



utility reporter

VOL. XXVIII NO. 8

WALNUT CREEK,
CALIFORNIA

Aug.-Sept., 1979

Official Publication of I.B.E.W.
Local Union 1245, AFL-CIO,
P.O. Box 4790,
Walnut Creek, Ca. 94596
USPS NO. 654640



Airborne rep to serve P. G. T.

Local 1245 has added a flying business representative to its staff. Dave Rossi of Redding will be piloting an airplane instead of a car when he visits members employed by Pacific Gas Transmission (P.G.T.) in Oregon, Washington and Idaho.

"In the past it's taken 1 to 1½ weeks for a rep to drive the distance north covering six stops in three states," said Local 1245 Business Manager Dean Cofer. "Most of this is non-productive driving time. Now with an experienced pilot covering this area, there will be less time spent driving and more time spent serving members."

Cost effective, the Local pays only for time the plane is in the air, \$35 an hour. P.G.T. is allowing Local 1245 to use their air strip and also provided a list of available commercial airports.

"Dave Rossi earned his pilot's license 1½ years ago and has over 180 hours flight time," said Dean. "With the vast geographic area covered by our local, a business rep with the ability to fly is certainly the wave of the future."

It is Local 1245's custom, practice and legal obligation to represent member groups regardless of size. The members residing in outlying areas employed by P.G.T. are small in number, but they've demonstrated a desire for increased shop steward training, union education and grievance handling.

Dave Rossi will be aided in membership service and training by Assistant Business Manager Frank Quadros.



Business Manager Dean Cofer discussed items on the new legal services brochure with Advisory Council members at the August meeting. The councilmen are, left to right, Jerry Brown, representing Citizens Utilities; Dick Madden, PG&E's North Bay Division; Dean Cofer; and Jay Kilgore, Sierra Pacific Power.

Governor Brown addresses Local 1245 concerns

A recent series of face-to-face and telephone meetings between California Governor Jerry Brown, members of his administrative staff and Local 1245 leaders resulted in surprise concessions from the governor.

Local 1245 Business Manager Dean Cofer, a vice president of the California Labor Federation, initiated the meetings to discuss problems with Brown's leadership as it impacts on Local 1245 members, specifically in the field of energy.

"The majority of our union members are employed by northern California utilities which provide energy from both nuclear and conventional sources," said Dean. "Therefore, Local 1245 has a vital stake in the direction Governor Brown is taking the state's energy policies."

The talks, on a wide variety of subjects ranging from the filling of New Melones Dam to collective bargaining for public employees, produced specific commitments from the governor and promises of follow-up meetings.

The governor has already arranged a meeting between Local 1245 officials and Public Utilities Chairman John Bryson. A meeting between Governor Brown, Local 1245 and the State Energy Commissioner is planned.

"In talking with the governor," said Dean, "we discovered he is in favor of PG&E expanding existing power plants like Potrero Power Plant in San Francisco, and constructing coal-fired plants such as the one in Collinsville on the Sacramento Delta. The governor agreed that these can serve as immediate interim energy sources replacing our over-dependence on foreign oil."

"This is an important point," said Dean. "We weren't aware the governor agreed with us on this issue. That hadn't been communicated to us before our meetings."

While Local 1245 disagrees with

Brown's opposition to nuclear power, we reluctantly acknowledge the governor's right to argue against it.

The Local Union is adamantly against Brown's continued efforts to keep Diablo Nuclear Power Plant from getting its final operating approval.

Over 200 Local 1245 members scheduled to operate the Diablo plant would be adversely affected if the facility does not open. But it could have a much broader negative impact in the following areas:

- Diablo Canyon is capable of generating up to 18% of the power needs of PG&E's service area. This would lessen California's dependence on OPEC oil.

- Diablo Canyon represents \$1.6 billion of PG&E capital investments. If Diablo does not go on line, the company will suffer financially, and layoffs of our members could become a possibility.

- Diablo's failure to open could decrease the value of PG&E stock impacting negatively on the financial security of Local 1245 members who, as PG&E employees participating in an employee stock plan, are major PG&E stockholders.

Governor Brown made the commitment to Local 1245 that he would not proceed with any further legal measures to stop Diablo from commencing operations. Brown agreed to consider refraining from making public statements opposing Diablo Canyon and instead to put emphasis on no new nuclear plants.

Further, the governor agreed to review future public statements regarding nuclear power with Local 1245's Business Manager Dean Cofer.

"The governor values Dean's advice," said Brown's Executive Secretary and Chief of Staff Gray Davis. "He intends to be in close contact with Dean in a variety of areas, not limited to

the subject of nuclear power. Certainly in the future, Governor Brown will be discussing with Dean policy relating to nuclear matters."

The filling of New Melones Dam on the Stanislaus River, an area serviced by Local 1245 members employed by the U.S. Bureau of Reclamation, was also a topic of discussion.

The governor went public on limiting the water level to 808 feet after the owner of a river rafting company chained himself to a rock in opposition to filling the dam.

"Certainly the 808-foot-level is not sufficient to provide the planned recreation area behind the dam" said Dean. "It wouldn't provide the adequate flood relief or the hydroelectric generating capacity that the dam was built to provide. The hydroelectric power generated by this project would be pollution-free energy capable of providing electricity to 80,000 homes. Further, it serves as another example of freeing ourselves from OPEC dependence."

"All this we pointed out to the governor, and to our surprise he agreed with us," said Dean.

According to Gray Davis, Governor Brown does indeed see the state's energy and agricultural needs for water increasing to a point within the next 12-18 months to require the filling of New Melones Dam.

Also of interest to Local 1245 members, Governor Brown indicated support of collective bargaining for public employees including agency shop provisions.

"Yes," said Governor Brown, "We pushed for it, supported it, and signed a bill which is in place now allowing collective bargaining for public employees."

"In short," said Dean, "our meeting with the governor and his staff has shown us that the governor is willing to listen to our members' problems and needs, and react in a positive manner."

This issue at a glance —

- Business Manager's Column page 3
- Henneberry Reflects on Local 1245 page 5
- PG&E Negotiations Profile General Committee pages 6 & 7
- Citizen's Arbitration page 8



Business Representative Charlie Gadzik in charge of research and communication and Editor Susanne Coffey.

Varied communications program to be developed by new editor

"The *Utility Reporter* made great strides under Dorothy Fortier," said new *Utility Reporter* editor Susanne Coffey. "We plan to build on Dorothy's successes and expand Local 1245 communication and information programs."

Formerly editor of publications at Alta Bates Hospital in Berkeley, Susanne earned her bachelor's degree in journalism with an emphasis in public relations from San Diego State University.

"I'm most impressed with the interest and involvement demonstrated by Local 1245 members towards their union paper," said Susanne.

"Certainly with a circulation of 22,000, the *Utility Reporter* has the potential of reaching a broad spectrum of individuals, meeting the information needs of Local 1245, as well as informing and drawing support from key legislative and media personnel."

"Our goal is to make the *Utility Reporter* an outstanding publication with expanded coverage of smaller Local 1245 employee groups."

Besides editing the *Utility Reporter*, Shop Steward Newsletter and writing a

monthly column for the *IBEW Journal*, Susanne will develop a communications program for both members and general public, handle all initial press queries and assist in member education.

Special projects for the new editor include promoting more thorough media coverage on labor-related topics and assisting in the development of brochures for member information.

A Salinas native, Susanne has traveled throughout the United States and Mexico, and lived in Germany from 1969-72 while her husband was in the Army. She currently resides in Concord with her husband, Pat, and 3½-year-old son, Timothy.

Editor's note: This August-September double issue of the "Utility Reporter" allows the publication to fit into a new production schedule. All future issues will be mailed the first week in the month for which the publication is dated.

YOU, YOUR JOB, AND THE LAW



REFUSING AN UNSAFE JOB ASSIGNMENT
by Frank Silver, Attorney
Carroll, Burdick and McDonough

Probably no question under the Occupational Safety and Health Act of 1970 (OSHA) has created more controversy than the issue of whether an employer has the right to discipline or discharge an employee who refuses to perform a work assignment in the good faith belief that to do so would subject himself to serious injury or death due to a hazardous condition at the work place. This article discusses what remedies an employee has under that Act or similar legislation if he or she is confronted with a highly dangerous job assignment.

The controversy is highlighted by two recent federal Court of Appeal decisions which reach opposite conclusions as to an employee's right to refuse such an assignment under the provisions of OSHA. The legal problem presented in each case arose from the fact that the law forbids a "retaliatory discharge" of an employee who files a complaint that an unsafe working condition exists, but it does not specifically deal with the question of whether an employer may discharge an employee for refusing to perform a dangerous job assignment in the first place.

In other words, the statute can be interpreted that an employee has an absolute right to file a complaint, but if he wants to refuse to perform a job assignment until a federal investigator comes to the work site to see if his complaint is justified, that employee may be fired.

Remarkably, one court of appeal reached exactly that conclusion. The court reasoned that although OSHA was enacted to assure that workers would have safe and healthful working conditions, Congress did not intend to sanction a "strike with pay" in which employees could be free to refuse work without fear of discipline.

The second court of appeal to consider this question concluded that the Secretary of Labor was free to adopt a regulation allowing an employee, with no reasonable alternative, to refuse in good faith to expose himself to a highly dangerous condition without fear of discipline or discharge. The court concluded "that the same Congress which wanted employees to work in safe and healthful surroundings could not have meant for them to die at their posts."

The conflicting decisions from the federal courts sets up a situation where the United States Supreme Court will ultimately have to decide the question.

It should be emphasized, however, that even the favorable Court of Appeal decision would not entirely eliminate the risk that an employee could be fired for refusing to perform a job assignment. The job assignment in question must pose a risk of serious

injury or death and the employee must be able to prove that this is so. If an employee's refusal to perform work were subsequently found to be unjustified, he would be subject to discharge.

It may be that the controversy under the federal OSHA would not be applicable in California. California generally has more liberal provisions in its own Occupational Safety and Health Act (Cal-OSHA). Specifically Labor Code S6311 provides,

"No employee shall be laid off or discharged for refusing to perform work in the performance of which this Code... will be violated, where such violation would create a real and apparent hazard to the employee or his fellow employees".

The same statute provides that an employee who is discharged under those circumstances may file a lawsuit for back wages so long as he notifies his employer of his intention to do so within ten days after being discharged, and files a claim with the California Labor Commissioner within thirty days.

Once that claim is filed the Division of Labor Law Enforcement is required to conduct an investigation and, upon determining that there has been a violation by the employer, must bring an action in court for reinstatement with back pay.

Apparently, this provision of the Labor Code has been little utilized since its enactment in 1973. There have been no court decisions dealing with the extent to which this section protects employees. However, it must again be assumed that an employee who refuses a dangerous work assignment runs the risk of having it determined subsequently that the job assignment was not dangerous enough to justify his action.

On a somewhat similar issue, the United States Supreme Court has determined that a union-sponsored walk-out in protest against dangerous work assignments during the life of a collective bargaining agreement may subject the union to a lawsuit for an injunction and damages unless the union can convince a court that "an abnormally dangerous condition for work exists." Once again, it is clear a union and its members take significant risks by refusing job assignments.

In spite of all the laws which have been passed to protect employees from unsafe working conditions, it is still likely that an employee faced with an abnormally dangerous work assignment has similar protection under a collective bargaining agreement negotiated by Local 1245 as he would

continued on page 8



the utility reporter

Telephone (415) 933-6060



DEAN COFER Executive Editor
SUSANNE N. COFFEY Managing Editor
WILLIE STEWART Assistant Editor

Executive Board: Ron Fitzsimmons, Howard Stiefer, Jay Burton, William Peitz, Marv Rubendall, Bob Thomson and Kathy Tindall.

Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598 Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, Ca. 94596. Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640. ISSN NO. 0190-4965.

POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to the Utility Reporter, to P.O. Box 4790, Walnut Creek, Calif. 94596.

Circulation 22,000



New Advisory Council member Don Stafford, center, was welcomed to the group by Bill Miller, of the U.S. Bureau of Reclamation and Department of Energy, left, and Local 1245 President Ron Fitzsimmons at last month's quarterly meeting in Concord. A resident of Milpitas, Don joins the council representing tree trimmer employees.

Unions win fight over public works pay standards

An employer-launched attack on the Davis-Bacon Act foundered in the Senate and workers on government-funded construction projects will continue to be guaranteed prevailing wages and benefits.

The showdown came on a series of decisive votes that restored Davis-Bacon coverage to a military construction bill and blocked an attempt to exclude all but the very largest government contracts from the prevailing wage law.

Instead, the Senate adopted a union-endorsed modification of the 48-year-old law that both sides agreed would have only minimal impact in terms of workers covered.

The Senate's action, which is expected to receive House concurrence, appeared to have ended the threat to the Davis-Bacon Act in this Congress. Earlier, both the House and Senate had rejected attempts to whittle away Davis-Bacon coverage through amendments to various bills. Such harassment may continue, but a congressional majority has made clear its support for the law.

A conservative majority of the Senate Armed Services Committee set the stage for the confrontation by writing a Davis-Bacon exclusion into the military construction bill. But the most serious threat was an attempt to raise the contract threshold to a point that would exclude 25% of all government contracts.

The contract "threshold" is the monetary value of the contract which determines whether or not the construction project is covered by the law. It was set at \$5,000 when the Davis-Bacon Act was passed in 1931, during the Hoover Administration, and was lowered in 1935 to cover all contracts of \$2,000 or more.

Acknowledging the impact of inflation since 1935, building trades unions and congressional supporters of Davis-Bacon agreed on a three-part amendment, which was introduced by Sen. John Melcher (D-Mont.). It provides for:

—Raising the threshold level for new construction from the present \$2,000 to \$10,000 — a change that would affect relatively few workers but cut down on the paperwork involved in the smallest contracts.

—Keeping the threshold at \$2,000 for rehabilitation or maintenance of existing public buildings or public works, including repairs, painting and decorating.

—Tightening existing law so that a government agency couldn't evade the Davis-Bacon Act by artificially splitting up a contract to keep under the \$10,000 threshold. The threshold would be kept at \$2,000 if a contract were part of a construction project that exceeded \$10,000.

This was proposed by Melcher as an amendment, but the key vote was a closer 57-40. That's the margin by which the Senate rejected a motion to table and thus kill the Melcher amendment.

The final step was a 92-3 vote to drop from the military construction bill the section excluding Davis-Bacon and to insert instead the language of the Melcher amendment.

—AFL-CIO News

YOUR Business Manager's COLUMN

Continued Campaign for Health and Safety



DEAN COFER

The safety and health of Local 1245 members are of major importance. Our members are exposed to dozens of toxic chemicals and carcinogens in their workplace. Due to inadequate, and in some cases nonexistent, testing of chemicals before they are marketed, the workplace becomes the chemical proving ground with workers as the guinea pigs.

Exposure to asbestos alone may end up resulting in crippling lung diseases for hundreds of our members.

What is your Local Union doing about health and safety in the workplace? We carry out an aggressive health and safety program. I insist, and will continue to insist, that our members be provided a safe and healthy workplace. Everything possible is done, including shutting down a job if necessary, to achieve this goal.

The Local Union is doing more than just talking about job health and safety. We have an assistant business manager and, effective August 20th, an industrial hygienist assigned full time to health and safety matters. The Local Union Health and Safety Committee, under the direction of Executive Board Member Bob Thomson, is an active and vital part of our health and safety program.

Safety Committee members and Local 1245 staff personnel assigned to health and safety recently attended a week-long training course conducted by the University of California Labor

Occupational Health Project. Topics in health, safety and first aid were covered by health specialists, attorneys and teachers.

We not only expect to continue, but intend to escalate our activities relating to the health and safety of our members in their workplace.

* * *

The employee discount is safe, at least temporarily, in California and Nevada. The California Supreme Court refuses to hear the appeal by groups who are still seeking to eliminate our member's discounts. However, the staff of the California Public Utilities Commission is not willing to give up. They are attempting to eliminate the employee discount on water rates for employees in areas where PG&E provides water. The Union continues to resist attempts to eliminate or reduce employee discounts.

In Nevada the Supreme Court Chief Justice recently ruled in our members' favor, reinstating the discount. Barring any successful appeals, the employee discount in Nevada is now safe.

This on-going discount struggle clearly shows that opponents of organized labor do not give up easily. We are only as strong as our solidarity. By staying united we can fight off challenges while continuing to advance the welfare of all our members.

Local 1245 Happenings . . .

Jerry Smith of Salinas covers member news from PG&E Coast Valleys North Division for the "Utility Reporter". Local members should contact him with items of interest to *Utility Reporter* readers. "If you or a member of your family does something outstanding," said Jerry, "let me know. We'd like to recognize your achievements. Whether you catch a big fish, win a bake contest, sell your first painting or serve on a board of directors — let us hear from you!"

On temporary assignment to Kettleman as a live line instructor is Salinas steward Masa Nuki. We understand Masa packed his dancing shoes with plans to disco dance in Avenal during his off hours.

Doug Wakefield, PG&E line subforeman from Redding, was recently sworn

in as delegate to Five County Central Labor Council.

Special thanks to the 35 workers at Monterey District Gas Department, Physical (electric) and Clerical (downtown) for their recent blood donations for Jim Menetry.

A raffle was held at a recent G.C. Shop Stewards' meeting in Oakland which raised over \$400 for Cliff Slaughter, Local 1245 member injured in a motorcycle accident. The winners were: Jim Carraseo, G. C. Gas in Fairfield, and Vic Becker and Martin Lawrence, G. C. Service's Oakland garage. Also, in Coast Valleys North almost \$1500 was raised in a raffle for Cliff at system-wide unit meetings. Winners were: John Roddy, manager of Salinas Handiman, and Lindell Williams, San Jose Advisory Councilman.

Spotlighting . . .

De Sabla Division

Photos and interviews by Business Representative Larry Hope



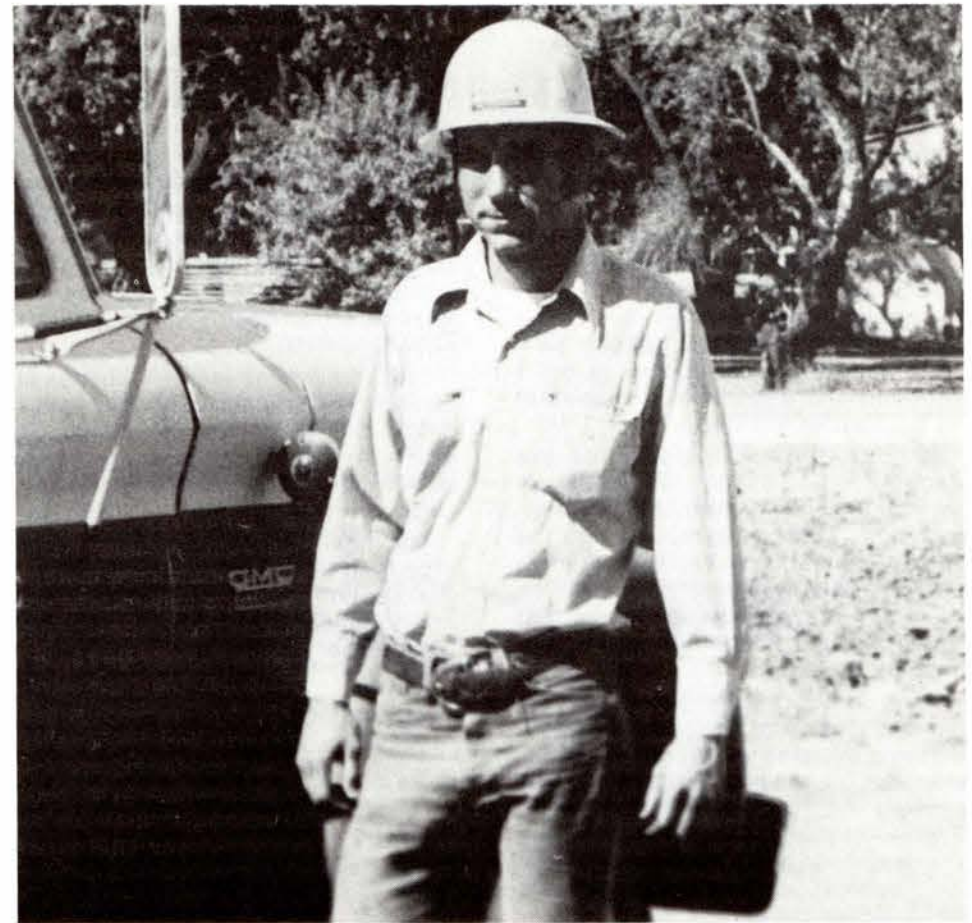
Line Subforeman **Ken Prince**, of Quincy, has been an active member in Local 1245 for 19 years and currently serves as shop steward. Involved in community activities, Ken is a member of Elk's Lodge #1884 Board of Trustees. His hobbies include trap shooting, building target rifles and learning how to play golf.



Tony Gonsalves of the Feather River Hydro area has the distinction of being the first communication technician to complete Local 1245's Shop Steward Training Program. Besides his duties as shop steward, Tony is the Hydro representative on the Joint Grievance Committee. A member of Local 1245 for eight years, Tony enjoys many off-duty activities. They include hunting, fishing, skiing, tennis and raquetball.



Chico resident **Mary Bay** has been a union supporter for 13 years. A Clerk "C" at De Sabla headquarters, Mary is married and has two sons. She loves living in Chico and enjoys dining out.



Cal Richardson is a PG&E apprentice lineman in Chico. A resident of Paradise, Cal has been a strong supporter of Local 1245 for six years, and serves as delegate to Butte/Glenn Counties Central Labor Council.



Admiring the plaque from Local 1245 presented to Red upon his retirement are Rosie, Red and 16-year-old Michael Henneberry.

Red Henneberry

A union man from the beginning

Growing up in San Francisco, Red Henneberry doesn't remember when he wasn't a union man.

"I was born into a union family," said Red, recently retired after 27 years of service to IBEW Local 1245. "My uncle was secretary of the Machinists' Union in San Francisco, and I lived through the 1934 general strike."

The Depression brought on hard times. Many people were out of work. When Red graduated from high school in 1936 there weren't any jobs. Having taken machine shop his senior year, he qualified for an apprenticeship in a pump company.

"My receiving an apprenticeship wasn't out of the kindness of anybody's heart," said Red. "They had boys doing men's work. I couldn't join the union, and only made \$12 a week."

"When the machinists making 75 cents an hour went on strike, of course the apprentice boys went out, too."

"I'll never forget the company man coming down to talk to the men. He drove up in his big Buick, dressed real classy. The way he talked to those men..." said Red shaking his head. "That scene influenced my whole life. The strike was broken, the company moved down to Los Angeles, and all those men lost their jobs."

Red went to sea as a marine engineer sailing during World War II before joining Pacific Gas and Electric (PG&E) in 1948 as a helper in an Oakland boiler room.

He subsequently served as a helper in a machine shop, an apprentice electrician, an electrician in a steam department and finally as an electrician in a substation.

"Before a system-wide election in 1952, both the IBEW and CIO represented workers at PG&E," said Red. "It was terrible in those days. Guys got sacked. Others worked overtime for free. There weren't any rules to go by, no protest, no grievance."

After the IBEW was selected as sole representing union on the property, Red noticed a great improvement in working conditions. The union contract provided dignity for the workers.

"As a family man the improvements in the health plan were important," said

Red. "But the security of the union contract meant a lot to me, too."

"If you don't have rules to go by, a contract, even if there are different interpretations, it would be like having a country without any law, no social morals or anything," said Red. "It would be absolute chaos. Everybody benefits from a contract, even the company."

Red attended unit meetings and then became more active in IBEW as a shop steward.

"Sure it's hard standing up," he said. "Everybody is shy. But I did it as much for myself as for the other guys. I'd seen what it was like to work without the dignity of a union contract."

Red served Local 1245 under three business managers and four presidents, as a member of the Advisory Council; Executive Board Treasurer, Central Area Executive Board Member, and later Vice President; and as delegate to three International Conventions.

The biggest challenge of those positions according to Red was the responsibility for giving people benefits of a union while watching out for their money and trying to get a good contract.

"I've seen Local 1245 progress over the years to become the second largest IBEW local in the U.S. and Canada," said Red, "and acquire some dedicated union workers like John Wilder, Larry Foss and Jim McCauley."

"If there is any advice I could give to members just starting to get active in Local 1245, it would be to go to the unit meetings, make yourself known and take an interest in it."

"Don't let the other guy do it for you," said Red. "He could turn out to be the worst S.O.B. you ever met in your life. That's how people lose their rights and freedom. They don't take an interest. The rights of workers must be maintained."

Red took an early retirement at the age of 62 because PG&E keeps up medical payments until age 65. (Thanks to last year's PG&E negotiations providing this service.)

Enjoying his new freedom, Red plans to do some fishing on the new Alameda pier, read, and maybe sign up for some

Mallory pays in NLRB settlement

by Darrel Mitchell

Illegal and unethical conduct by employers during union organizing drives is not just something that happens to other unions. Local 1245 faced a vicious anti-union campaign when it attempted to organize the employees of Mallory Electric, a manufacturing company in Carson City, Nevada. The Company's action cost them \$6,100 in back pay awards.

Local 1245 started the campaign last January after several employees showed an interest in the Union. It was not long before the Company learned of the campaign and fired Robert Avalos, one of the most active employees in the drive. A second employee was suspended for three days without pay. Local 1245 responded immediately by filing unfair labor practice charges with the National Labor Relations Board against Mallory Electric.

The filing of charges did not prevent the Company from engaging in other unethical conduct. It published propaganda bulletins that were filled with lies and misrepresentations. For example, one bulletin said that union staff salaries were financed by fines levied against union members, when the truth is that Local 1245 has **never** imposed a fine or assessment.

Other propaganda alleged that union leaders could call strikes without the membership's approval. As all union members know, a strike has never been undertaken without a vote of the members.

The Union encountered this propaganda with honest informational pamphlets. At the same time, it continued its fight to put Bob Avalos back to work.

The NLRB investigated the charges filed by Local 1245 and found that Mallory Electric "did interfere with, restrain, and coerce its employees in

the exercise of their rights guaranteed in Section 7 of the National Labor Relations Act". The complaint cited approximately 20 alleged violations of federal law.

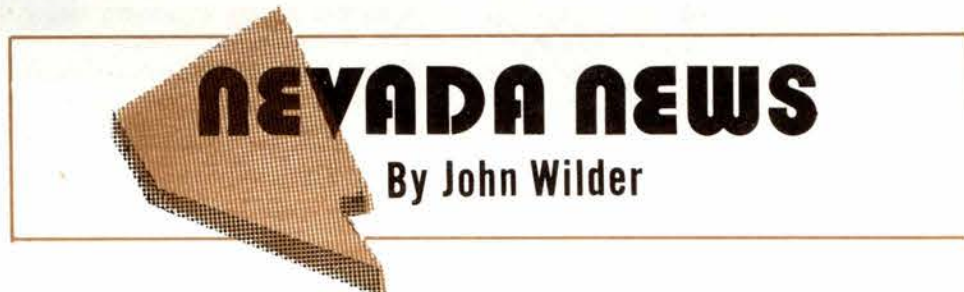
Mallory Electric denied the allegations and a hearing date was set. In the meantime, Union attorney Russ Richeda was attempting to reach a voluntary settlement between the parties. In July a settlement was reached providing \$6,000.40 in back pay for Avalos and \$91.60 for the employee who was suspended. In addition, Avalos was offered reinstatement without any loss of seniority or other benefits, an offer he declined.

The settlement also required that Mallory post a notice in its plant for 60 days notifying the employees of their rights under the National Labor Relations Act and stating that Mallory will not interfere with those rights.

While Avalos waited for a decision in the case, he applied for unemployment compensation. Mallory, of course, opposed giving benefits to Avalos. However, Business Representatives Mickey Harrington and Darrel Mitchell accompanied Avalos to a meeting with the Nevada Employment Security Department and the benefits were paid.

The Mallory experience illustrates the difficulties that employees face when they attempt to form a union. Local 1245 members faced many of the same hurdles when they first brought the Union to their employer. Unfortunately, the Union supporters of Mallory were unable to join the ranks of Local 1245 members because the Union lost the representation election.

In spite of the defeat, Robert Avalos said it was very important to have a union standing behind him to protect and help. He is currently a member of the Retail Clerks Union working in Lake Tahoe.



The convention of the Nevada State Federation of Labor will be held at the Ormsby House September 21-22. The Local 1245 delegation will include: Business Manager Dean Cofer; President Ron Fitzsimmons; Recording Secretary Kathy Tindall; Vice-President Howard Stiefer; Executive Board Member-at-Large Bob Thomson; Assistant Business Manager John Wilder; Business Representatives John Stralla and Darrel Mitchell; Advisory Councilman Jay Kilgore of Sierra Pacific Power Company; and John Peterson, cable splicer and member from CP National Elko Telephone Division.

Shop stewards' meetings are scheduled for November. Details are forthcoming.

Bargaining with Sierra Pacific Power Company has been long and hard. Wage and Price Guidelines have been giving us fits. We are still uncertain as to the outcome. I might mention that the turn out at our unit meetings for the purpose of discussing negotiations has been extremely well attended.

history or Irish literature classes at a local college.

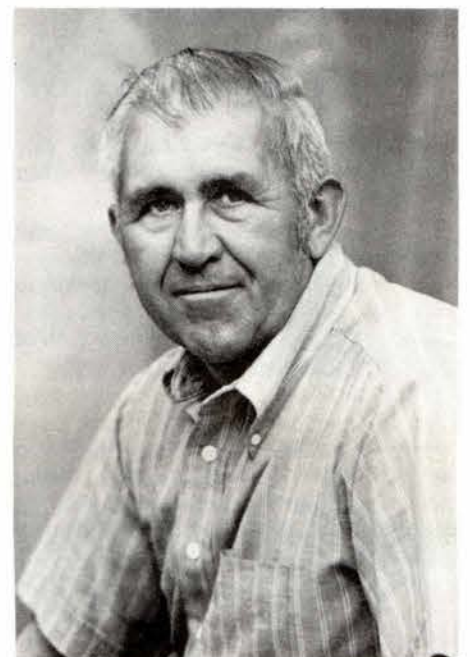
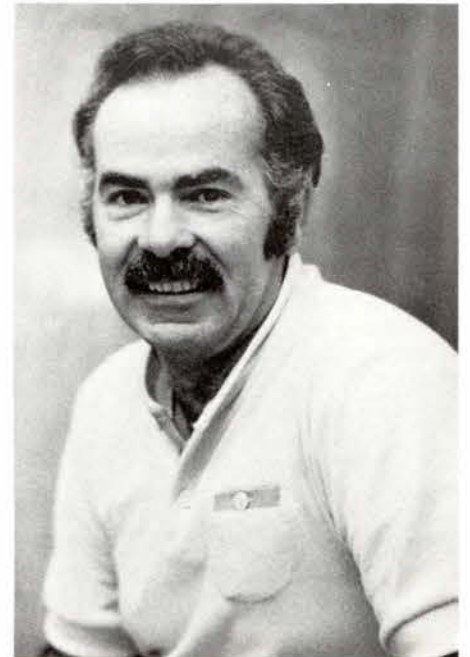
"I did receive a chain saw for Father's Day and a pruning saw for my birthday, so I guess my family has my retirement all planned," said Red. "But Rosie and I want to take some trips and maybe go back to Ireland and England."

Married 38 years, the Henneberry's

have five children, Stephen, Bridget, Margaret, Ellen and Michael, and three grandchildren, Patrick, Emmett and Sarah.

"The time I've spent at home over the years has been very small" said Red, "so I'm loving it now."

Good luck Red, and thanks for your 27 years of dedicated service to Local 1245.



Profile

PG&E General Negotiating Committee

Cindy Naranjo, PG&E clerk "D", San Francisco Division. Shop Steward; member Medical Negotiating Committee; S.F. General Office Unit Recorder; 6-year member IBEW Local 1245; seven years with PG&E.

Gene Wallace, PG&E station department mechanic, General Construction. Shop Steward; member Mechanical Training Program Committee; member Grievance Committee; member Ballot Counting Committee; member Negotiating Subcommittee; 10-year member IBEW Local 1245; 14 years with PG&E.

Joe Robinson, PG&E water systems subforeman. Shop Steward; former member Wage Committee; member Central Labor Council; Sonora Unit Chairman; 20-year member IBEW Local 1245; 20 years with PG&E.

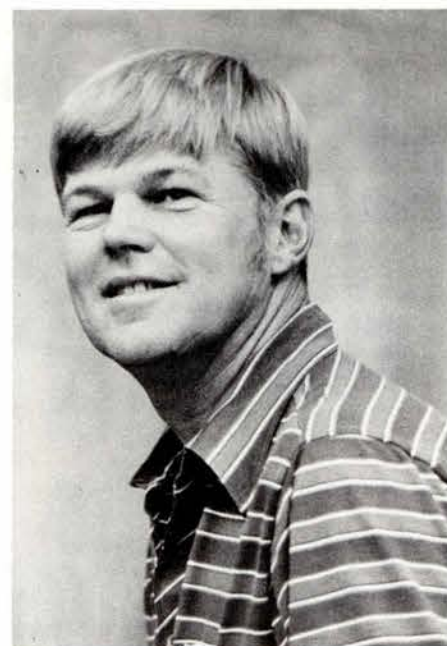
Jack Hill, PG&E clerk "B", San Jose Division. Shop Steward; past member Advisory Council; member General Negotiating Committee; member Cross Hatch Clerical Subcommittee; former IBEW Business Representative; past member Wage Negotiating Committee; former chairman San Jose Clerical Unit; 13-year member IBEW Local 1245; 20 years with PG&E.

Paul Frasher, PG&E equipment operator, North Bay Division. Shop Steward; Napa Unit Chairman; past member Medical Negotiations Validating Committee; 10-year member IBEW Local 1245; 11 years with PG&E.

Gary Abrahamson, PG&E corrosion mechanic, East Bay and Material Control. Shop Steward; Oakland Unit Recorder; member Review Committee; member Contract Revision Committee; member Advisory Council for East Bay and Material Control; past member General Negotiating Committee; past member Medical Negotiating Committee; 13-year member IBEW Local 1245; 15 years with PG&E.

Bill Sullivan, PG&E machinist, Materials Distributions; Shop Steward; member Medical Negotiating Committee; chairman Materials Distribution Grievance Committee; 20-year member IBEW Local 1245; 15 years with PG&E.

Tom Conwell, PG&E lineman, DeSabra Division. Past member Executive Board; member Advisory Council; 16-years as Shop Steward; member Division Grievance Committee; past member GC Subcommittee and Grievance Committee; past member Lead Lineman Subcommittee.



Dean Cofer, IBEW Local 1245 Business Manager.

Willie Stewart, IBEW Local 1245 Senior Assistant Business Manager.

Stuart Neblett, PG&E communications technician, Belmont of San Jose Division. Shop Steward; member San Jose Division Grievance Committee; past member Technician Subcommittee; past member Medical Negotiating Committee; 12-year member IBEW Local 1245; 12 years with PG&E.

Bill Haynes, PG&E machinist, San Francisco Division. Shop Steward; member Safety Inspection Committee; past member Ballot Committee; 10-year member IBEW Local 1245; 10 years with PG&E.

Manny Mederos, IBEW Local 1245 Business Representative.

Vernon Cooke, PG&E relief senior compressor plant operator, Pipeline Operations. Member Pipeline Joint Grievance Committee; Shop Steward; 13-year member IBEW Local 1245; 13 years with PG&E.

Ed Busbee, PG&E line subforeman, Sacramento Division. Member GC Apprenticeship Committee; 9-year union member 16 years with PG&E, (ten years GC, six years Division).

Cross-Section of membership prepares PG&E negotiations

By Willie Stewart

Pacific Gas and Electric Company agreements pertaining to wages, hours and working conditions are open this fall for negotiation. PG&E members submitted proposals for amendments at unit meetings during June and July.

Members appointed to three negotiating committees have been working in the Walnut Creek office since August 6. The three committees include a general committee consisting of 12 off-the-job union members, assisted by Business Representative Manny Mederos; a subcommittee for the clerical agreement with seven off-the-job union members assisted by Business Representative Ed Vallejo; and a subcommittee for General Construction sections of the agreement with six off-the-job union members assisted by Business Representative Ed Fortier.

These 25 rank and file members represent an excellent cross-section of our membership in terms of geography, classifications and work groups. Some of the committee members are "old hands" with considerable negotiating experience and bring with them expertise gained over the years. Other committee members are brand new to the bargaining process and will provide new ideas and viewpoints.

In addition to the over 900 unit recommendations submitted by the members, the committees have recommendations and suggestions that developed from a two-day staff meeting called by Business Manager Cofer, as well as a file of two years of communications from the members. All

recommendations will be given careful consideration.

The General Negotiating Committee spent the first week in Walnut Creek cataloging and reviewing unit proposals and other data. That work has, for the most part, been completed and all three committees are at work developing the Union's proposals for submission to the Company the first week in September.

Business Manager Cofer, in his opening remarks to the committees, made it clear his goal is to obtain an equitable settlement in a timely manner. The committees' structure and assignment of three business representatives to assist was developed with that goal in mind.

The goal of an equitable settlement in a timely manner is attainable, provided the management of PG&E recognizes the very real needs of our Union members, and the Union's determination to fulfill these needs through the collective bargaining process.

For updated information regarding ongoing committee planning, please attend your union meetings and check the Union bulletins posted by your shop stewards.

Editor's note: General Negotiating Committee member profiles are provided in this month's "Utility Reporter." Members on the two subcommittees will be featured in upcoming issues.



Geary Weaver received a plaque and letter of appreciation from Local 1245 Business Manager Dean Cofer.

Weaver earns Life Saving Award

Local 1245 member Geary Weaver is the recent recipient of the IBEW Life Saving Award. Geary was honored for his quick thinking and courage when applying the "Heimlich Maneuver" to dislodge a piece of meat from the throat of a choking victim.

Geary, a Shop Steward in Taft, is currently Unit Recorder of Bakersfield Unit #1112. He is also a delegate to the Central Labor Council of Kern, Inyo and Mono counties.

Union wins CUCC arbitration

Arbitrator Joseph R. Grodin ruled in favor of Local 1245 in a grievance filed after Citizens Utilities Company of California (C.U.C.C.) refused payment of shift differentials for certain employees.

You, Your Job, and The Law

continued from page 2

have under the various statutes. Arbitrators often hold that the normal rule to follow in the face of an improper work assignment is "work now-grieve later."

In other words, an employee may be disciplined if he simply refuses a work assignment, rather than accepting it under protest. In the case of unreasonably dangerous work assignments, however, arbitrators have reinstated employees with back pay even after a work assignment has been refused.

Once again, it must be emphasized that any time an employee refuses a work assignment, there is the very great risk that an arbitrator will not agree that the danger involved was great enough to warrant the refusal.

In summary, an employee faced with a work assignment which appears to create a substantial risk of serious injury or death should immediately contact his shop steward or union representative for advice. If the employee feels he cannot perform the work due to the danger involved, there are legal procedures available for protection. Your union representative is best able to advise you on what action to take.

The grievance arose when C.U.C.C. refused to pay shift differentials for hours worked between 8 am and 5 pm for plant employees whose scheduled hours of work included hours between 8 am and 5 pm, i.e. 1 pm to 9 pm. The Company refused though Exhibit 7C provided for the payment of 20 cents per hour for the entire 1 pm to 9 pm shift.

During the arbitration proceeding C.U.C.C. questioned whether or not they were required to pay shift differential to employees not identified in Exhibit 7C; in other words, whether or not Section 7.12 required the payment of shift differential for work hours other than 8 am to 5 pm for employees regularly scheduled to work 7 am to 4 pm or during overtime work.

In both instances the arbitrator ruled in the Union's favor. The award is as follows:

1. Employees assigned to shifts for which shift differentials are prescribed in Exhibit 7C are entitled to such differentials for their entire shift. It is a violation of the agreement for the Company to refuse to pay such differentials.

Under this award, employees entitled to yet not having received differentials, will be compensated in an amount equivalent to differentials they should have received.

2. The Company is obligated under Section 7.12 to pay plant department employees applicable shift differentials for work outside the hours of 8 am to 5 pm in accordance with the understanding reached in negotiations.

Local 1245 Salutes

Congratulations to Local 1245 members who were honored recently for their years of union membership. Listed in the following areas, the awardees are:

Colgate and De Sabla Division

35 Years: Jim Carter;

30 years: G. B. Clark, A. W. Wilson, Joe Farmer, E. R. Blair, W. L. Dawson, Glen Durham, Fred H. Fehr, R. T. Gildersleeve, G. S. Green, R. L. Horner, T. T. Salkirk, T. K. Terrell, J. E. Carr;

25 years: W. P. Hope, L. M. Shepardson, L. E. Watson, R. F. Anderson, V. Green, T. L. Hammons, D. W. Miller, J. F. Rath, G. H. Strang, W. L. Taylor;

20 years: K. D. Andrews, R. D. Arney, L. J. Heise, M. Salcide, A. R. Townsend, Ernie Albrecht, Jerry Fitzgerald, F. M. Miller, W. J. Odneal, Royce Richardson, J. L. Shipley, Joseph Termine.

San Joaquin Division

30 years: A. W. Adams, E. E. Blevins, H. D. Bradbury, D. R. Day, L. M. Foust, A. G. Guenzel, R. C. Hall, C. E. Lynn, E. E. Mitchell, C. J. Peterson, Arthur Phillips, John Scheeringa, J. H. Williams;

25 years: J. W. Brunkhortst, Robert Dodson, F. A. Henson, D. K. Hopper, R. Jamas, E. Lucero, W. R. Pease, E. K. Stevens;

20 years: J. A. Cartwright, Herman Davis, Thomas Haley, V. J. Hayne, C. R. Lantia, R. F. MacKenzie, R. B. Phillips, Edward Prindiville, James Rippee, S. E. Stillwell.

San Jose Area

30 Years: Jack Bingham, Frederick Coman, Vernon J. Fihn, R.E. Garcia, Guy Marley, J. L. White;

25 years: J. E. Alter, Watie C. Anthney, Arthur Barson, C. R. Bridges, Jr., R. Castiglioni, C. W. Chastang, J. P. Cotter, Cecilio V. DeJesus, Robert E. Duncan, J. O. English, J. G. Fellows, E. M. Garrett, J. I. Gorman, A. C. Hansen, C. M. Hargens, M. M. Hoberg, Edward W. Howes, G. S. Hunger, Raymond Krannich, F. E. Leroy, A. J. McAllister, B. L. McCullah, H. L. Moon, F. L. Platt, A. D. Rasmussen, P. R. Rome, E. A. Roy, Allen J. Schultz, J. Silva, G. F. Slaughter, L. Spitoni, Laurence Stokes, L. F. Sunseri, R. J. Tolbert, R. M. Travis, J. A. Wise, J. L. York;

20 years: Mary L. Ansberry, Jesus P. Bravo, Clifford Foster, Jose R. Hernandez, George C. Lapierre, Linda L. Lillehaugen, P. D. Barone, Robert Critser, Bruno A. Guerriero, C. L. Hembree, D. T. Johnson, T. T. Magner, D. W. Mason, R. J. Mort, C. Spears, Marcos H. Torres, Charles A. Worth, Jr.

Southern Coast Valleys Division

35 years: M. J. Lewis;

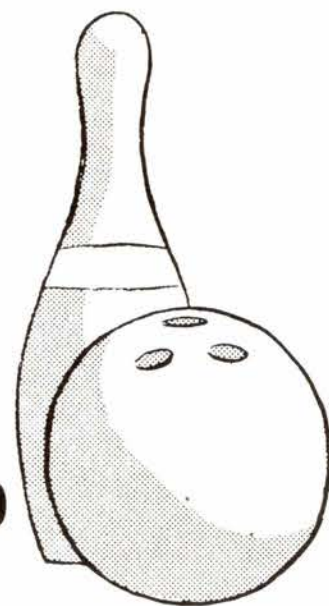
30 years: F. C. Dennis, L. J. Flores, R. M. Van Meter, F. O. Watkins;

25 years: W. Graves, P. K. Griffin, K. R. Reeves, R. W. Withers;

20 years: L. L. Hutton, G. A. McGary, R. A. Perry, M. L. Turk, Donald Woods.

**1st ANNUAL IBEW
BOWLING
TOURNAMENT
NOV. 10 & 11**

**FOR INFORMATION
CONTACT YOUR
SHOP STEWARD
OR LOCAL UNION
HEADQUARTERS
AT (415) 933-6060**



Outside Construction Hot Line



By John J. Wilder

Sierra Pacific Power Company will put out to bid another transmission line which will run from the Valmy Power Plant to Mira Loma Substation in Reno. This is approximately 160 miles of tower line and most likely will get underway around March 1980.

Tri-O has completed assembly and erection of all the towers and is now gearing up to start pulling the wire. They expect to be completed late this year. Irv Schlauch is still doing a super job as a steward on the job. He reported to us the serious illness of Clint Munsey, journeyman lineman, who has worked on both sections of this job. Clint has cancer. The crew got together and each pledged four hours pay for a total of approximately \$4,000 to help Clint with his medical expenses. This is a true gesture of

brotherhood. We hope Clint wins the battle, and we see him back on the job in the near future.

The Oil-O-Static job in Sacramento is moving ahead on schedule. There are rumors that there is a lot more of this work to be let in the future. Hope these rumors are true.

No change since our last reporting on the B&A Electric job in Redding.

Last month we told you of a little jurisdictional problem we had with our sister local on a transmission substation in Livermore. We met with the International vice president and we are happy to report that the job was awarded to Local 1245. Scott Butner thinks they will be able to get started somewhere around October.

Court rules against Weber

by Susan Gwinn
IBEW Local 1245 Legal Intern

"We therefore hold that Title VII's prohibition in sections 703(a) and (d) against racial discrimination does not condemn all private, voluntary, race-conscious affirmative action plans."

With these words the U.S. Supreme Court on June 27 upheld the United Steelworkers of America and rejected Brian Weber's reverse discrimination claim against Kaiser Aluminum and the union.

An already highly skilled lab technician at Kaiser's Grammercy, Louisiana plant, Weber attempted to overturn the affirmative action plan negotiated between the steelworkers and Kaiser. The plan required that an on-the-job craft training program be established in each Kaiser plant and 50 per cent of the trainee positions would be reserved for black employees. This 50 per cent reservation system would continue until such time as the percentage of black craft workers equalled the percentage of blacks in the respective surrounding communities.

Weber filed the class action suit during the plan's first year of operation (1974) when seven black and six white craft trainees were selected from the Grammercy plant's production work force. The most junior black trainee selected had less seniority than several white production workers whose bids for admission to the craft training program were rejected.

Weber claimed that selecting junior black workers over white workers with higher seniority for craft training was a violation of Title VII of the 1964 Civil Rights Act which makes it unlawful to discriminate on the basis of race in hiring and selecting for apprentice training programs.

In the Court's 5-2 decision, Justice Brennan emphasized Congress's recognition of the historical treatment of blacks in American society, particu-

larly in the labor force, when it passed the Act in 1964. Congress was determined to spur unions and management to **voluntarily** evaluate their employment practices and to eliminate the traditional practice of racial discrimination.

Congress's primary concern was the position of blacks in the American economy. Employers had traditionally barred blacks from higher paying skilled positions. The history of their exclusion from union apprenticeship programs was also well known and further served to keep black workers in low paying, low skill jobs.

By 1964, because of the high increase in automation, many of these jobs were being eliminated, and as a result the unemployment rate for blacks was 124 percent higher than for whites. This, compared to the 1947 figure of 64 percent higher unemployment for blacks, was the background for Congressional passage of the 1964 legislation.

Examining the congressional debates and discussions before passing the Act, the Court concluded that upholding Weber's claim would "bring about an end completely at variance with the purpose of the statute and it must be rejected".

Hopefully this decision sounds the death knell for further reverse discrimination suits, at least in the private sector. It encourages employers and unions to actively pursue affirmative action goals in the workplace without threat of direct or reverse discrimination claims being made against them.

All working people benefit from this decision. Kaiser's previous method of obtaining skilled workers by recruiting outside the plant is an extremely common practice among employers. This

Right-to-Work (for less) backers suffer bad year

Twelve times in 1979 the National Right to Work (for less) Committee, NRTWC, went to the well with a compulsory open shop proposal, and 12 times it came up with an empty bucket. In baseball terms, a shutout; in box scores, 0-for-12.

In one of the 12 states, it almost scored but New Mexico Gov. Bruce King vetoed the measure.

The 12-state blanking for the open-shop committee this year follows hard on the heels of its embarrassing rebuff at the polls in Missouri last November, when voters rejected the proposal 3-2 in a statewide referendum, the first large-state vote on the issue in 20 years.

Still, despite its repeated series of failure, supporters of for-less are expected to continue their generous financing under the constant direct-mail prodding of NRTWC.

The ironic record over the years of the right to work for less bunch is that the more they fail the more money they get.

They have been in business since 1955. In the nearly quarter century since, they have gained exactly one state in their column.

Their winless record is worse than the Toronto Blue Jays. Despite this, their budget has swelled enormously. Their contributors reward failure generously.

Their performance this year ranks with their worst. Going into the 1979 legislative sessions in the various states, the for-less committee was trumpeting almost certain victory in several of them, its optimism buoyed by conservative gains in 1978 state legislative elections.

Yet, the record shows they came up zip. Following is a brief state-by-state round-up of the compulsory open-shoppers' performance:

West Virginia—The first RTW attempt in the state in 21 years didn't make it beyond the Senate Labor Committee, which voted unanimously to reject.

Maryland—Here, too, the open shop proposal didn't get beyond the committee stage. The Senate Economic Affairs Committee turned thumbs down, 6-2.

New Mexico—RTW got through the State Senate by just one vote and succeeded in passing the House, as well. After a veto by Governor King, hard-core for-less proponents tried to push it through to a referendum as a constitutional amendment. The House turned this down, 43-23, because some who voted for it in the legislature feared lack of public support for the open shop, as in Missouri.

Vermont—The NRTWC ran a large direct-mail campaign, but its proposal died in House committee. Some Vermont legislators reportedly were angered by activities of the out-of-state NRTWC and by the refusal of open shop proponents to divulge their expenditures.

Maine—Both houses of the legislature turned down a joint resolution—85-59 in the House, 21-9 in the Senate.

Indiana—Proposal died in committee.

Illinois—Died in committee, as did three related anti-union bills.

Delaware—One of the states NRTWC counted on and where it lobbied heavily. Bill was withdrawn by its sponsor because it faced defeat in House after loss on a procedural measure.

Nevada—Law is on books through legislative action. Conservatives proposed it as constitutional amendment. Failed in committee.

Texas—Same as Nevada.

Alabama—Same as Texas and Nevada.

New Hampshire—House approved bill. Governor threatened veto if it got to his desk. Senate defeated it decisively.

MAKE THAT 0-FOR-13

Even 4,000 miles from the American mainland, more than half way across the Pacific, the word is out on the right to work for less crowd.

The for-lessers went that far, to the territory of Guam, to push through their legislation. It was a long trip for nothing. The island legislature turned them down.

—from Memo from COPE

leaves little chance for workers already on the job to gain access to new skills and new interests. An in-plant training program provides opportunities for all workers and helps eliminate the deadend feeling many people get from their jobs.

A more subtle threat to union members brought by the Weber case was its direct attack on the right of unions to bargain collectively with the employer. Weber's threat was not only

to an affirmative action plan but to the democratically expressed will of fellow trade unionists.

The contract that contained the training program had been overwhelmingly ratified by the members. If Weber had won, he would have overruled the contract supported by the majority, and some of the progress achieved through membership solidarity would have been lost.

Letter of Agreement Summaries

79-29 Acknowledges receipt of Petition for Representation Election for some clerical employees in Pipeline Department.

79-52 Provides 3 week Basic Electricity Training for Steam Plant Operators provided ACT requirement is met in first 6 months in classification. Reduces Electric Department Operator in Training Basic Electricity from 160 to 120 hours.

79-61 Adds Reprographics Department, General Office, to Bargaining Unit.

79-63 Change of hours for industrially injured Senior Meter/Regulator Mechanic. Gas Meter Repair Plant, who will continue in his regular classification with limitations.

79-64 Alters residence requirements for Troublemaker W.A. Mitchell. Permits a line Subforeman to assume Mitchell's on call for a limited time.

79-65 Establishes two additional Clerk-Typist D Positions at Diablo Canyon.

79-66 Change of Hours for 34 employees in Pipeline Operations at Hinkley Compressor Station and McDonald Island.

79-67 Establishes 4 new classifications in Computer Operations: Job Descriptions, Lines of Progression, and Wage Rates are included.

79-68 Establishes exempt Clerk-Steno C in Office of Administrative Analyst, Computer Operations, General Office.

79-74 Gives R.L. Kendall bidding rights to newly established Gas Service Operator classification in Petaluma.

79-75 Establishes summer work schedule for Gas & Electric T & D crews. Foreman's Clerk, & Gas Measurement & Control Mechanics in Glenn District.

79-78 Establishes summer work schedule for 2 Meter Readers in Anderson.

79-79 Return of W.B. Long from LTD to his former classification, Fieldman, Fremont.

79-80 Revises Job Descriptions and Lines of Progression in Electric Operating Department, eliminating Division Operator-Stockton, Distribution Operator, First Operator-Substations & Hydro, and replaces them with System Operators 1, 2, 3, & 4. Amends clarification of Title 202 — Hours, and Titles 202, 205, and 208 — Utilization of Relief Shift Employees. In Operator Training Program, unassigned journeyman's rate of pay is changed.

79-83 Revises Tests & Schedule for entering Apprentice Communication Technician classification.

79-85 Return of Phillip J. Camara from LTD to his former classification, Arc Welder, Gas Construction, Hercules.

79-86 Guidelines for General Construction Apprentice Electrician's Training; includes requirements, standards of achievement, and wage schedule.



Sharon Long types 100 words a minute on the Local's new IBM S6/440 word processing machine.

IBM processor whips out contracts

Clerk Sharon Long types information into the Local's new IBM S6/440 word processing machine at 100 words per minute. That's fast. It gives information back to her at 92 characters a second. That's faster!

"A 30-page contract stored in the machine's memory can be retyped with

all new amendments in just 25 minutes," said Sharon.

"The word processor has provided 40 contracts for us since June," she said. "It amazes me still. It tells me when to hyphenate, where to end a page, and even numbers pages automatically."

When using legal services say you're IBEW member

"California Local 1245 members requesting legal services by calling the provided toll-free number will be referred to an attorney in their own geographic area for added convenience," said Maureen Whelan, attorney for Marsh, Mastagni and Marsh, the Chico law firm administering the California-area service.

"The important thing to remember," said Maureen, "is for callers to identify themselves as IBEW members when contacting the attorney to which discount is assured."

Members from a wide geographic area, including Nevada, Washington, Oregon and Idaho, benefit from Local 1245's Legal services for three major reasons according to Maureen. They are:

- Discounted fees. Depending upon location, normal attorney fees may range upwards to \$75 per hour. Local 1245's plan provides two initial consultations free, with subsequent consultations at \$45 an hour.

- Members receive legal advice quickly, for example in the case of a

possible criminal charge or traffic accident.

- An attorney is available to help in smaller matters members may not recognize as needing legal assistance, such as the processing of a will or an adoption proceeding.

Legal areas in which a member may not receive assistance from the plan include suits against Local 1245 or suits by one member against another. In divorce proceedings, only the member spouse will be represented. If both parties are Local Union members, each will be represented by a separate attorney.

Local 1245 members are encouraged to utilize their legal services. A brochure explaining the program in more detail, as well as a fee schedule, will soon be mailed to all Local 1245 members.

If you do not receive a brochure, or have problems or questions regarding the service, please feel free to contact Local 1245 headquarters at (415) 933-6060.

APPOINTMENTS

BALLOT COMMITTEE
Sierra Pacific Power Company
Pat Martin
Ethel Larsen
Ken Hawkins
Bud Gray

JOINT GRIEVANCE COMMITTEE
General Construction
Don McKinley

LOCAL UNION SAFETY COMMITTEE
Joe Aquilio
Jackie Gribble

APPRENTICE TECHNICIAN TRAINING PROGRAM
Pacific Gas Transmission
Cliff Weaver

NEGOTIATING COMMITTEES
Pacific Gas Transmission
Les Banta
Frank Locati
Jim Taylor

Orange Cove Irrigation District
Kenneth A. Loy
Adolfo R. Martinez

Tri--Dam Project
William Cashman
Sidney Royce

Merced Irrigation District
Johnnie A. Baptista
Johnie Goodson
Rodger B. Lane
Eugene Turlis

Nevada Irrigation District
Wilbur L. Baum
Tom Santos
Larry Richerson
Paul I. Blocker

Standard Pacific Gas Lines, Inc.
Ross Kilpatrick

Mt. Wheeler Power Company
Tim Priddy
Jan Reger

C. P. National - Winnemucca
Lloyd Evans
Don Rose

Oroville-Wyandotte Irrigation District
Charles Lee
James H. Higgins

Pacific Gas and Electric Company
General Negotiating Committee
Vernon Cooke

General Construction Subcommittee
Don McKinley



BARGAINING ROUNDUP



CITY OF OAKLAND WAGES INCREASED

Local Union 1245 concluded its 1979 negotiations with the City of Oakland. The agreement provides for a 10% wage increase retroactive to July 1, provides for an additional holiday (Martin Luther King's birthday), and vacation improvements. The vacation improvements include 15 days vacation from 5 to 12 years of service and 18 days vacation from 13 to 19 years of service. In each case members qualify for vacation allowances two years earlier than before. The results of negotiations were ratified unanimously.

Cecil Jackson, James Krugh and Business Representative Veodis Stamps served on the Union's Negotiating Committee.

PARADISE I.D. NEGOTIATIONS CONCLUDED

Members of Local Union 1245 Irrigation District voted to accept the results of negotiations with the southern California firm.

Provisions of the agreement provide for a 7½% general wage increase effective July 1. Also provided are the establishment of the employee's birthday as a holiday, the inclusion of employees' grandchildren in the funeral leave provisions, buy back of accumulated sick leave up to a maximum of 30 days upon retirement and the establishment of a deferred compensation plan with payroll deductions.

Union's Negotiating Committee consisted of Shop Steward Randy Bane and Business Representative Larry Hope.

CITY OF HEALDSBURG PACKAGE RATIFIED

By a vote of 9 to 5 members accepted the City of Healdsburg's offer to conclude negotiations. A vote seeking strike authorization was the alternative to acceptance. This was the second vote on the city's offer. It was originally rejected 13 to 4.

Negotiations resulted in an average increase of approximately 9% retroactive to July. This provides an 11.5% increase for the lowest paid classifications, but only a 6.5% increase for the highest paid classifications. While the offer granted fair and reasonable increases to most classifications, it was short of providing parity for classifications involved in the city's electric utility operations. Following the membership's first rejection, an appeal was made to the city council to correct this inequity, but to no avail.

Also included in the final conclusion are an improved dental care plan, improvements in temporary upgrade provisions, two 5% inequity adjustments and the establishment of two new classifications which will upgrade employees.

Larry Giovannoni and Jim Silva were the off-the-job members of the Union's Negotiating Committee. Business Representatives Dorothy Fortier, Frank Saxsenmeier and Assistant Business Manager Mert Walters also participated.

SIERRA PACIFIC POWER COMPANY

Results of bargaining were turned down for the second time August 16. The negotiating committee is going back into bargaining.

CP NATIONAL WINNEMUCCA

CP National Winnemucca's membership has rejected Company's offer. A meeting will be held on August 16th in Reno with Federal Mediator Sherman Warady.

CP NATIONAL ELKO TELEPHONE DIVISION

Negotiations were held August 8-9. Tentative settlement was reached which included improved grievance procedure, improved wages, improved allowances when required to work away from home, and clarification of several other items. The membership will vote on acceptance or rejection of the offer at a unit meeting August 21st in Elko. Serving on the negotiating committee was Gary Glazier, John Peterson, Janet Peterson and Gerry Knapp.

CP NATIONAL SOUTH LAKE TAHOE GAS

Negotiations have been scheduled for late August.

CONCORD CABLE TV

Concord Cable TV has been served notice that we want to open the agreement for improving the Company contribution for the medical plan. Some legal complications have developed. We will be meeting with the trustees on August 28 on this medical plan in an effort to clear up some existing difficulties.



Local 1245 Payroll Deduction Clerk Virginia Browne, left, and Office Manager Nancy Avila.

Terminals provide current info

Local 1245 members can now expect faster processing on membership information from address changes to payroll deductions thanks to the installation of three Inforex 5201 terminals at Local headquarters in Walnut Creek.

"The terminals allow us access to deleted files of the past three years, prints receipts for cash payments, and can provide a member's complete pay-

ment record and history within ten seconds," said Office Manager Nancy Avila.

Member records in the past were manually processed, making it difficult to maintain up-to-date information. Also, as the Local's membership grew storing files became a problem. Now files are stored in the computer's memory bank.

Union label — more than a symbol for union-made goods

From blouses to barber shops, from washing machines to loaves of bread, from shoes to skyscrapers, the union label and union shop card on union-made products and services say, "Behind these products and these services stand working people who are proud to work for a fair wage under honest conditions."

The union label is not just something you find sewn in your clothes or hanging on a shop wall. There has been a "union label" on most of the battles won by working people for a better standard of living and a bigger share of our country's economic wealth.

The first union label was actually conceived out of a need to handle a

fierce economic problem, that of competition from sweatshops.

Today, we face a new and aggravating series of economic problems — inflation, energy uncertainties that effect our personal lives as well as our future employment, a growing anti-union climate among a certain species of employers.

The union label is more than a symbol of union-made goods, it is also a symbol of our ability to respond to economic conditions realistically and with strength.

The union label is a symbol of the continued desire of working men and women for economic justice and a decent, fair standard of living.

DID YOU KNOW...

Local 1245 has over 19,000 members, a gain of 2,290 since July, 1977.

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.



Heartfelt thanks

General Construction Heavy Truck Driver **Cliff Slaughter** and his wife **Roberta** of Sacramento send heartfelt thanks for the generous monetary donations they received after Cliff's recent motorcycle accident.

"Cliff was really surprised," said Roberta. "He didn't know so many people cared."

Cliff remembers everything and gets around by himself with the aide of a foot brace, walker and wheelchair.

Although he faces two more surgeries, Cliff and his family feel positive about the future.

Cliff is currently enrolled in Kaiser-Vallejo's rehabilitation program.

Worker's Clinic at SF hospital can help you

Are there toxic fumes or vapors where you work? Are you faced with excessive noise on the job? Has poor ventilation made you ill? Do you suspect your work-place is endangering your health? You're not alone. Millions of workers are suffering from an illness due to their job.

In 1977, **one out of every eleven** American workers suffered a job-related injury. There were a total of **5.3 million** on the job injuries that same year. Forty per cent of cancer has been linked to increasing numbers of toxic chemicals used in the workplace.

Because of these alarming statistics, Worker's Clinic was established at San Francisco General Hospital in January. In the last six months, the clinic has seen and treated workers from a variety of occupations. These include hotel maids, clerical employees, electronics workers, building trade workers and hospital workers.

The clinic staff consists of industrial hygienists, health educators, lawyers as well as doctors and nurses, all of whom are specialists in occupational health.

The staff discusses with each patient their work history, what hazards they may encounter on the job, what immediate steps to take and where to find further treatment. Medical exams and lab tests are performed if needed. Referrals are made for workers who need assistance with Worker's Compensation claims. Medi-

Video display terminals

Women's coalition studies new hazard

by Janet Bertinuson

In the spring of 1978, a group of trade union women in the San Francisco Bay Area formed a coalition to discuss and study the effects on operators of working on video display terminals (vdt's.) (Vdt's are also referred to as cathode ray tubes or crt's.) Coalition members were concerned with the array of health problems experienced by themselves and co-workers who operate vdt's for long stretches of time up to an entire working day. The following article presents some of the information found by the coalition while researching hazards, and suggests some possible controls.

The initial concern over health effects of working on vdt's focused on electro-magnetic radiation released by the terminals. The National Institute for Occupational Safety and Health (NIOSH) did several surveys, primarily in newspaper offices, after two copy editors developed cataracts. (Some forms of electromagnetic radiation are known to cause cataracts with long-term exposure.)

NIOSH scientists concluded that the vdt's were not producing levels of radiation sufficient to have caused cataracts. But it should be noted that other kinds of radiation, including x-rays, are produced by these terminals.

Studies of vdt operators in foreign countries, notably Austria, Germany and Sweden, describe a number of common complaints and health problems. These include: visual deterioration and eyestrain; changes in visual acuity; headaches; general fatigue; and muscle strain, particularly affecting the back and shoulders.

The increasing use of video display terminals suggests that greater numbers of workers will be experiencing such problems unless adequate controls are developed. Throughout the U.S., five to ten million vdt's are now

estimated to be in use in telephone companies, banks, airline and newspaper offices, retail stores, insurance companies and numerous other workplaces.

Many of the problems associated with vdt operations arise from the failure of most employers to consider ergonomic factors when installing vdt's. Ergonomics is the science of designing the job to fit the worker, as opposed to the general practice of trying to make workers adapt their movements, senses and body to an already-designed job.

To prevent some of the common problems which terminal operators experience both manufacturers and employers need to consider ergonomic principles with regard to the workplace and the equipment **before** the terminals are installed and while plans are being made for the workplace they will be put into. For example, special lighting and shields over screens would reduce glare, making the words or symbols easier to see, and the terminals themselves can be better designed to reduce flickering and ensure clearer characters so that they are easier to read.

While such changes are being engineered, or provisions are being made to redesign the work area, however, workers usually must continue to operate the terminals. The only immediately available tool to reduce symptoms experienced by operators is an increase in the frequency of rest

breaks. In most cases current break time is inadequate to prevent problems, and could easily be lengthened to allow workers (and their eyes) a chance to rest from the screens.

Studies of vdt operators and reports of labor-management agreements show a variety of suggested break times.

Although no one knows exactly what length of time away from the screen would guarantee protection, these agreements are all attempts to reduce wear and tear on terminal operators. After a discussion on rest breaks and vdt's, Wage Board #4 of the California Industrial Welfare Commission recently recommended to the IWC that new regulations provide for a ten-minute break every hour during continuous work on terminals.

Increasing rest breaks and making some of the other suggested changes in the workplace and in the terminals themselves should reduce the problems experienced by terminal operators. But additional studies are necessary to determine the full extent of potential hazards and also to obtain input from vdt operators. Until now, the only input from workers has generally been feeding information into the terminal!

—Labor Occupational Health Program
"Monitor"

HAVE YOU MOVED?

Please let us know your new address. Change of address forms are available from Local 1245 business representatives and shop stewards. Or, simply complete the coupon provided and mail to:

IBEW Local 1245
ATTN: Stephanie Moore
P.O. Box 1490
Walnut Creek, CA 94596

Name: _____

New Address: _____

Social security number: _____

Division (if applicable): _____