praises the tremendous impact that Brother Randolph’s life has had on local civil rights and labor activism: “Mr. Randolph’s ideals live on in the thousands of Institute members across the country who volunteer their time in voter registration, labor support activities, and political action.” Stamps said.

A. Philip Randolph’s Death

A Great Loss To All

A. Philip Randolph, president emeritus of the Brotherhood of Sleeping Car Porters and a former vice president of the AFL-CIO died May 16, 1979 at his home in New York City. Randolph was one of the key organizers of the 1963 civil rights march on Washington. Known for his continuing and outspoken support for the goals and values which he and the labor movement have shared for years, he was just recently honored by the national AFL-CIO Executive Council for a “lifelong dedication to the cause of equal treatment for all.”

“Brother Randolph’s long years of service, integrity and activism continue to inspire all of us who hope to build a society marked by racial equality, justice, and peace,” the council said.

In 1925 Randolph organized a small group of sleeping car porters into what became the Brotherhood of Sleeping Car Porters. He made history in 1937 by leading the all-black union to its first contract with the Pullman Company, a victory which took 15 years to obtain. The Brotherhood of Sleeping Car Porters was the first black union to receive a charter from the American Federation of Labor.
**Grievance Settlement**

**Gary Bissmeyer wins $5,000 in Back Pay**

On April 25, 1979, Arbitrator Robert E. Burns ruled that Gary L. Bissmeyer was entitled to receive $5,000 in back pay.

Gary joined Local 1245 in 1961 when he started work at PG&E. He suffered an industrial knee injury in 1961 while working in San Joaquin Division. In 1974, Gary transferred to Humboldt Division as a Lineman. Approximately a year later, he complained of knee problems and requested to be relieved of climbing duties. In October 1975, Gary was placed on Workers Compensation leave due to Workers Compensation and Supplemental Agreement. He was unable to work for the rest of the work required due to his physical impairment.

**Local 1245 Wins $2,275 Arbitration Case against SMUD**

Arbitrator John Kagel awarded 23 I.B.E.W. Local 1245 members and 62 freemeisters $2,275 in settlement of a grievance filed by Local 1245 against the Sacramento Municipal Utility District.

In March 1978 the District unilaterally imposed a new apprentice training program. It used bargaining unit employees as instructors. The bargaining unit employees, who volunteered to participate in the program, conducted the training and testing of apprentices after the conclusion of their normal workweek. The program began on October 13, 1978 and ended in May 1978. The District would leave their regular work place, located at SMUD headquarters, at the conclusion of the normal workday at 3:30 or 4:00 p.m. and go to the place of training and testing approximately 8 miles away. The grievance was filed after the end of their normal workday at 3:30 or 4:00 p.m. and concerned whether the grievant was required to perform a wide-range of job duties, one of which he was able to accomplish without suffering various degrees of pain related to his previous industrial knee injury.

After the Company received notification from a Company doctor stating that Gary's knee condition was permanent, stationary, and rateable, and that he should not be a "pole climber" but was capable, however, to do the rest of the work required in his job (Lineman), he was assigned to "limited duty" and received Lineman wages pursuant to the provisions of Section 108.2 of the Physical Agreement. Gary was not required to climb poles or do underground vault work requiring him to climb a ladder. Between April 1976 and October 1976, Gary was required to perform a wide-range of job duties, none of which he was able to accomplish without suffering various degrees of pain related to his previous industrial knee injury.

**Letter of Agreement Summaries**

President Tom Smiley, William Paynter, Larry Tomlinson and 1245 members of Local 1245 are precluded from setting up a hard work and good record keeping system used by Business Representative Hank Lucas and 1245 members Tom Smiley, William Paynter, Larry Layton, and Russ Conroy. Their records should be all of the grievances, the hours of overtime they worked under the training program.
The results of negotiations were ratified by the combined outside construction membership of I. B. E. W., Locals 47 and 1245. The margin of acceptance was around 4 to 1 in both Locals. At present, the Agreements are making the rounds for signatures, and I anticipate that they will be ready for printing within the next 10 days (July 1).

The work picture remains steady with new work being reported often. The last section of the Sierra Pacific Power Company cross-state transmission line work was awarded to Commonwealth Electric and Harker. Harker & Harker will be responsible for doing the footings and substation and overhead work. They also have a number of dock crews working for Sierra Pacific Power Company in Reno and Carson City.

B&A Electric's job at Shasta is down to a skeleton crew but I expect the number of crews to build back up when there is sufficient material. A transmission substation job was awarded to Scott Buin of Lawrence Radiation Laboratory in Livermore, California. At this writing, I do not have any further details because we have not prejobbed this work yet.

We indentured several new apprentices in the last month. Three of Curt Peterson's sons were indentured in our program, and his fourth son, Rodney, is working as a journeyman lineman in our program. We again have 8 apprentices in our program, with 6 others following in their father's footsteps throughout our jurisdiction.

Sierra Pacific Power Company negotiations are still in progress. We have had several meetings concerning the economic issues. They involved wages, vacations, holidays, sick leave, pension, medical, dental and vision care improvements. We raised considerable difficulty because of President Carter's Wage and Price Guidelines. At this writing, there is some disagreement over the application of these guidelines.

Union's Negotiating Committee presented an economic proposal which is considered to be within the guidelines. The Company is studying the proposal and another meeting is scheduled to discuss economic improvements on Tuesday, June 19.

Letters have been sent to C.P. National (Elko Telephone and Winemucca Power Division) notifying the Company of Union's desire to continue negotiation. The Company's specific proposals have not yet been developed, but they will be formulated and mailed to the Company in the very near future.

Our contract with Mt. Wheeler Power, Inc. is open for negotiations, and these talks have been sub-mitted to the Company. Preparations are currently underway to set up a meeting between the Company and the Union Negotiating Committee.

A Certification Election was held on June 14 in Carson City, Nevada for bargaining unit employees working at Mallory Electric. Local 1245, unfortunately, lost the election. Lynne Nelson has concluded. See the article below for details.

**Lynch Employees**

**Ratify Proposed Agreement**

By Darrel Mitchell

On May 22, 1979 Lynch Communications and Local 1249 reached a tentative settlement for the 1979 negotiations and a new contract was signed. The settlement was ratified by the membership with a yes vote cast by over 90% of those voting. Some of the highlights of this settlement are as follows:

**WAGES** - Effective June 1, 1979 all the maximum wage rates were increased by 11.5%. Wage rates at other than maximum were adjusted at a lesser rate. Employees at wages rates less than maximum will receive a wage increase ranging from $143/hour up to $1.41/hour some time over the next six months depending on when they are in the wage progression. Wages will be increased by 8% on June 1, 1980 and June 1, 1981.

**COLA** - Cost-of-living adjustments will be applied on January 1, 1980, January 1, 1981, and January 1, 1982 if the Consumer Price Index triggers such applications. The adjustments will be applied on the following basis: January 1, 1980 - Up to 10%; January 1, 1981 - Up to 15%; and January 1, 1982 - Up to 20%. The amount of the adjustments, if any, is determined by the Consumer Price Index of the previous November.

**MEDICAL PLAN** - The employee coverage is fully paid by the Company. Dependent coverage is paid by the employee at a rate of $5.59 a week. Additionally, an employee no change in the premium while on a medical leave of absence for 12 months, with full coverage. This is a substantial improvement of 9 months. Employees may carry the medical coverage for an additional 12 months while on leave, for a total of 2 consecutive years.

**VACATION** - As of June 1st of each year, every employee who has completed their probationary period and worked enough hours will have some vacation days. Previously an employee may have to work up to 23 months prior to having a paid vacation come. Additionally, every employee who has completed any increment of 5 continuous years of service as of June 1 will have a bonus vacation of 5 days. For the vacation year of June 1, 1979 only, every employee who has completed at least 5 years will receive the additional 5 days vacation with pay.

**PENSION PLAN** - Presently the plan provides $4/month for each year of service for those who qualify. Effective October 1, 1979 this will become $5/month for each year of service, and on October 1, 1980 $6/month for each year of service.

**EYE CARE** - Effective July 1, 1979 an eye care program with Nevada Vision Service will start. This plan is for employee coverage only, with pre-payment by the Company. The plan basically provides for an examination and lenses every 12 months after a deductible of $10 is paid, with frames covered every 24 months. Employees will be receiving brochures on this plan in the near future.

**DENTAL CARE** - Effective July 1, 1979 a dental plan will be established with improvements being made effective January 1, 1980 and June 1, 1981. The employee premium is fully paid by the Company with dependent coverage available at a cost of $3/month. Further information will be supplied to employees in the near future. Basically, the coverage is as follows:

- **July 1, 1979**
  - 30% of the normal charges until the plan pays $250 in any one calendar year.
  - **June 1, 1980**
  - 50% of the normal charges until the plan pays $300 in any one calendar year.
  - **June 1, 1981**
  - 60% of the normal charges until the plan pays $350 in a calendar year.

**SICK LEAVE** - Effective June 1, 1979 employees start earning sick leave days with full pay, with the ability to accumulate such sick leave insurance up to 60 full days. The program is for personal illness with the employee being sick leave pay without being ill. The schedule for earning sick leave pay is:

- After 1 year of employment - 5 days
- After 2 years of employment - 6 days
- After 3 years of employment - 7 days
- After 4 years of employment - 8 days
- After 5 years of employment - 9 days
- After 6 years of employment - 10 days
- After 7 years of employment - 11 days
- After 8 years of employment - 12 days
- After 9 years of employment - 13 days

On June 1, 1979 employees were credited with sick leave pay based on the following schedule without accumulation. Sick leave pay is paid after two consecutive work days off for personal illness.

**FUNERAL LEAVE** - Mother-in-law and Father-in-law is now included as part of the definition of the immediate family.

By John J. Wilder

**Regional Transit Strike Ends**

By Al Sandovar

By a margin of 57 to 13 our members employed by the Sacramento Regional Transit District voted to accept the District's revised offer of settlement and to return to work on May 1.

If any strike can be termed as “successful,” this one surely can. We received good media coverage which stimulated a lot of public pressure against the District. This coupled with the fact that our members had voted to stay out until the District agreed to bargain in good faith motivated management to start negotiating realistically.

When bargaining resumed, Union’s Committee was able to get all of management’s take-away proposals off the table. They were also successful in obtaining a three-year agreement which provides: a $2 per hour general wage increase with a COLA which is equal to the cost of living; fully paid group life insurance and their dependents; $1,000 life insurance; and more control of hours.

Union’s Negotiating Committee consisted of Business Representative Al Sandovar and rank-and-file members Ronnie Ridgeway, Dave Skog, Ned Fox, and Wes Duvall. All of our members at Regional Transit are to be commended for remaining united throughout the strike, and our members who served on the Negotiating Committee in particular for their continued effort to obtain a satisfactory settlement from the District.

**Utility Reporter—June, 1979—Page Five**
Second Annual Slow Pit

Photos by Art Tariville and Dean Cofer, Jr.
(Story on page one — see Business Manager’s Column)
Second Annual Slow Pitch Softball Tournament

Photos by Art Tariville and Dean Cofer, Jr.
(Story on page one — see Business Manager's Column)
ch Softball Tournament
Attend Your Local 1245, I. B. E. W. Unit Meeting.
1979 - Unit Meeting Schedule
July - December

San Joaquin
1111 FRESNO
Eagles Hall Chairman: D. Mills
1528 Van Ness Tuesday 7:30 p.m. 3 7 4 2 6 4
1112 BAKERSFIELD
Central Labor Council Chairman: E. Mallory
2000 W. Jeffrey Thursday 7:30 p.m. 12 9 13 11 8 13
1113 MADERA
Malt’s Lounge Chairman: L. Jameson
427 So. Gateway Thursday 7:30 p.m. 5 9 6 4 8 6
1117 WASCO
Power Club Chairman: T.O. Caterlin
1101-12th St. 5:00 p.m. 9 13 10 8 12 10
1118 CRANE VALLEY
Manzanita Chairman: E. Prindiville
Rec. Hall Wednesday 7:30 p.m. *18 8 5 3 7 5
1119 BALCH
Power House Chairman: R. Bugg
7:30 p.m. 12 16 13 11 15 13
1121 COALINGA
Power Club Chairman: S. Gillespie
Jayne & Merced Tuesday 7:30 p.m. 10 14 11 9 13 11
1122 MERCED IRRIGATION DISTRICT
Pine Cone Coffee Shop Chairman: J. Goodson
2000 E. Childs Tuesday 7:30 p.m. 17 21 11 16 20 18
1123 MERCED
Pine Cone Coffee Shop Chairman: M. O’Dell
2000 E. Childs Tuesday 7:30 p.m. 10 14 11 9 13 11
1124 LOS BANOS
Fireman’s Hall Chairman: E. Wright
520 “J” Street Wednesday 7:30 p.m. 11 15 10 14 12
Coast Valley
1211 SALINAS
American Legion Hall Chairman: J. Colletback
14 W. Laurel Drive Tuesday 7:00 p.m. 3 7 4 9 6 4
1212 MONTEREY
Sambos Chairman: L. Gonzalez
2031 Fremont St. Wednesday 5:00 p.m. 18 22 19 24 21 19
1213 KING CITY
Pozzi’s Stampede Chairman: Dick Manley
207 Broadway Thursday 5:00 p.m. 19 23 20 25 22 20
1214 MOSS LANDING Odd Fellow Hall Chairman: J. Greensides
17-A East Beach Thursday 7:30 p.m. 5 9 6 11 8 6
1215 SAN LUIS OBISPO
Elks Lodge Chairman: M. Maysey
222 Elk Lane Tuesday 8:00 p.m. 11 15 14 10 14 12
1216 SANTA MARIA
Vanderberg Inn Chairman: D. Woods
1316 So. Broadway Thursday 8:00 p.m. 12 16 13 11 15 13
1217 PASO ROBLES
Paso Robles Inn Chairman: T. Tweedle
1103 Broadway Tuesday 7:00 p.m. 10 14 11 9 13 11
1219 HOLLISTER
Pinares Restaurant Chairman: J. Johnson
421 East Tuesday 5:00 p.m. 11 8 5 10 7 5
Pipe Line
1311 BARSTOW
V. F. W. Club Rm. Chairman: R. Arredondo
25214 W. Main St. Wednesday 5:00 p.m. *11 1 5 3 7 5
1312 NEEDLES
Eagles Hall Chairman: A. Frazier
Front Street Thursday 5:00 p.m. 5 2 6 4 1 6
City of Santa Clara
1411 CITY OF SANTA CLARA
Clover Hall Chairman: B. Blankenship
99 N. Bascom Thursday 7:00 p.m. 12 9 13 11 8 13
San Jose
1501 SAN JOSE CLERICAL
Chairman: B. Symons
99 N. Bascom Thursday 8:00 p.m. 5 2 6 4 1 6
San Jose Continued
1511 SAN JOSE
Clove Hall Chairman: L. Williams
99 N. Bascom Tuesday 8:00 p.m. 17 21 18 16 20 18
1512 BELMONT
Good Shepherd Hall Chairman: E. Larsen
1335 5th Avenue Wednesday 8:00 p.m. 11 8 12 10 14 12
1513 SANTA CRUZ
Arion Hall Chairman: A. Barson
230 Plymouth St. Tuesday 8:00 p.m. 10 14 11 9 13 11
1514 SAN JOSE AREA
Clove Hall Chairman: Ron Swilley
99 N. Bascom Tuesday 8:00 p.m. 3 7 4 2 6 4
4412 DAVEY TREE - SAN JOSE
Clove Hall Chairman: T. Lynch
7:30 p.m. 19 16 20 18 15 20
City of Oakland
2211 OAKLAND GENERAL
Edgewater Hyatt House Chairman: Thursday
455 Hegenberger Road 5:00 p.m. 12 9 13 11 8 13
East Bay
2311 OAKLAND
Edgewater-Hyatt House Chairman: Tuesday
455 Hegenberger Road 10 7 4 2 6 4
2312 EAST BAY AREA GENERAL CONSTRUCTION
Edgewater-Hyatt House Chairman: Wednesday
455 Hegenberger Road 5:30 p.m. *3 1 5 3 7 5
2314 HAYWARD
Holiday Bowl Chairman: Wednesday
29827 Mission Blvd. 8:00 p.m. 11 8 12 10 14 12
2316 CONCORD I. B. E. W. Local 1245
3063 Citrus Circle Chairman: Thursday
Walnut Creek, CA 7:30 p.m. 12 9 13 11 8 13
2317 ANTIQUE
Fibreboard Club Chairman: Tuesday
2nd & L Street 7:00 p.m. 10 14 11 9 13 11
San Francisco
2401 SAN FRANCISCO CLERICAL
Sheraton Palace Hotel Chairman: Wednesday
Market & 5:30 p.m. 11 8 12 10 14 12
2412 SAN FRANCISCO
War Memorial Center Chairman: Wednesday
6555 Mission Street R. Fitzsimmons 7:30 p.m. *11 1 5 3 7 5
Stockton
2511 STOCKTON
Jester Club Chairman: Thursday
6011 N. West Lane P. Nickeson 7:30 p.m. 12 9 13 11 8 13
2512 ANGELS CAMP
Veterans Hall Chairman: Thursday
Main Street 5:00 p.m. 5 2 6 4 1 6
2513 JACKSON
Native Sons Hall Chairman: Wednesday
Court Street Wayne Johns 7:30 p.m. *6 1 5 3 7 5
2514 TRACY
Norms Pizza Parlor Chairman: Tuesday
2227 Tracy Blvd. Rich Morales 5:00 p.m. 10 14 11 9 13 11
2515 MODESTO
Sundial Lodge Chairman: Wednesday
808 McHenry, Rm #138 Mike Johnson 7:30 p.m. 11 8 10 14 12
2516 LODI
Sr. Citizen’s Hall Chairman: Tuesday
113 N. School St. Dennis Jenkins 7:30 p.m. 10 14 11 9 13 11
2517 SONORA
Wagon Wheel Rest. Chairman: Tuesday
128 S. Washington Joe Robinson 7:30 p.m. 3 7 4 2 6 4
2518 MODESTO IRRIGATION DISTRICT
Sundial Lodge Chairman: Tuesday
808 McHenry, Rm. #138D. Pittman 7:30 p.m. 10 14 11 9 13 11

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<table>
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<tr>
<th>Pacific Gas Transmission</th>
<th>July</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
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<tr>
<td>3021 SANDPOINT traveler's Hotel</td>
<td>Chairman:</td>
<td>R. E. Hess</td>
<td>Wednesday</td>
<td>7:00 p.m.</td>
<td>11</td>
<td>8</td>
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<tr>
<td>3023 WALLA WALLA Touchet Fire Station</td>
<td>Chairman:</td>
<td>A. Howell</td>
<td>Wednesday</td>
<td>7:00 p.m.</td>
<td>11</td>
<td>8</td>
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<tr>
<td>3024 REDMOND Grizzly Bear Pizza</td>
<td>Chairman:</td>
<td>G. Brewer</td>
<td>Thursday</td>
<td>7:00 p.m.</td>
<td>12</td>
<td>9</td>
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| Humboldt | | | | |
| 3111 EUREKA Veterans' Memorial | Chairman: | B. Jensen | Tuesday | 7:30 p.m. | 10 | 14 | 11 | 9 | 13 | 11 |
| 3112 GARBERVILLE Fireman's Hall | Chairman: | A. Weber | Thursday | 5:00 p.m. | 12 | 16 | 13 | 11 | 15 | 13 |
| 3116 RED BLUFF Palomino Room | Chairman: | Harvey Ines | Thursday | 7:30 p.m. | 5 | 9 | 6 | 4 | 8 | 6 |

| Shasta | | | | |
| 3211 REDDING Hospitality House | Chairman: | J. Elde | Tuesday | 7:30 p.m. | 3 | 7 | 4 | 2 | 6 | 4 |
| 3213 BURNEY Woodworker's Hall | Chairman: | W. Rodriguez | Thursday | 7:30 p.m. | 12 | 16 | 13 | 11 | 15 | 13 |
| 3216 TRINITY New York Hotel | Chairman: | Lee Wells | Tuesday | 7:30 p.m. | 10 | 14 | 11 | 9 | 13 | 11 |

| Nevada | | | | |
| 3311 RENO IBEW Hall | Chairman: | P. Lantis | Tuesday | 7:30 p.m. | 3 | 7 | 4 | 2 | 6 | 4 |
| 3313 YERINGTON Catholic Center | Chairman: | T. Bartel | Wednesday | 6:30 p.m. | 16 | 8 | 5 | 3 | 7 | 5 |
| 3315 ELY Mt. Wheeler | Chairman: | J. S. Salvi | Tuesday | 7:30 p.m. | 10 | 14 | 11 | 9 | 13 | 11 |
| 3316 RENO MANUFACTURING Carpenter's Hall | Chairman: | A. Spencer | Thursday | 7:30 p.m. | 12 | 9 | 13 | 11 | 8 | 13 |

| De Saba | | | | |
| 3411 CHICO Retail Clerks Hall | Chairman: | H. Stansbury | Wednesday | 7:30 p.m. | 11 | 15 | 12 | 10 | 14 | 12 |
| 3417 PARADISE Veterans Memorial Bldg. | Chairman: | W. D. Naus | Tuesday | 7:30 p.m. | 10 | 14 | 11 | 9 | 13 | 11 |

| Drum | | | | |
| 3511 AUBURN Moose Lodge | Chairman: | T. Crespi | Tuesday | 7:30 p.m. | 10 | 14 | 11 | 9 | 13 | 11 |
| 3512 ROSEVILLE Villa Rosa Restaurant | Chairman: | W. Webber | Thursday | 7:30 p.m. | 19 | 16 | 20 | 18 | 15 | 13 |
| 3513 GRASS VALLEY Nevada County | Chairman: | Monday | | | | | | | | |

| Colgate | | | | |
| 3611 MARYSVILLE Da Vinci's | Chairman: | F. Riggs | Tuesday | 6:00 p.m. | 20 | 21 | 18 | 16 | 20 | 18 |

| North Bay | | | | |
| 3711 MARIN COUNTY Yuba City | Chairman: | D. Madden | Thursday | 7:30 p.m. | 12 | 9 | 13 | 11 | 8 | 13 |
| 3712 SANTA ROSA Labor Center | Chairman: | H. Stiefer | Thursday | 8:00 p.m. | 3 | 7 | 4 | 2 | 6 | 4 |
| 3714 UKIAH Ukiah Grange | Chairman: | R. Wattenburger | Wednesday | 8:00 p.m. | *18 | 8 | 5 | 3 | 7 | 5 |

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<thead>
<tr>
<th>North Bay Continued</th>
<th>July</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
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<tbody>
<tr>
<td>3716 NAPA American Legion Hall</td>
<td>Chairman:</td>
<td>P. Frasher</td>
<td>Tuesday</td>
<td>8:00 p.m.</td>
<td>10</td>
<td>14</td>
</tr>
<tr>
<td>3717 FORT BRAGG - PT. ARENA Presbyterian Church</td>
<td>Chairman:</td>
<td>D. McDonell</td>
<td>Thursday</td>
<td>5:00 p.m.</td>
<td>5</td>
<td>9</td>
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| Sacramento | | | | |
| 3811 SACRAMENTO Local Union Office | Chairman: | G. Johnson | Tuesday | 7:30 p.m. | 3 | 7 | 4 | 2 | 6 | 4 |
| 3812 VACAVILLE Chamber of Commerce | Chairman: | A. Murray | Thursday | 7:00 p.m. | 12 | 9 | 13 | 11 | 8 | 13 |
| 3815 **DAVIS G.C. - Sacramento Local Union Office | Chairman: | N. Brownlee | Thursday | 5:00 p.m. | 5 | 2 | 6 | 4 | 1 | 6 |

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<thead>
<tr>
<th>Sacramento Municipal Utility District</th>
<th>July</th>
<th>Aug</th>
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<tr>
<td>3911 SACRAMENTO MUNICIPAL UTILITY DISTRICT Local Union Office</td>
<td>Chairman:</td>
<td>T. Smiley</td>
<td>Wednesday</td>
<td>5:00 p.m.</td>
<td>*18</td>
<td>1</td>
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| Citizens Utilities Company | | | | |
| 4012 SUSANVILLE Grand Cafe | Chairman: | M. Kostick | Wednesday | 7:30 p.m. | *5 | 8 | 5 | 3 | 7 | 5 |
| 4013 ALTURAS Elks Lodge | Chairman: | M. Nelson | Tuesday | 5:00 p.m. | 10 | 14 | 11 | 9 | 13 | 11 |
| 4014 ELK GROVE Pizza Barn | Chairman: | T. G. Brown | Wednesday | 5:30 p.m. | 18 | 22 | 19 | 17 | 21 | 19 |
| 4015 BURNEY - C. U. C. Woodworker's Hall | Chairman: | D. Monath | Thursday | 5:30 p.m. | 12 | 16 | 13 | 11 | 15 | 13 |

<table>
<thead>
<tr>
<th>General Construction</th>
<th>July</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
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<tr>
<td>1514 SAN JOSE AREA GENERAL CONSTRUCTION Clover Hall</td>
<td>Chairman:</td>
<td>Ron Smiley</td>
<td>Tuesday</td>
<td>8:00 p.m.</td>
<td>3</td>
<td>7</td>
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</table>

| Public Agencies | | | | |
| 2312 EAST BAY GENERAL CONSTRUCTION Edgewater-Hyatt House | Chairman: | R. Brewer | Wednesday | 5:30 p.m. | *3 | 1 | 5 | 3 | 7 | 5 |
| 3816 DAVIS G.C. Local Union Office | Chairman: | N. Brownlee | Thursday | 5:00 p.m. | 5 | 2 | 6 | 4 | 1 | 6 |

<table>
<thead>
<tr>
<th>Public Agencies Continued</th>
<th>July</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
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<tbody>
<tr>
<td>2211 OAKLAND GENERAL Edgewater-Hyatt House</td>
<td>Chairman:</td>
<td>R. Murphy</td>
<td>Thursday</td>
<td>5:00 p.m.</td>
<td>12</td>
<td>9</td>
</tr>
<tr>
<td>3911 SACRAMENTO MUNICIPAL UTILITY DISTRICT Local Union Office</td>
<td>Chairman:</td>
<td>T. Smiley</td>
<td>Wednesday</td>
<td>5:00 p.m.</td>
<td>*18</td>
<td>1</td>
</tr>
<tr>
<td>3912 FRESH POND (SMUD) Mario's Villa</td>
<td>Chairman:</td>
<td>T. G. Brown</td>
<td>Wednesday</td>
<td>5:30 p.m.</td>
<td>18</td>
<td>22</td>
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| Trees | | | | |
| 4411 DAVEY TREE - LAS VEGAS I. B. E. W. Hall | Chairman: | J. Turner | Wednesday | 7:00 p.m. | *3 | 1 | 5 | 3 | 7 | 5 |

*Meeting rescheduled due to holiday. **Meeting location changed.

Utility Reporter—June, 1979—Page Nine
Shop Stewards Training

Shop Stewards Training Seminars were held April 7 and May 19 for Coast Valley Stewards, April 14 for San Jose Stewards and April 19 for East Bay Stewards.

The Coast Valley meetings were conducted by Business Representatives Ray Shepherd and Corb Wheeler; the San Jose session was directed by Business Representatives Orv Owen and Mike Davis, and the East Bay seminar was led by Business Representatives Jim McCauley, Yeodis Stamps and Scott Thomas.

Some of the topics discussed at the meetings included: Workers' Compensation, the National Labor Relations Act, Arbitration, Grievance Handling, the History of Local 1245, and the History of the Labor Movement.


Coast Valley - Attorney Frank Silver talks about the National Labor Relations Act. Frank is a member of the legal staff at the firm of Carroll, Burdick and McDonough located in San Francisco.

San Jose - Business Representatives Orv Owen (left) and Mike Davis review the answers to the test they administered at the training meeting.

Attorneys Dave Mastagni (left) and William Gasbarro discuss Workers' Compensation and employee rights with East Bay Stewards.

Twenty-six Stewards Earn Training Certificates

Congratulations to the following Stewards for completing the four day Local 1245 Certified Training Program:

PG&E Stockton Division
- Karl Hasken
- Tom Custer
- Jim Fullen
- Paul Nelson
- Jerry Smith
- Bob A. Ham
t
- Ray Rath

PG&E General Construction
- Jim McCauley
- Ed Custer
- Mike Davis
- Scott Thomas

Modesto Irrigation District
- Ken Rucker
- Mike Younkin
- Carla Stewards
- Tom Callahan
- Bill McGuinness
- Ray Mendenhall
- Dave Pillman
- Randy Linderthisten

CP National - Tahoe
- Bryn Shaw
- Truckee Donner PUD
- Michael Connell

Citizens Utilities
- Dorothy Gutierrez
- Robert Higgins
- Dale Walker
- R. Manley
- Glenn Ely
- Jerry Smith
- John Blotti
- John Delsman
- Olga Estrella

San Jose Stewards: San Jose Stewards

Coast Valley - Assistant Business Manager Larry Foss explains the principles of grievance handling.
**San Francisco & General Office**  
**Local 1245 Salutes Long-Time Members**

by Ed Vallejo

On April 27, 1979 Local 1245 members from San Francisco/General Office Division of PG&E gathered at Nick’s Restaurant in Pacifica to celebrate and receive their I.B.E.W. service recognition awards. Business Manager Dean Cofer along with Business Representatives Frank Quadros, Mickey Harrington, Frank Saxe Passmen, and Ed Vallejo paid tribute to the brothers and sisters for their continuing support of the Union over the past 20 years or more. In presenting the awards, Business Manager Dean Cofer made note of the fact that among our distinguished guests was former business representative Norm Amundson, presently Director of Labor Studies at the University of California. Brother Amundson is now actively engaged in assisting Local 1245 in their educational programs for business representatives and shop stewards. Along with the presentations made to the 20 and 25 year members, we were honored to present a 35 year membership award to Brother William Reade, San Francisco Division.

The Brothers and Sisters enjoyed themselves, dining and then dancing to the sounds of beautiful Rockaway Beach. The personnel at “Nick’s” were most gracious and attended to our guests in a manner befitting the honored occasion. In attendance for 20 years service: Norm Amundson, Claude T. Gore, Nadine Kovac, Edward H. Murphy, John J. Pavloff, Joseph C. Rezentes, Larry G. Samson, Frank A. Schmieden, and Bob “Bilko” Tainter. In attendance for 25 years service: Martin Breuer, Joseph Barros, Larry Perry, and Danielle Ray. In attendance for 35 years service: William R. Reade. Other Brothers and Sisters unable to attend, 20 Years: L. J. Byrne, Charlene Cardoza, Helen Dahlstrom, Mike Escabosa, Mary J. Fonacier, Barbara J. Ginley, Hugh J. Goulding, S. O. Kristovich, Russell D. Langrell, M. Ounice Rax.

In attendance for 35 years service: William R. Reade. Other Brothers and Sisters unable to attend:

20 Years: L. J. Byrne, Charlene Cardoza, Helen Dahlstrom, Mike Escabosa, Mary J. Fonacier, Barbara J. Ginley, Hugh J. Goulding, S. O. Kristovich, Russell D. Langrell, M. Ounice Rax.


30 Years: Bert A. Blakely, Joe O’Rouke, and Robert Sloan, William M. Kennedy.

We salute all of you for your continuing faith in our great Union. Congratulations to each and every one of you.

**Dick Daugherty Suffers Heart Attack**

Local 1245 regrets to report that Advisory Council member Richard “Dick” L. Daugherty had a heart attack Sunday, May 13, 1979. He is presently recuperating at his home in Elk Grove.

Dick, who has been extremely active in Local Union affairs over the years, is expected to be under his doctor’s care for some time. Thus, he will not be able to return to work at the Sacramento Municipal Utility District or to participate in Local Union activities until he is released by his doctor.

Business Representative Hank Lucas reports that Dick is showing signs of improvement and that he would like to hear from his friends in the Union. Please feel free to contact Hank Lucas for further information and/or to send get well wishes to Dick. Cards and letters should be mailed in care of the Sacramento Office at 1414 - 21st Street, Sacramento, California 95814. Hank will be happy to forward them.

**Notes of Interest**

Joyce Peitz, wife of Northern Area Executive Board member Bill Peitz, would like to announce the birth of their new grandson, Jacob Allen Peitz. The eight pounds and ten ounce baby boy was born in Modesto on May 14.

**Business Representative Bob Gibbs** was recently elected to the Humboldt-Del Norte Central Labor Council’s United Way Executive Committee.

**Local 1245 members Henry S. Garcia, and Earl Surginer** were recently granted Journeyman Lineman status under the provisions of Local Union Policy 22.

**Unit 1217, Paso Robles, is the winner of the Local Union Social Fund for the month of May.**

**Glen Ely, a member of Unit 1212, Monterey, is the winner of the Local Union Unit Drawing for the month of May.**

**Unit 1214, Moss Landing, is the winner of the Local Union Unit Drawing for the month of April.**

**Walter M. Kroll, Jr., a member of Unit 2412, San Francisco Physical, is the winner of the Local Union Unit Drawing for the month of April.**

**Unit 3512 Honors Zorro Rozic**

by Arlie Baker

Unit 3512 members celebrate Rozic’s honorary membership and由此 make him an honorary member of that unit.

In the unit’s first meeting following its meeting on April 27th, the unit started holding its meeting at the Vista Rosa Restaurant, proprietor, Zorro Rozic, arranged a bus trip for the Unit to the restaurant and asked if he could become a member of Local 1245. I told Zorro he could not become a member because he was not employed at the trade in the jurisdiction of the local union.

The unit subsequently voted him an honorary member of their unit. The members of Unit 3512 did not know Zorro Rozic and their honorary member only because he asked to become a dues-paying member of Local 1245, but mostly because of his great respect and admiration for this guy.

**Dick Daugherty** was born on April 12, 1934, in Trieste, Yugoslavia, and moved to Rome in 1948, where he worked as a salesman, cook, and mechanic. He came to the United States in 1961, working in restaurants in Chicago and Portland. Later, he became a chef and worked for two years in a restaurant in West Sacramento before opening his own restaurant, ZORRO’S, in Orangeline, in 1964. The following year he came to Roseville and opened the Villa Rosa Restaurant, where he became a naturalized American citizen on January 15, 1973, saying there is no place else in the world where a foreign-born person can go into business for himself unless he comes from a well-to-do family.

Zorro Rozic is also quite active in local politics, and usually backs a prime candidate for any offices from Congress to Constable. Zorro circulates petitions at his restaurant and is able to get many of his patrons to sign his. If a person has an opposition petition and would like to try and get signatures from patrons at Zorro’s place, he will spread his arms and say, “Sure, IS A FREE COUNTRY” Beware the person who signs this petition and has already signed Zorro’s petition, for Zorro will come down on him like a ton of bricks and after yelling at him for about five minutes, throw him out of his establishment.

We are proud of you, Zorro Rozic, and are happy to have our unit’s plaque in a place of honor over the back bar of your establishment.

When next you gather with your sisters and brothers, stand up and hold your glasses high and salute a real American, Zorro Rozic.

**Member Runs for Mayor**

Roy King has been an active member of I.B.E.W., Local 1245 since 1955. King has worked for Pacific Gas and Electric Company for the last seven years as a Serviceman. He served the Union as a Shop Steward at PG&E. All of his endeavors over the years have been directed toward providing better public relations and service to the people.

This year he ran for the position of Mayor of Petaluma. Although the June 12 ballot results showed that he was unsuccessful in his bid for Mayor of Petaluma, his activities to improve his community are noteworthy and we commend him for his efforts.

Utility Reporter—June, 1979—Page Eleven
**Hazard Alert**

**Users of Rose Rope Grab**

Michael Schneider, Deputy Chief — Safety, Division of Occupational Safety and Health, recently warned employees about Rose Rope Grab Model P/N 4550. Recently, a polyester rope used as part of a descent control device for a window cleaning operation parted. Fortunately, the rope failure did not result in serious injuries to the employees involved. However, the Division of Occupational Safety and Health cautions:

**THE ROSE ROPE GRAB (Model P/N 4550) DESCENT CONTROL DEVICE IS APPROVED ONLY FOR USE WITH A 3/4-INCH MANILA ROPE.**

Friction of the Rose Rope Grab on polyester or nylon rope generates enough heat to cause local tissue damage, and to prevent the grab from working properly.

Manufacturer's testing has determined: “A 350 lb. weight drop resulted in a free fall distance of 4 feet will cause sufficient heat build-up by the clamping action of the rope grab around the rope to start melting of surface fibers of 3/4-inch nylon rope. This melting action is a lubricant and will permit the rope grab to bring the 350 lb. weight to a complete halt. Such action allows the 350 lb. weight to continue falling at an estimated maximum 15 feet per second.”

Use of the Rose Rope Grab in any other way than the manner specified by the Division of Occupational Safety and Health is a violation of General Industry Safety Order 3265(C), and can be hazardous.

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**Stress on the Job**

by Janet Bertelson

Heart attack and stroke, migraine headaches, and skin rashes. If a worker has a pre-existing medical problem, such as emphysema, stressful job situations may aggravate the illness. In California, the Industrial Welfare Commission is considering a study on the relationship between overtime and injuries with special emphasis on relatedness to job stress.

Effects of continued stress on mental health are not as well-documented or understood. However, studies of workers in stressful jobs do manifest some psychological and physical ailments such as: chronic anxiety and worry; depression, possibly to the point of psychosis; and psychosomatic illnesses. In addition, alcohol and drugs are often used as a reactive method of coping with job pressures and demands.

Many of the above illnesses are now compensable under Workers’ Compensation in many industries. In some instances there is a presumption of relatedness to the work in the cases of some public employees, i.e. firefighters and police officers. This means that after so many years of service certain illnesses (e.g., heart attacks) are presumed by law to be work-related and therefore compensable.

What Can Be Done?

A complete list of stressors is hard to compile because the possibilities are almost endless, and people react differently to demands. This is, a stressor may affect one person only slightly, while another person reacts more strongly. For example, one person may have a speech may get an upset stomach; another may get keyed up in anticipation of a pleasurable experience. However, some common stressors are:

- Job security; Lack of participation in decision-making; Too much, or too little work; Too fast, or too slow a pace; Conflicts in the work area; Rigid work roles; Little positive support. Threat of physical violence: Working in an environment known to be unsafe or unhealthy.

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**Rome Receives Life Saving Award**

Brother Percy Rome is being presented an I. B. E. W. Life Saving Award for saving the life of Joseph Arlotta.

Brother Percy Rome was working at home in his yard when a 12KV phase conductor broke loose from a nearby pole and fell to the ground. A neighbor of Mr. Rome’s, Joseph Arlotta, was coming home with the downed conductor and was knocked unconscious. Rome immediately went to his neighbor’s assistance. He pulled Arlotta away from the live line and began giving him mouth-to-mouth and cardiopulmonary resuscitation. Rome continued administering first aid to the victim until fire and ambulance crews arrived at the scene.

As a result of Brother Rome’s actions, Mr. Arlotta survived the incident.

Percy is a long-time member of Local 1245. He formerly served as an Advisory Council member and is currently a San Jose Division Shop Steward.

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**Member Cited for Safety**

Nick Valey was cited for working 30 years without making a single operating error.

---

**Cited for Safety**

Nick Valley, a member of Local 1245 since 1948, was recently cited by Pacific Gas and Electric Company at an area safety meeting for a “job well done”.

Nick is employed by the Company as a Relief First Operator at Rock Creek Power House in DeSable Division. Nick’s outstanding safety record was celebrated by Company management personnel and bargained unit employees at the meeting. He was cited for having gone for 30 years without making a single operating error, given a clock and engraved plaque in recognition of his record in DeSable Division.