

utility reporter

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P. O. Box 4790,
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Happy Holidays

Survey Results

Members very pleased with efforts for a safer workplace

Initial results from the University of California's long awaited survey of Local 1245 members show them to be proud of their union and content with its performance.

University researchers believe the results from this sample group to be a fairly accurate portrayal of what the general membership thinks.

High praise went to the union's efforts to achieve a safer working environment, with over 61 percent of respondents rating it as good or excellent, and another 24 percent pronouncing it at least fair. Seventy-five percent of the sample rate their contract or memorandum of understanding to be fair or better and the *Utility Reporter* was rated by 60 percent of the members as being good or excellent.

Grievance handling is one of the union's major responsibilities, and on this score the union's performance received mixed reviews. Seventy percent of the members believe the union does a fair job in defending employees who get a "bad deal" from management. But of those members who have actually filed a grievance, 61 percent were dissatisfied with the outcome.

The survey showed that the membership generally approves of the job its leaders are doing. For example, in questions asking for ratings of the local union leadership in areas like

honesty, competence, and responsiveness to the membership, the members consistently rated Local 1245 leaders higher than labor leaders in general. Seventy percent of those responding gave the business manager a rating of fair or better.

The business manager's job performance was rated as good or better by more than 70 percent of the respondents. Almost 60 percent gave their business representative a fair or better rating. The steward's knowledge of the contract was given good marks with 89 percent indicating that it was fair to excellent.

Most members feel the union is progressing. Nearly 38 percent of the respondents said the union is doing a better job now than it was doing three years ago, as opposed to 12 percent who think it is doing a worse job. An overwhelming majority of 81 percent

Continued on page 2

"Unions need to organize white collar-workers"

"If labor unions are to survive we need to organize white-collar workers, sales and service personnel, professional workers, those working in banks and food distribution. These are areas where labor has been traditionally weak in organizing. These are areas where the majority of working women are employed," said Loretta Mahoney, vice president of the California Labor Federation, AFL-CIO, speaking at the recent Women in the Work Force Conference in San Francisco.

More than 250 union women, and men who represent women workers, attended the 2-day conference held at the Jack Tar Hotel. The program provided background and up-dated information on key issues affecting working women: equal pay for work of comparable value, apprenticeship programs, challenges of moving ahead in employment, sexual harassment and health hazards on the job, and the national perspective on women's issues.

Conference participants sharpened skills as union advocates and negotiators in simulated organizing and

Continued on page 12



Local 1245 Business Manager Dean Cofer met recently with the PG&E Clerical Subcommittee to review proposals and plot strategies for ongoing bargaining sessions with the company. The planning paid off. Our subcommittee eliminated the company's 10-year-old clerical Cross-Hatch evaluation system during bargaining November 29! From left to right are Willie Stewart, Jack Hill, Cindy Naranjo, Enid Bidou, Ted Smith, Barbara Symons, Fred Wannamaker, Dean Cofer, Ed Vallejo and Bob Salazar.

Citizens Utilities cited for unfair labor practices

by Dave Rossi
Business Representative
IBEW Local 1245

Faced with substantial evidence of their unfair labor practices, Citizens Utilities Company voluntarily agreed to settlement of five National Labor Relations Board (NLRB) charges filed by Local Union 1245. In so doing, the Company in effect accepted most of the Union's positions with respect to these five charges.

Citizens is required as part of the settlement to post an official NLRB notice on its employee bulletin boards saying the Company will not violate its workers' rights.

Although the Company refused to admit guilt, the official notice clearly indicates that Citizens was breaking the law. (See the full text of the notice on page ten.)

The five charges were based on the Company's illegal actions at the bargaining table and on their supervisors retaliatory actions against employees who filed grievances.

The first complaint was filed when the Union was notified that certain amendments to the existing pension plan were made by the Company without first bargaining with Local 1245. One such change would effectively reduce the amount of pension benefits to employees upon their retirement.

The second charge resulted after a grievance was filed by employees over

the Company's action to change the shifts of line crews assigned to its Elk Grove headquarters, in violation of section 8.1 of the agreement. Prior to the shift change the crews involved had been working overtime to the extent that they qualified for meals, paid for by the Company, in accordance with section 13.22 of the agreement. After initiation of the grievance, the supervisor involved retaliated against the employees, saying that as a result of the grievance all overtime would cease and the work would be contracted.

Union's contention that the Company had failed to bargain in good faith with respect to the medical plan and establishment of a dental plan, resulted in the filing of the third charge with the NLRB. This was brought about by the Company's refusal to furnish the Union with necessary and relevant cost figures and send representatives to the bargaining table with sufficient authority to make decisions affecting the medical and proposed dental plans, as well as refusal to negotiate over a mandatory subject of bargaining (i.e. change of insurance carriers).

The fourth charge was in response to the Company's retaliation against an installer repairman who filed a grievance. The company reassigned the

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This issue at a glance —

- Business Manager's Column page 3
- Letters to the Editor page 5
- Unit Meeting Schedules page 6 & 7
- Health and Safety Scene pages 8 & 9



Local Union President Ron Fitzsimmons, right, swore in new executive board officers recently following the resignation of Vice President Howard Stiefer. E-board member Bob Thomson is the new vice president while Barbara Symons was appointed to fill Bob's former position as Southern Area Executive Board member. "Howard resigned to spend more time with his family," said Dean Cofer, Local Union business manager. "But, he didn't go without our thanks for his over two years of service to Local 1245." (Photo by Tony Morgado)

Initial survey results in

Continued from page 1

feel that members have a duty to support their union.

The survey asked members to list their major complaints, and not surprisingly, 25 percent of the members put dues on the top of the list. However, a majority of members said they would oppose a dues decrease if it meant a reduction in union services.

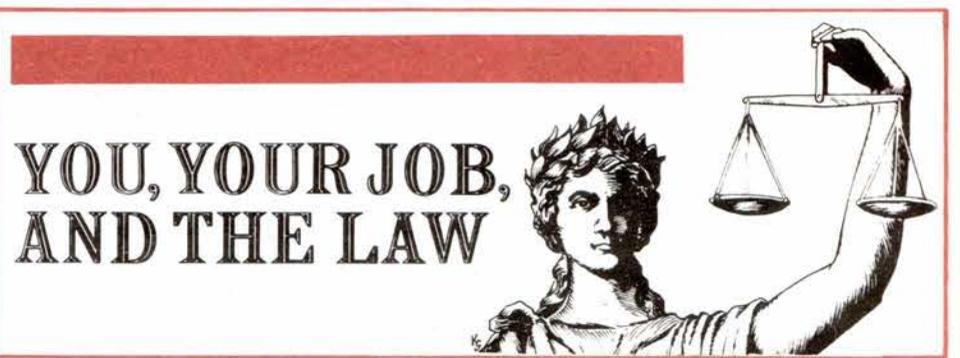
The second most commonly listed complaint was that "members don't have a sense of belonging to the union", perhaps reflecting the feeling that labor unions have lost some of the sense of brotherhood that was present in earlier days.

The sense of democracy, however, has not been lost. Seventy-five percent of the members who responded felt that "any member with leadership ability can be elected to union office if he/she is willing to make the effort to run". Eighty-three percent felt that the

local's leaders took the members' opinions into consideration when making a decision.

One of the goals of the survey was improved service to the members. The union leadership will give careful study to the survey results over the next few months and try to respond to the concerns and complaints raised by the membership.

The survey was conducted by the Institute of Industrial Relations of the University of California, Berkeley, in cooperation with Local 1245's research staff. Approximately 2,000 local union members from all employers were chosen at random to receive the survey questionnaire. Approximately 55 percent of those who received a questionnaire completed and returned it. The final report of the survey is expected in July, 1980.



The "Right to Work" Hoax

by Marsh, Mastagni & Marsh
Attorneys at Law

"Right to Work" is the name ultra-conservatives have given to state laws which forbid the union shop, agency shop, or other union security provisions. The name is deceptive and misleading. What does a "Right to Work" law really mean?

It does not mean that every worker has the right to a job with fair wages, reasonable hours and decent labor standards.

It does not mean that every worker has a right to secure employment with an adequate pension, sick leave or health insurance.

It does not mean that a worker is protected against arbitrary discipline or discharge.

However, it does mean that a union can be kept in a weakened condition so that it can't negotiate effectively for better wages, hours and working conditions. Statistics show that average wages and benefits are lower in "right to work" states than in states that don't have such laws.

When Congress passed the National Labor Relations Act in 1935, the federal government recognized that unions are necessary organizations within which workers can combine to deal on an equal basis with their employers. The Act established the principle of "majority rule". Once a majority of workers elects a union to represent them, the union acts as their bargaining agent. If a union negotiates a contract that receives a majority vote of the membership, it applies to all of

the employees, not just the employees who voted yes.

The same principle holds for union membership. Once a union becomes the bargaining agent by majority vote, it must, according to law, represent all of the employees, including the non-members. The non-members receive the same benefits as members, even though they don't pay dues.

Union members can correct this inequity by voting in a majority for union security contract clauses that call for a union shop, agency shop, or maintenance of membership, all of which require employees to become or stay union members or pay agency fees. But right to work laws frustrate the will of the majority because they forbid union security contract clauses.

The laws can be changed however. They can be changed on the federal level by eliminating section 14(b), the loophole in the labor law that allows states to pass "right to work" laws. They can be changed by getting "right to work" states like Nevada to repeal their laws.

They can also be changed by passing laws which expressly permit union security contract clauses. For example, even though California doesn't have a "right to work" law, its local government employees are prohibited from having union security clauses in their memorandums of understanding. A new state law is needed to change this situation.

NOW and CLUW rallying for ERA

The San Francisco National Organization for Women and the East Bay Coalition for Labor Union Women (NOW and CLUW), are planning a Bay Area Labor Salute to the ERA January 11 in San Francisco.

This rally has been called in solidarity with the Virginia Labor for Equal Rights Now (LERN) march and rally to be held in Richmond, Virginia on January 13.

The labor unions in Virginia, consisting of the Virginia State AFL-CIO, United Auto Workers Region 8, Virginia Education Association, United Mine Workers District 28 and Teamsters Joint Councils 55 and 83, have united to fight for the ERA.

Nearly 600 trade unionists and other ERA supporters met in August at the Virginia LERN Conference and

unanimously approved the calling of a January 13 state-wide march and rally in Richmond. It was noted that twelve of the fifteen unratified states are also "right to work" states.

The national AFL-CIO, CLUW and NOW have been working towards the ratification of the Equal Rights Amendment. The Virginia LERN march and rally, endorsed at both the CLUW and NOW national conventions, will kick off the 1980 campaign for passage of the ERA in the "right to work" unratified state of Virginia.

In the Bay Area, please join labor, women's and community organizations in an indoor rally Friday, January 11, to re-affirm commitments to the ERA and to the realization that we all have to work a lot harder to get ERA ratified.



the utility reporter

Telephone (415) 933-6060



DEAN COFER Executive Editor
SUSANNE N. COFFEY Managing Editor
WILLIE STEWART Associate Editor
CHARLES E. GADZIK Associate Editor

Executive Board: Ron Fitzsimmons, Bob Thomson, Jay Burton, William Peitz, Marv Rubendall, Barbara Symons and Kathy Tindall

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Attention, PG&E!

Sierra Pacific

Major change in settlement provides for "buy-back" of unused sick leave time

by Tony Morgado
Local 1245
Assistant Business Manager

This year's negotiations with Sierra Pacific Power Company brought about a major change in the sick leave plan. The change provided for a "buy-back" of unused sick leave based on the following formula: An employee whose age and years of service equal 65 or more upon death or retirement shall be paid 40 percent of his unused sick leave. An employee who terminates his employment and who has ten years or more of continuous service shall be paid 20 percent of his unused sick leave.

It also included a reduction of sick leave benefits based on: 90 percent pay instead of 100 percent pay for the first 16 hours of sick leave used for each illness.

An example of what these changes mean in dollars is expressed in the following example:

Assume that an employee is hired at a wage rate of \$10 per hour and works

20 years. The employee accrues 12 day's sick leave per year for a total of 240 days. The employee uses six days sick leave per year in one day increments for a total of 120 sick days.

Under the old plan he would have received \$9,600 in sick leave pay (\$10 per hour x 960 hours off sick).

Under the new plan he would receive \$8,640 in sick pay because he receives only 90 percent of his normal pay. But when he retires, the employee will also be entitled to \$3,840 because he can "buy back" 40 percent of his 120 days of unused sick leave in the form of cash.

Under the new sick leave plan the employee in the above example will receive a grand total of \$12,480, which is \$2,880 more than he would have gotten under the old plan.

YOUR Business Manager's COLUMN

Have a safe and
happy holiday season



DEAN COFER

Another year is about to pass into history. It has been a busy and eventful year for our Local Union, and the birth of 1980 will find Local 1245 stronger and more progressive than it has ever been before.

Our membership strength is continuing to increase at a rapid pace and will, in all probability, exceed the 20,000 mark early in the new year. We have a competent, resourceful and fully trained staff servicing our membership, and they are assisted by over 1,100 dedicated and well-trained shop stewards.

Some of the highlights of 1979 include: the institution of a certificated Shop Steward Training Program; the negotiating of a Master Apprenticeship Program (with training programs for linemen and electricians) for General Construction; the completion of a membership survey with initial results giving generally high marks to the Local Union in all areas of its operations; and the addition of a professionally trained industrial hygienist to our staff in order to expand upon and improve the Local Union's health and safety activities.

As 1979 draws to a close, it is most appropriate that we pause and take the time to thank the many "sparkplugs" that keep this organization running throughout the year.

First on this list would be Local 1245's administrative staff and business representatives. These individuals are responsible for negotiating and policing over 60 working agreements, and still find the time to attend unit meetings, make field contacts, plan and conduct shop steward training programs, return phone calls, and perform numerous other duties.

In addition to these dedicated staff members, I would like to add my personal note of appreciation to the families of our business representatives for their support and understanding.

Next on the list of those special folks that are deserving of our appreciation is the Local Union's office force. They work in a high-pressure office and put up with constant deadlines that occur without advanced warning, and similar difficulties that are uncommon in normal clerical offices, but which are inherent in a labor organization that is heavily involved in negotiations and "people service".

Finally, all Local 1245 members owe a debt of gratitude to the volunteer "rank and file" leadership, without whose help we would not be able to continue our record of progress. The many volunteer leadership positions within our Local Union include my fellow officers, executive board members, advisory council members, unit officers, trustees, Grievance Committee members, Negotiating Committee members, and shop stewards.

While there is still a lot of room for improvement, our Local Union has a proud history of achievements and will, with the continued support and understanding of a concerned membership, continue to advance the legitimate interests of all the brothers and sisters in our Local Union.

In closing, on behalf of the officers and staff of Local Union 1245, I would like to wish you and yours a safe and happy holiday season.

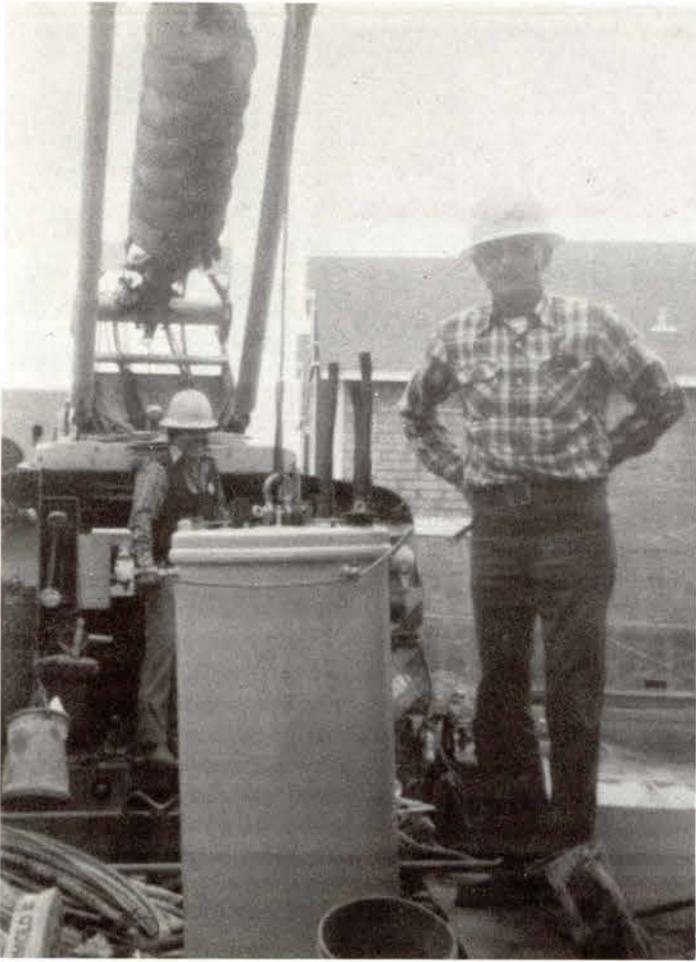
Local 1245 Acknowledgements...

Dean Cofer, Local 1245 business manager, was recently appointed to Citizens for Adequate Energy (CAE), a pro-energy grass-roots organization. The organization will work to promote authorization and approval of urgently needed new energy sources in California, in order to ensure that the state's energy needs in the 1980s will be met.

Merced Irrigation District members Duane Bartlow, Eddie Lee and Rodger Lane were recently honored by the

District's board of directors in a formal resolution. The three park rangers came upon an accident and by their quick action helped prevent more serious injury to the victim, Wes Snyder.

Tom Conwell, PG&E lineman from DeSabra Division, was recently elected to the school board of the Hamilton City High School District in Glenn County. Congratulations, Tom!



Line Sub-foreman and Shop Steward W. (Cy) Burr and Lineman Arman Guerrero install a underground transformer.



Shop Stewards Bruce Hughes, left, and Harold Zirpel complete installation of a new gas main.

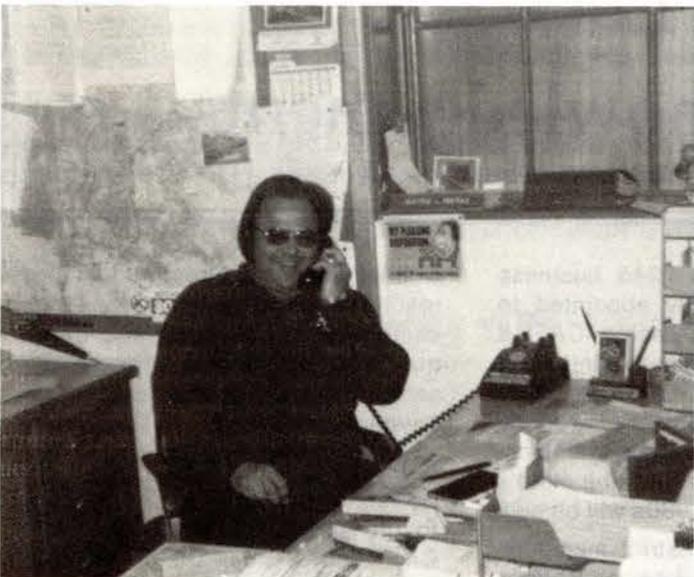
Spotlighting . . .

PG&E's San Jose Division

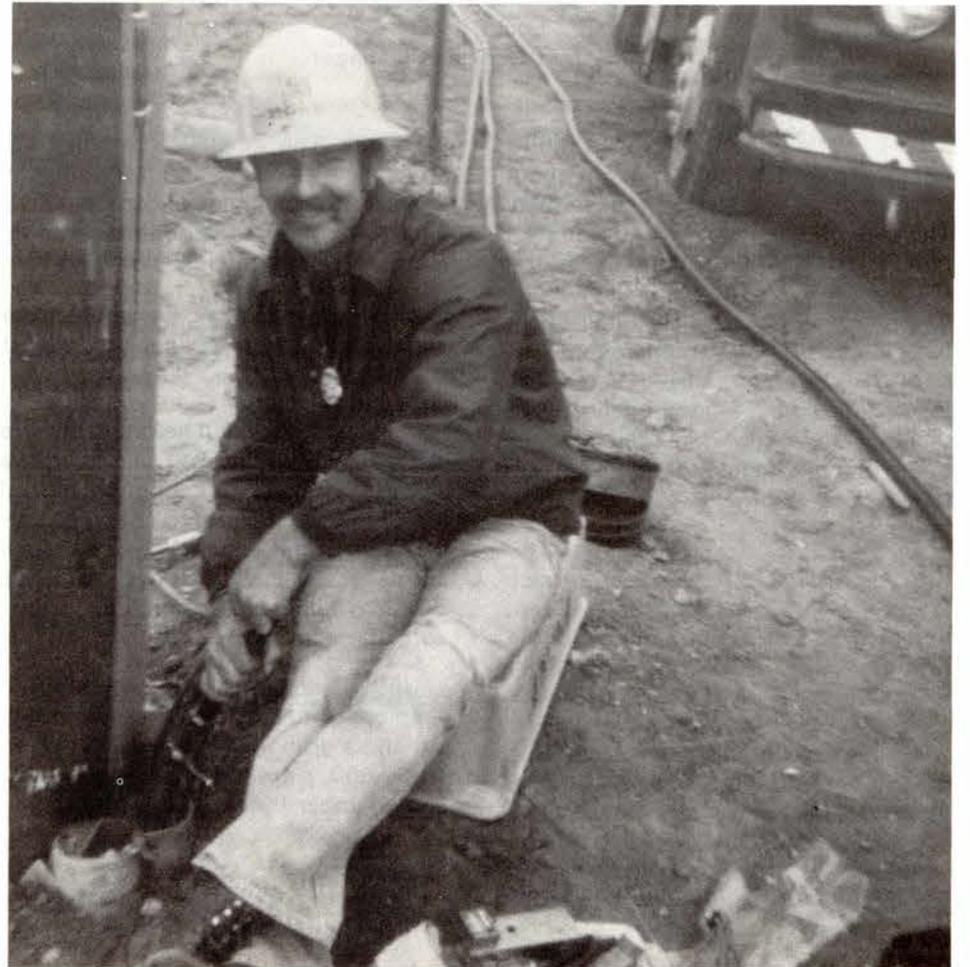
Photos and captions by IBEW 1245
Business Representative Mike Davis



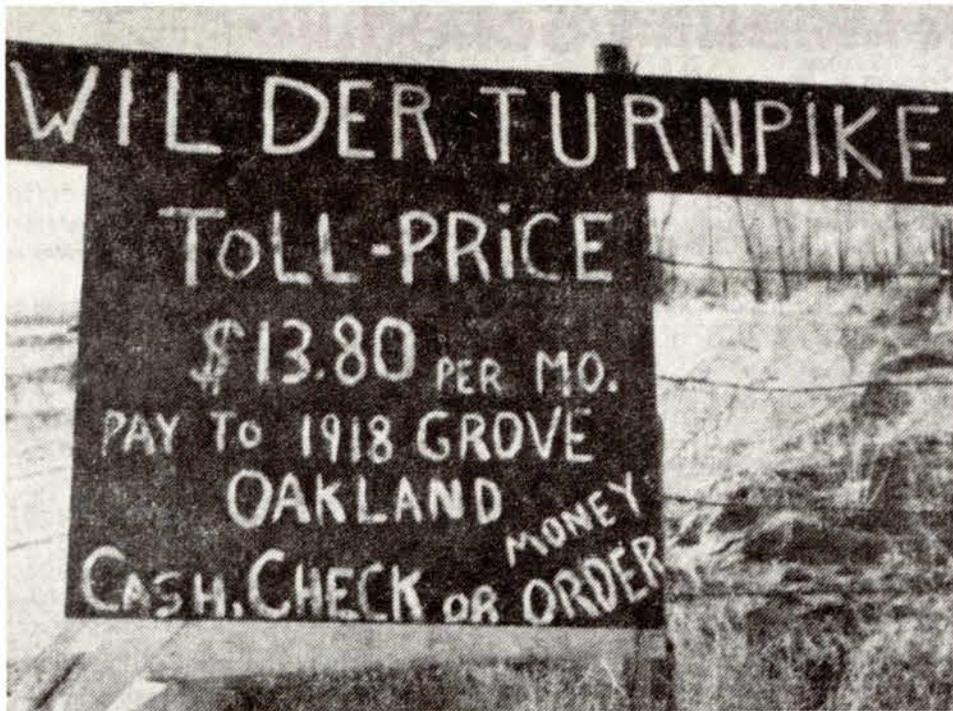
Shop Stewards Barbara Symons, left, and Lori Yap interpret PG&E Standard Practice. Barbara is also the Southern Area Executive Board member.



Shop Steward Wayne Freitas at work.



Lineman Ralph Storment repairs a damaged riser cable.



The story of John's "super highway" was written up in a Nevada newspaper.



John Wilder

An active retirement ahead for Local 1245 Asst. Bus. Mgr.

Not many labor leaders have a major highway named after them. John Wilder doesn't either, but he's come close. Nevada members working on a construction site in 1968 renamed a dirt access road "Wilder Turnpike" after the company failed to meet terms of an agreement providing for a paved and maintained road to the construction headquarters.

"The members objected to driving their own vehicles over cattle guards and on roads that weren't surfaced," said John, who retires this month after 28 years service to Local 1245, the last 11 years as assistant business

manager and 11 years before that as business representative.

John has seen a lot of changes in the labor movement since he began his education in unionism on the San Francisco waterfront. Like Red Heneberry, former executive board member who retired in July, John experienced the San Francisco general strike in 1934 before going to sea as a young boy. He returned to work in PG&E's Steam Generation Department in 1949. His activities and interest in the union evolved, and he became a business representative for Local 1245 in 1958.

"I've believed in what I've been doing over the years. And, I enjoyed helping people," said John who began representing members in the San Jose Division, then East Bay. "I didn't get involved with Nevada utility members until I was an assistant business manager," said John who has continued to serve Nevada utility and construction workers through the years.

John feels Local 1245 has made steady progress in service to our members. "There is one thing the members employed by smaller companies we represent should remember," said John, "We've made tremendous gains

for our PG&E workers, but those gains have been made over a 30-year period. Our non-PG&E members shouldn't be discouraged."

After retiring this month John and his wife Phyllis Elaine will move to their new home in Pioneer where John's already planted over 60 fruit trees.

"I love gardening and I'm an A-1 Giants baseball fan," said John. He also plans to do some fishing and enjoy his four grown children and 11 grandchildren. "And, after I finish painting my home inside and out, I'll find another project. I've always been busy."

Letters to The Editor

Editor's note: Letters from our readership are always welcome. If you have comments and/or suggestions about the Utility Reporter or Local 1245 and its operations, please address your letters to the editor in care of Union headquarters, P.O. Box 4790, Walnut Creek, CA, 94596. For publication purposes, please keep in mind that we reserve the right to edit letters due to space limitations.

Dear Editor:

The last two issues of the *Utility Reporter* have expressed our support, as a union, for nuclear power. This support was voted for by the membership back in the sixties. I think it is time to make a thorough examination of our position.

Every member should take the responsibility of looking into the health and safety side of nuclear power. Some specific areas of concern might be:

- the Karen Silkwood case
- the Mancuso Study of Hanford, Washington, nuclear facility workers
- transportation and disposal of nuclear wastes
- the effects of radiation on human beings, cancer rates, and genetic diseases
- uranium mining.

We owe it to ourselves, our families, and the families we hope to have in the future, to take on the responsibility for becoming aware of health and safety questions about nuclear power.

Respectfully,
Allen Simontacchi
PG&E Lineman
North Bay Division

Editorial reply: The position of Local 1245 and the International Brotherhood of Electrical Workers was and continues to be firmly in support of nuclear power. This support is justified for a number of reasons:

1) The economic welfare of our nation, our state, and individual members is intimately related to nuclear power. Dependence on foreign oil is the main inflationary culprit destroying our paychecks. Furthermore, loss of the Diablo Canyon Nuclear Plant could seriously hinder the growth in our economic standard of living, both as citizens of California and union members employed by PG&E.

2) While the scientific debate on the safety of nuclear power continues, it must be pointed out that the nuclear industry has established an excellent safety record. In the entire history of US nuclear power, *no* deaths have resulted from nuclear plants. This includes the Three Mile Island accident.

All utility work is risky. Linemen run the risk of falls and electrocution. Gas workers performing hot tie-ins risk being burned or blown up. Local 1245

is determined to eliminate these dangers as completely as possible, and has developed an extensive safety and health program to do so.

Nuclear power also involves risk, but our commitment to nuclear power is accompanied by an equal commitment to safety. Local Union 1245 will continue to demand a healthy and safe work environment for all of its members, including those engaged in nuclear energy generation.

* * *

Dear Editor:

I appreciate Business Manager Dean Cofer appointing me to participate in the "Women in the Workforce" conference. It was an unforgettable experience! Beyond meeting and exchanging ideas with other women of Local 1245, I came away with a new understanding of the problems facing unions today, and of the strength we have to meet those challenges.

The conference speakers underscored the need for unions to "organize the unorganized".

They told of the threat from the anti-union organized right and the profes-

sional union-busters.

They outlined some of the special problems faced by women workers and the responsibilities of unions to help resolve them.

They exposed us to the expanding volume of resources available for organizing around women's issues.

They showed how unions can be strengthened when they actively pursue the needs of women (and minority) workers.

As a shop steward, I am planning to work with other stewards and use some of the ideas from the organizing workshop to develop support for the current negotiations. We certainly could use more participation from the women clerical workers in our area!

Again, thanks to Dean Cofer for allowing me to participate in this event. I am looking forward to the next conference.

Sincerely,
Marcia Mearns
PG & E Fieldman
DeSabra Division

IBEW Local 1245 Unit Meeting Schedule

January - June, 1980

San Joaquin

			Jan	Feb	Mar	Apr	May	June
1111	FRESNO Eagles Hall 1528 Van Ness *rescheduled due to Holiday	Chairman: D. Mills	Tuesday 7:30 p.m.	*8	5	4	1	6 3
1112	BAKERSFIELD Central Labor Council 2000 W. Jeffrey	Chairman: E. Mallory	Thursday 7:30 p.m.	10	14	13	10	8 12
1113	MADERA Malik's Lounge 427 So. Gateway	Chairman: L. Jameson	Thursday 7:30 p.m.	3	7	6	3	1 5
1117	WASCO Roundup Club Hwy. 46	Chairman: T.O. Caterlin	Monday 5:30 p.m.	14	11	10	14	12 9
1118	CRANE VALLEY Manzanita Rec. Hall	Chairman: E. Prindiville	Wednesday 7:30 p.m.	2	6	5	2	7 4
1119	BALCH Power House	Chairman: R. Bugg	Thursday 6:30 p.m.	10	14	13	10	15 12
1121	COALINGA Power Club Jayne & Merced	Chairman: S. Gillespie	Tuesday 7:30 p.m.	8	12	11	8	13 10
1122	MERCED IRRIGATION DISTRICT Pine Cone Coffee Shop 2000 E. Childs	Chairman: J. Goodson	Thursday 7:30 p.m.	10	14	13	10	8 12
1123	MERCED C.W.A. Hall 1735 L. St.	Chairman: D. Manning	Tuesday 7:30 p.m.	15	12	11	8	13 10
1124	LOS BANOS Fireman's Hall 520 "J" Street	Chairman: E. Wright	Wednesday 7:30 p.m.	9	13	12	9	14 11

Coast Valley

1211	SALINAS American Legion Hall 14 W. Laurel Drive	Chairman: J. Collenback	Tuesday 7:00 p.m.	*8	5	4	8	6 3
1212	MONTEREY Sambo's 2031 Fremont St.	Chairman: L. Gonzalez	Wednesday 5:00 p.m.	23	20	19	23	21 18
1213	KING CITY Pozzi's Stampede 207 Broadway	Chairman: D. Manley	Thursday 5:00 p.m.	24	21	20	24	22 19
1214	MOSS LANDING Odd Fellow Hall 17-A East Beach Watsonville	Chairman: J. Greensides	Thursday 7:30 p.m.	10	7	6	10	8 5
1217	PASO ROBLES Elks Lodge 1420 Park Street	Chairman: T. Tweedie	Tuesday 7:00 p.m.	15	12	11	15	13 10
1215	SAN LUIS OBISPO Elks Lodge 2222 Elk Lane	Chairman: M. Maysey	Wednesday 8:00 p.m.	16	13	12	16	14 11
1216	SANTA MARIA Vanderberg Inn 1316 So. Broadway	Chairman: D. Woods	Thursday 8:00 p.m.	17	14	13	17	15 12
1219	HOLLISTER Paine's Restaurant 421 East	Chairman: J. Johnson	Wednesday 5:00 p.m.	9	6	5	9	7 4

Pipe Line

1311	BARSTOW V.F.W. Club Room 25214 W. Main Street	Chairman: R. Arredondo	Wednesday 5:00 p.m.	2	6	5	2	7 4
1312	NEEDLES Eagles Hall Front St.	Chairman: A. Frazier	Thursday 5:00 p.m.	3	7	6	3	1 5

Santa Clara

1411	CITY OF SANTA CLARA Clover Hall 99 N. Bascom	Chairman: B. Blankenship	Thursday 7:00 p.m.	10	14	13	10	8 12
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San Jose

			Jan	Feb	Mar	Apr	May	June
1501	SAN JOSE CLERICAL Clover Hall 99 N. Bascom	Chairman: B. Symons	Thursday 8:00 p.m.	3	7	6	3	1 5
1511	SAN JOSE Clover Hall 99 N. Bascom	Chairman: R. Fitzpatrick	Tuesday 8:00 p.m.	15	19	18	15	20 17
1512	BELMONT Good Shepherd Hall 1336 5th Avenue	Chairman: E. Larsen	Wednesday 8:00 p.m.	9	13	12	9	14 11
1513	SANTA CRUZ Arion Hall 230 Plymouth St.	Chairman: A. Barson	Tuesday 8:00 p.m.	8	12	11	8	13 10
1514	SAN JOSE AREA GENERAL CONSTRUCTION Clover Hall 99 N. Bascom	Chairman: Bill Twohey	Tuesday 8:00 p.m.	*8	5	4	1	6 3
4411	DAVEY TREE-LAS VEGAS IBEW Hall 4321 E. Bonanza Rd.	Chairman: J. Turner	Wednesday 7:00 p.m.	2	6	5	2	7 4
4412	DAVEY TREE-SAN JOSE Clover Hall 99 N. Bascom *rescheduled due to Holiday	Chairman: T. Lynch	Thursday 7:30 p.m.	17	21	20	17	15 19

City of Oakland

2211	OAKLAND GENERAL Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Murphy	Thursday 5:00 p.m.	10	14	13	10	8 12
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East Bay

2311	OAKLAND Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Rochel	Tuesday 7:00 p.m.	*8	5	4	1	6 3
2312	EAST BAY GENERAL CONSTRUCTION Edgewater-Hyatt House 455 Hegenberger Road	Chairman: R. Brewer	Wednesday 5:30 p.m.	2	6	5	2	7 4
2314	HAYWARD Holiday Bowl 29827 Mission Blvd.	Chairman: H. House	Wednesday 8:00 p.m.	9	13	12	9	14 11
2316	CONCORD I.B.E.W. Local 1245 3063 Citrus Circle Walnut Creek, Ca.	Chairman: R. Hoyer	Thursday 7:30 p.m.	10	14	13	10	8 12
2317	ANTIOCH Fiberboard Club 2nd & L Street	Chairman: F.J. Harbrecht	Tuesday 7:00 p.m.	8	12	11	8	13 10
2301	EAST BAY CLERICAL Holiday Inn 1800 Powell St. Emeryville	Chairman: —	Wednesday 6:00 p.m.	9	13	12	9	14 11

San Francisco

2401	SAN FRANCISCO CLERICAL Sheraton Palace Hotel Market & New Montgomery	Chairman: L. Samson	Wednesday 5:30 p.m.	9	13	12	9	14 11
2412	SAN FRANCISCO War Memorial Center 6655 Mission St., Daly City	Chairman: R. Fitzsimmons	Wednesday 7:30 p.m.	2	6	5	2	7 4

Stockton

2511	STOCKTON Jesters Club 6011 N. West Lane	Chairman: P. Nickeson	Thursday 7:30 p.m.	10	14	13	10	8 12
2512	ANGELS CAMP Veterans Hall Main Street	Chairman: Newt Hewett	Thursday 5:00 p.m.	3	7	6	3	1 5
2513	JACKSON Native Sons Hall Court Street	Chairman: Wayne Johns	Wednesday 7:30 p.m.	2	6	5	2	7 4
2514	TRACY Norms Pizza Parlor 2227 Tracy Blvd.	Chairman: Rich Morales	Thursday 5:00 p.m.	3	7	6	3	1 5

Be involved in your Local Union. Attend unit meetings! January - June, 1980

Stockton cont.

			Jan	Feb	Mar	Apr	May	June	
2515	MODESTO Sundial Lodge 808 McHenry, Rm. #138	Chairman: Mike Johnson	Wednesday 7:30 p.m.	9	13	12	9	14	11
2516	LODI Cosmopolitan Rest. 620 Cherokee Ln.	Chairman: Dennis Jennings	Tuesday 7:30 p.m.	8	12	11	8	13	10
2517	SONORA Wagon Wheel 128 S. Washington	Chairman: Joe Robinson	Tuesday 7:30 p.m.	*15	5	4	1	6	3
2518	MODESTO IRRIGATION DISTRICT Sundial Lodge 808 McHenry, Rm. #138	Chairman: D. Pittman	Tuesday 7:30 p.m.	8	12	11	8	13	10

*rescheduled due to Holiday

Pacific Gas Transmission

3021	SANDPOINT Traveler's Hotel	Chairman: R.E. Hess	Wednesday 7:00 p.m.	9	13	12	9	14	11
3023	WALLA WALLA Touchet Fire Station	Chairman: A. Howell	Wednesday 7:00 p.m.	9	13	12	9	14	11
3024	REDMOND Grizzley Bear Plaza 413 W. Glacier St.	Chairman: G. Brewer	Thursday 7:00 p.m.	10	14	13	10	15	12

Humboldt

3111	EUREKA Labor Temple 9th & E. Streets	Chairman: B. Jensen	Tuesday 7:30 p.m.	8	12	11	8	13	10
3112	GARBERVILLE Fireman's Hall Locust Street	Chairman: A. Weber	Thursday 5:00 p.m.	10	14	13	10	15	12

Shasta

3212	REDDING Hospitality House 532 N. Market	Chairman: J. Eide	Tuesday 7:30 p.m.	*8	5	4	1	6	3
3213	BURNEY Woodworker's Hall	Chairman: W. Rodriguez	Thursday 7:30 p.m.	*17	14	13	10	15	12
3216	TRINITY New York Hotel Weaverville	Chairman: Lee Wells	Tuesday 7:30 p.m.	*15	12	11	8	13	10

*rescheduled due to Holiday

Nevada

3311	RENO IBEW Hall 2713 E. 4th	Chairman: J. Bender	Wednesday 7:30 p.m.	2	6	5	2	7	4
3313	YERINGTON Catholic Center	Chairman: T. Bartel	Tuesday 6:30 p.m.	8	5	4	1	6	3
3314	SOUTH LAKE TAHOE P. J. Peanut Farm	Chairman: R. Vierra	Thursday 7:00 p.m.	3	7	6	3	8	5
3315	ELY Mt. Wheeler Fire Dept. Mtg. Hall	Chairman: J.D. Salvi	Tuesday 4:15 p.m.	15	19	18	15	20	17
3316	RENO MANUFACTURING Carpenter's Hall 1150 Terminal Way	Chairman: A. Spenser	Thursday 4:45 p.m.	10	14	13	10	8	12
3318	ELKO Stockmen's Hotel Elko	Chairman: P. Wastun	Wednesday 7:30 p.m.	16	20	19	16	21	18
4411	DAVEY TREE - LAS VEGAS I. B. E. W. Hall 4321 E. Bonanza Rd.	Chairman: J. Turner	Wednesday 7:00 p.m.	2	6	5	2	7	4

DeSabra

3411	CHICO Retail Clerks Hall 1st & Sheridan	Chairman: H. Stansbury	Wednesday 7:30 p.m.	9	13	12	9	14	11
3417	PARADISE Veterans Memorial Bldg. Skyway	Chairman: D. Knaus	Tuesday 7:30 p.m.	8	12	11	8	13	10

Drum

			Jan	Feb	Mar	Apr	May	June	
3511	AUBURN Moose Lodge Sacramento & High	Chairman: T. Crespillo	Tuesday 7:30 p.m.	8	12	11	8	13	10
3512	ROSEVILLE Villa Rosa Restaurant 1704 Douglas Blvd.	Chairman: T. Tutor	Monday 5:00 p.m.	21	18	17	21	19	16
3513	GRASS VALLEY - Nevada County Sportsman Banner Mtn. Trail	Chairman: W. Webber	Thursday 7:30 p.m.	17	21	20	17	15	19

Marysville

3611	MARYSVILLE Petrocelli's 1235 Bridge St., Yuba City	Chairman: J. Osburn	Tuesday 6:00 p.m.	15	19	18	15	20	17
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North Bay

3711	MARIN COUNTY Sams, 209 Third St. San Rafael	Chairman: D. Madden	Thursday 5:30 p.m.	10	14	13	10	8	12
3712	SANTA ROSE Labor Center 1706 Corby Avenue Santa Rosa Ave. Off Ramp	Chairman: H. Stiefer	Tuesday 8:00 p.m.	*2	5	4	1	6	3
3714	UKIAH Ukiah Grange South State	Chairman: R. Wattenburger	Wednesday 8:00 p.m.	2	6	5	2	7	4
3716	NAPA American Legion Hall 1240 Pearl Street	Chairman: P. Frasher	Tuesday 8:00 p.m.	8	12	11	8	13	10
3717	FORT BRAGG - PT. ARENA Presbyterian Church Pine & Main Ft. Bragg	Chairman: D. McDonell	Thursday 5:00 p.m.	3	7	6	3	8	5

*rescheduled due to Holiday

Sacramento

3811	SACRAMENTO Local Union Office 1414 21st Street	Chairman: P. Zimmerman	Tuesday 7:30 p.m.	*8	5	4	1	6	3
3812	VACAVILLE Chamber of Commerce 400 Monte Vista St.	Chairman: A. Murray	Thursday 7:00 p.m.	10	14	13	10	8	12
3815	DAVIS G. C. Gallery Veterans Memorial Center 203 East 14th St. Club Room	Chairman: N. Brownlee	Wednesday 5:00 p.m.	2	6	5	2	7	4
3911	SACRAMENTO MUNICIPAL UTILITY DISTRICT Local Union Office 1414 21st Street	Chairman: T. Smiley	Wednesday 5:00 p.m.	2	6	5	2	7	4
3912	FRESH POND (SMUD) Mario's Villa #18 Pony Exp. Ln., Pollack Pines, Ca.	Chairman: M. Paulsen	Tuesday 4:15 p.m.	*8	5	4	1	6	3

*rescheduled due to Holiday

Citizens Utilities Company

4012	SUSANVILLE Grand Cafe Main Street	Chairman: M. Kostick	Wednesday 7:30 p.m.	2	6	5	2	7	4
4013	ALTURAS Elks Lodge Main Street	Chairman: M. Nelson	Tuesday 5:30 p.m.	8	12	11	8	13	10
4014	ELK GROVE Pizza Barn 8610 Elk Grove Bl.	Chairman: T.G. Brown	Wednesday 5:30 p.m.	16	20	19	16	21	18
4015	BURNEY - C. U. C. C. Sams Pizza Hwy 299E	Chairman: D. Monath	Thursday 5:30 p.m.	10	14	13	10	15	12

General Construction

1514 under San Jose
2312 under East Bay
3815 under Sacramento

Public Agencies

1411 City of Santa Clara
2211 City of Oakland
3911 S. M. U. D.
3912 Fresh Pond (S. M. U. D.)

Trees

4411 under San Jose
4412 under Nevada

The Safety Scene

Office workers at Local 1245 headquarters ask about VDTs

by Juliann Sum
Local 1245 Industrial Hygienist

Possible health hazards caused by working with or near video display terminals (VDTs) have raised concerns among workers at Local 1245 headquarters.

These devices, which resemble television sets, provide computerized banks of information for millions of users in the United States.

Inside the VDT unit, a voltage is applied so that electrons are emitted from the cathode onto the anode, a phosphor coated screen. The interaction of the electrons with the phosphor coating produces an image, usually a set of words and numbers.

If high enough voltage exists in a cathode ray tube, low energy X-rays can be produced. This type of radiation is one form of ionizing radiation and is the same type of radiation that you receive during a medical or dental X-ray.

Ultraviolet (UV), visible, and infrared (IR) radiation, all nonionizing forms of radiation, are produced by the phosphor material.

Radiofrequency (RF) radiation, another form of nonionizing radiation, can be produced by certain electronic systems.

VDTs are not believed to produce microwave radiation.

One worker who continuously operates a VDT has experienced headaches, eyestrain, and fatigue. Others have expressed concern over possible radiation emissions which cannot be seen or felt.

Headaches, eyestrain, muscle strain, and fatigue are common problems among VDT operators. (See Aug.-Sept. 1979 *Utility Reporter*.)

At Local 1245, it was determined that improper lighting and glare on the VDT screen was responsible for the symptoms our operator experienced.

Therefore, the overhead fluorescent lamps in the room were changed from "cool" to "warm" (General Electric). The "warm" lights cause objects to appear more pink-orange-yellow in color and reduce glare on the screen.

Our operator has reported a great improvement in symptoms since the lights were changed.

From findings by groups who have investigated radiation emissions from VDTs, the radiation health hazards are believed to be minimal.

In a 1977 study of VDT units at a newspaper facility, National Institute for Occupational Safety and Health (NIOSH) investigators detected no radiofrequency or infrared emissions from VDT units. Visible radiation levels (brightness) from the units were found to be less than one tenth the upper guideline recommended by the American Conference of Governmental Industrial Hygienists. Ultraviolet emissions from the units were found to be 500 thousand times less than the upper guideline recommended by the American National Standards Institute.

X-ray emissions from VDT units, measured at several newspaper facilities by different investigators, were not detected above radiation levels normally found in the environment.

Researchers at the U.S. Food and Drug Administration (FDA), are currently conducting a survey of VDT units for ionizing radiation leakage. Although the researchers have not yet studied the particular make and model of the VDT units in our office (Inforex 5201), preliminary findings of similar units do not indicate radiation leakage above OSHA standards.

Findings on the particular VDT units in our office are expected to be available as the FDA study is completed.

Creosote Alert

A General Construction worker in the Alviso yard was recently splashed by creosote on the face and neck as he was driving in a lag for banding poles. He developed severe skin rashes where he was splashed.

Creosote is a strong irritant which can produce burning, itching, skin discoloration, blisters, sores gangrene

and skin cancer. Eye injuries can be permanent. Furthermore, creosote will be absorbed through the skin into the body. High doses can produce poisoning and death.

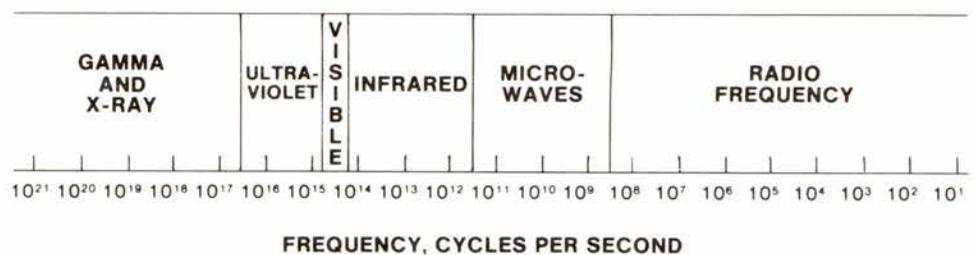
Eye protection should be worn whenever working with creosote poles. Immediate washing after accidental eye or skin contact is very important.

Radiation's health effects differ according to type

Radiation refers to various forms of energy commonly found in our environment. Different kinds of radiation can affect our health in different ways. For example, visible light is a form of radiation that is relatively harmless, while X-radiation (x-rays) can lead to cancer.

Radiation can be thought of as traveling waves. A particular type of radiation can be described by the frequency of its waves, measured in cycles per second.

The following diagram shows the frequency ranges of different types of radiation.



Exposures to low levels of radiation are known to be associated with greater risks of cancer, genetic damage, reproductive problems, and possibly premature aging. When exposures are low, causes and effects are difficult to determine, because of the great time lags between exposure and illness, and because of the presence of other possible causes.

Ultraviolet (UV) radiation is given off by the sun, high voltage operations, welding arcs, and other arcs operating at high temperatures. Skin and eyes can be injured by overexposure to UV radiation.

Visible radiation is seen as light and

Of the types of radiation shown, *gamma radiation and X-radiation* are the only types which are included in the category "ionizing". *Beta, alpha, neutron* are the other types of ionizing radiation.

Ionizing radiation can be harmful because it can change the electrical nature of atoms and molecules which make up your body tissue. The types of radiation associated with nuclear power, medical X-rays, and nuclear medicine are ionizing forms of radiation.

colors. If lighting is too bright, your eyes can be injured.

Infrared (IR) radiation can be given off by lamps and heat sources. Various forms of eye injury can result from over-exposure to IR.

Microwave and radiofrequency (RF) radiation is found in communication, heating, and sealing operations in industry and in the home. In addition to health effects from overheating, other health effects such as changes in hormones, the nervous system, reproduction, eyes, and behavior are currently being studied by many researchers.

In answer to your health and safety questions —

by Juliann Sum
IBEW 1245 Industrial Hygienist
and Frank Quadros
IBEW 1245 Assistant Business Manager

Q. A chemical called 1,1,1-trichloroethane (methyl chloroform) is being used in the machine shops of PG&E's Coast Valleys Division as a coolant, lubricant and tool finisher. It is being used in Drum and Stockton Divisions as a solvent and cleaner on underground electrical cable insulation.

Some workers have experienced headaches and dry and chapped skin after prolonged use. What exactly are the health effects of this chemical and what safety precautions should we follow?

A. On eyes and skin, 1,1,1-trichloroethane and its vapors can be very irritating (drying action on skin).

High doses of 1,1,1-trichloroethane, by swallowing, inhalation, and skin absorption, can cause more serious effects. However, these effects occur only under very unusual circumstances, for instance, where air concentrations are in the thousands of ppm (parts per million). Even around industrial processes involving large open tanks of 1,1,1-trichloroethane, such as dipping or vapor degreasing operations, air concentrations are usually less than several hundred ppm.

Milder central nervous system effects which lead to lightheadedness, dizziness, drowsiness, decreased coordination, and increased reaction time can occur after several hours of exposure to air concentrations around 350 ppm.

When 1,1,1-trichloroethane comes in contact with hot metal or with ultraviolet radiation, hydrochloric acid, phosgene, and dichloroacetylene gases are formed. These gases can be very irritating to the eyes, skin, mucous membranes, and respiratory tract.

Phosgene in amounts which can be produced in the larger industrial operations, is particularly dangerous, because intermediate doses when inhaled can travel unnoticed to the

lungs and can lead to the production of dangerous amounts of fluids in the lungs up to 12 hours after exposure, with no warning signs.

PG&E's Transmission and Distribution Bulletin No. 8-5, Revision No. 3, states that the effectiveness of inhibitors, added to 1,1,1-trichloroethane to prevent corrosion of aluminum and its alloys and the subsequent formation of hydrochloric acid, will be destroyed if water is added to the solvent.

For specific work conditions, production of significant amounts of hydrochloric acid from this corrosion reaction will generally require the presence of larger amounts of 1,1,1-trichloroethane, water, and metal and many hours of contact between the materials. In general, the irritation properties of hydrochloric acid gas are strong enough to serve as warning against continued exposure and injury.

Workers who handle 1,1,1-trichloroethane should avoid direct contact by wearing protective clothing and gloves which do not allow 1,1,1-trichloroethane to seep through. Natural rubber is rapidly destroyed by 1,1,1-trichloroethane. Therefore, synthetic gloves should be worn. However, these gloves should be replaced regularly since they will also eventually break down. Regular washing and drying will extend the gloves' lifetimes.

Skin and eyes should be flushed immediately with plenty of water if there is direct contact.

Changes in work practices, increased ventilation, and possibly the use of personal respirators might be necessary if atmospheric concentrations are too high. Tps is especially true for confined spaces and for underground operations, since 1,1,1-trichloroethane is heavier than air and will tend to build up in the atmosphere if not vented out.



Dean Cofer, business manager, met recently in Chico with Jim Johnson, president of the City of Chico Employees Association, to discuss benefits of a merger with IBEW Local 1245. Subsequently, the association — with its 98 members — voted to disband and turn over their bargaining certification unit to our Local Union. We extend a hearty welcome to these new members!

Put out holiday fire hazards

Last year a lucky family's home, and maybe their lives, was saved by one of their Christmas presents. Among the gifts they unwrapped on Christmas Eve was a smoke detector. They got it operating and left it under the tree when they went to bed. It so happened that night a fire started. But the smoke detector warned them in time.

Of the roughly ten thousand fire deaths that occur each year, over half happen in the home. That's not counting personal injuries and property damage. By far the best fire extinguisher is *prevention*.

Inspector Ed Reed of the Los Angeles City Fire Department has some special tips for us as we start to use our fireplaces more and think about holiday entertaining, decorations and Christmas trees.

He urges us *not* to use our fireplaces for burning trash, newspapers, cardboard or Christmas wrappings. Such items can get sucked up the chimney, their edges still glowing, and ignite a roof or tree outside.

Also a wise idea he feels, is having what he calls a "spark arrester" installed on top of the chimney. He suggests a fairly heavy gauge wire mesh material with holes about one inch apart... no smaller. The idea is to

trap anything burning that floats up the chimney while making sure *not* to restrict air flow. Check with the fire department in your community for their recommendations and to find out if there are any local codes governing the matter.

Decorating for the holidays? Keep flammable items off the hearth, or at least remove them when the fireplace is in use. It doesn't always take a spark to get a fire going. The fireplace *heat alone* can be enough to make something ignite spontaneously.

Be sure fireplace screens remain in place and closed, and that the fire is completely out before you go to bed.

Having a party? Afterwards, check for smoldering cigarette butts in upholstered chairs and between, under and behind couch cushions. And be aware that more than one fire has started in a trash can when ashtrays were emptied directly into it the same night. Either wait till the next morning, or run matches, butts and ashes under water before disposing of them. You may want to wet them down anyway for extra safety. (Of course, if you have small children, make sure ashtrays and their contents are not left where curious kids can reach or climb to them.)

If you put out fire hazards you may not have to put out fires!

—by Marion Wells, Research Director,
American Physical Fitness
Research Institute.

Notice to Kaiser members

Are you a member of the Kaiser Health Plan? Are you having problems getting medical care or appointments with doctors? If so, you may not be alone. Senior Assistant Business Manager Willie Stewart and Assistant Business Manager Frank Quadros, will be meeting with Kaiser patient care officials soon. They'd like to know any concerns you may have. Please write specific instances when you've experienced difficulty with Kaiser and give them to your business representative. We bargain for our health plans and care that our members are getting the best possible service. Thanks for your help.



San Jose Division Joint Grievance Committee members are, from left, front row, Stuart Neblett, communication technician; Barbara Symons, clerk "C" steno; and Bill Hennings, line sub-foreman. Standing in the back row are, from left, Orv Owen, Local 1245 business representative, and Steve Cramer, gas T&D helper.

NLRB rules against citizens

Continued from page 1

repairman to other job duties and told him that if he didn't "make waves" he would be returned to his former duties.

The basis for the fifth and final charge was the unilateral change in medical plan carriers by the Company after its refusal to bargain with the Union on the same subject.

In addition to the required NLRB

posting, the terms of settlement were: Company's promise to bargain in good faith over changes in the pension plan and medical insurance carrier, to provide information needed for bargaining, to stop retaliating against employees who file grievances and to reimburse members of a line crew for the \$194 each lost in overtime wages.

CUCC NOTICE TO MEMBERS

NLRB Cases Nos. 20-CA-14498, 14742, 14647, 14487, 14464

The National Labor Relations Act gives all employees these rights:

- To engage in self-organization;
- To form, join, or help unions;
- To bargain as a group through a representative of their own choosing;
- To act together for collective bargaining or other mutual aid or protection;
- To refuse to do any and all of these things.

WE WILL NOT do anything that interferes with, restrains, or coerces you with respect to these rights.

WE WILL NOT assign onerous work duties to our employees because they have filed grievances with the International Brotherhood of Electrical Workers, Local 1245, AFL-CIO, or because they engage in other protected concerted activities.

WE WILL NOT reduce the assignment of overtime to our employees because they file grievances with or otherwise support the International Brotherhood of Electrical Workers, Local 1245, AFL-CIO.

WE WILL NOT subcontract work or otherwise discriminate against our employees in order to discourage their membership in or support for the International Brotherhood of Electrical Workers, Local 1245, AFL-CIO.

WE WILL make whole our line employees for any loss of pay suffered by them because of any unlawful reduction in their overtime assignments.

WE WILL NOT refuse to bargain collectively with International Brotherhood of Electrical Workers, Local Union 1245, by unlawfully unilaterally changing the pension and retirement benefits or by otherwise changing the wages, hours and other terms and conditions of employment of the employees in the bargaining unit described below without complying with our obligations under Section 8(a)(5) and Section 8(d) of the National Labor Relations Act.

The bargaining unit is: all plant traffic, commercial and accounting and data processing employees in the telephone system of Citizens Utility Company of California.

WE WILL, upon request, bargain with the International Brotherhood of Electrical Workers, Local 1245, AFL-CIO, regarding changes made in our pension plan.

WE WILL NOT refuse to bargain collectively and in good faith with International Brotherhood of Electrical Workers, Local Union 1245, by refusing to furnish the Union with information necessary and relevant to the Union's performance of its collective bargaining functions.

WE WILL furnish the International Brotherhood of Electrical Workers, Local 1245, AFL-CIO information concerning the cost of premiums and benefits paid under our AETNA medical insurance plan, as previously requested.

WE WILL furnish the International Brotherhood of Electrical Workers, Local 1245, AFL-CIO, with copies of our insurance plans and procedures with Connecticut General Life Insurance of Hartford, as requested, as soon as available.

WE WILL NOT make unlawful unilateral changes in the identify of the insurance carrier covering employees in the above described unit during the term of the contract without first bargaining with International Brotherhood of Electrical Workers, Local 1245, AFL-CIO, concerning such changes and complying with the provisions of Section 8(d) of the Act.

WE WILL meet with and bargain with International Brotherhood of Electrical Workers, Local 1245, AFL-CIO through a representative vested with authority to make reasonably definitive decisions regarding the subject matters of collective bargaining.

(signed)

CITIZENS UTILITIES COMPANY OF CALIFORNIA

Letter of Agreement Summaries

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

PG&E LETTER OF AGREEMENTS

79-95: Clarification regarding 3-day Climbing School and Basic Climbing School.

79-112: Establishes classification of Utility Lead Equipment Mechanic (Balch).

79-114: Establishes classifications of Instrument Technician and Apprentice Instrument Technician in Station Construction Department, General Construction. Revises Technical Subforeman "A" and "B" job descriptions and lines of progression, and lists the reclassified employees.

SIERRA PACIFIC LETTER OF AGREEMENTS

79-16: Reclassifies Lineman Apprentice, South Tahoe, to Service Utilityman.

79-17: Reclassifies Reservoir Assistant-Emergency Relief, Gas and Water Production Department to Janitor, Building and Grounds Department, Reno.

79-18: Pursuant to agreement made during general negotiations, establishes a temporary revised Section 6.8(a), effective August 13, 1979, to become Section 6.8(a) of Agreement if neither party cancels it within three or six months.

79-20: Following industrial injury, Service Utilityman is reclassified as Customer Serviceman-District, Yerington.

79-21: Reclassifies Apprentice Electrician, Measurement and Test Department, to Helper, Reno Electric Department.

APPOINTMENTS

NEGOTIATING COMMITTEES

Sierra Pacific Power Company Gas & Water Interim Negotiating Committee

William Byran Robert Rassmussen Ronald T. Walters

Sierra Pacific Power Company Clerical Interim Negotiating Committee

Glenn Holloway Russel Kuchler
Eric D. Johnson Nancy O'Dell

Sierra Pacific Power Company Electric Department Interim Negotiating Committee

James Bud Gray Patrick D. Lantis Alfred Pedigo

Pacific Gas & Electric Company Gas Street Department Committee

Wayne Greer

Sacramento Municipal Utility District Alexander Angel

CENTRAL LABOR COUNCILS

Sonoma-Mendocino-Lake Counties Dorothy Fortier

GRIEVANCE COMMITTEE

PG&E San Jose Division

Stephen M. Cramer William S. Hennings

Whatever happened to Carter's wage and price guidelines?

by Charlie Jeszeck
Institute of Industrial Relations
UC Berkeley

Editor's note: This is a continuation of last month's article where the author addressed what was proposed and what actually happened with the presidential wage guidelines.

Winners and Losers

In one sense, the losers have been those unions with weak cost of living clauses or with no coverage at all, and those workers employed in the non-union sector. Many workers feel that employers have used wage guidelines compliance as a strategy to keep wages down while raising prices. Rumbblings from both groups, and from non-union employers, have now led COWPS to consider an upward revision of the 7 percent standard, a virtual admission of failure.

High interest rates put an added burden on working people. Unemployment, already high, increased dramatically in August and the subsequent fall is regarded as temporary. The "voluntary" wage and price guidelines just haven't done the job of slowing inflation. What is needed is an expansionary program to provide jobs, coupled with an equitable but more compulsory wage and price control program to control inflation.

In a broader sense, all workers have been losing. Inflation still continues at a double digit rate of 12 percent to 13 percent. But price increases for basic goods — food, energy, housing and medical-care — which are necessities but are not covered by the guidelines, have been rising at 16 percent or higher. Presently, almost two thirds of the typical worker's budget is spent on these items. The current inflation rate has battered the living standards of workers, since hourly earnings for production have been increasing at an annual rate of 7.5 percent.

The White House, following an AFL-CIO recommendation, recently set up a 15 member tripartite board to consider wage policies and to handle appeals under the wage standard. A similar panel is being established to advise on price control policy. Only time will tell whether these new government boards will have any success in slowing inflation. The administration now feels that it must rely almost exclusively on voluntary cooperation and participation by labor and management, since it has agreed to drop the sanction of withholding federal contracts from the noncomplying firms.

How to kill an organization

(1) JOIN AND BE PROUD YOU ARE A MEMBER, BUT NEVER ATTEND MEETINGS.

(2) IF YOU GO, ALWAYS BE LATE — the rest will wait for you.

(3) THE WEATHER IS A GOOD EXCUSE — too hot or too cold, you can arrange this to suit your own taste, but it is a good excuse.

(4) NEVER ACCEPT AN OFFICE — LET OTHER PEOPLE DO THE WORK! It is a lot easier to criticize what others are doing.

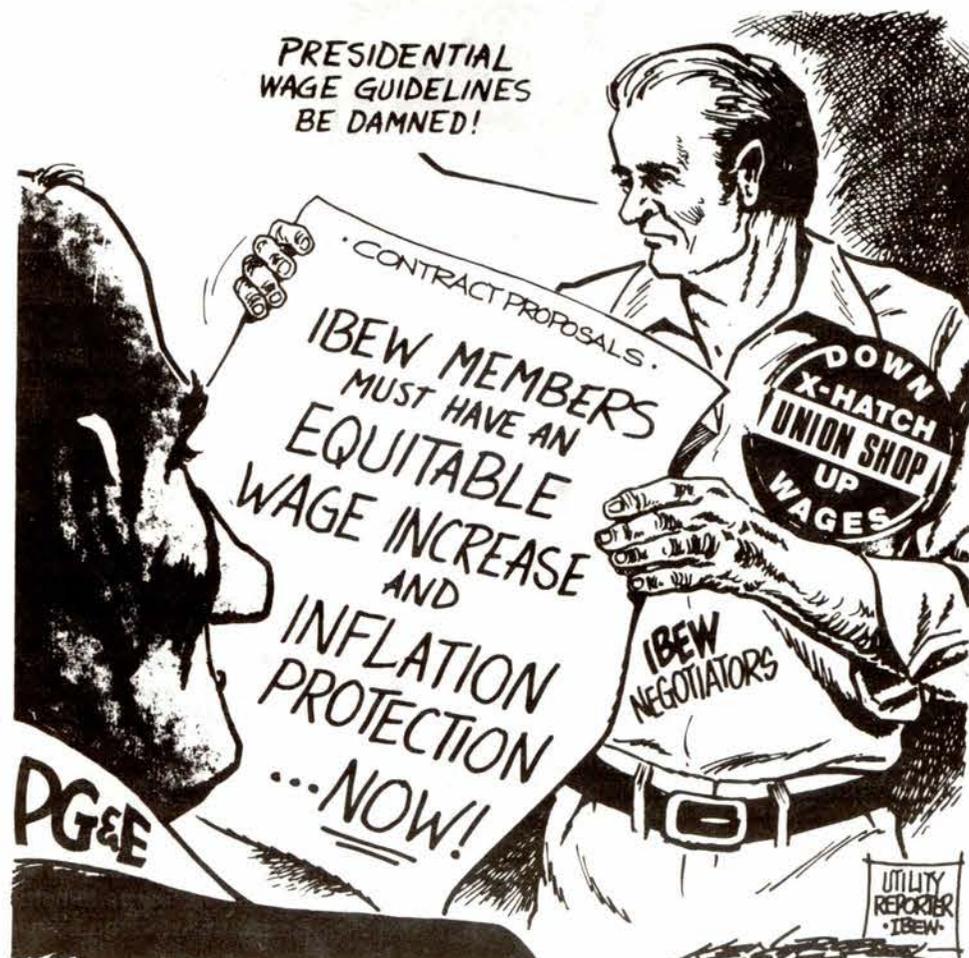
(5) THE CLIQUES ARE RUNNING THE SHOW — so why should you bother about it; always get sore when you are not on an important committee, or holding an office. Let them run it, what the hell, you are not consulted.

(6) DO NOT EXPRESS YOUR OPINION ON ORGANIZATION MATTERS — SOMEONE ELSE CAN HANDLE THAT. But always have a lot to say after it is over. Get on the outside, where the leaders won't hear you, to express your opinions.

(7) NEVER SERVE ON A COMMITTEE. You do not have time and besides someone else will get it done. But always criticize their efforts; you would have done it another way which would have been better.

(8) NEVER PRAISE YOUR ORGANIZATION. Be a wise guy, a critic — people will listen to your complaints and probably agree with you.

(9) WHO WERE THESE PEOPLE TO TELL ME WHAT TO DO OR OFFER SUGGESTIONS? I MAKE TWICE AS MUCH AS THEY DO AND I AM A LOT SMARTER. CONVINCING YOURSELF OF THAT FACT. IT WILL HELP DESTROY A LOT OF THINGS THAT ARE GOOD.





Marcia Mearns, left, Local 1245 shop steward



Ed Vallejo, Local 1245 business representative

Biggest attendance ever at state AFL-CIO women's conference

Continued from page 1

bargaining situations. They practiced the art of listening and speaking persuasively to achieve consensus in communications workshops.

"Women unionists are different from men unionists," said Ed Vallejo, IBEW Local 1245 business representative who led a negotiating workshop. "Many women need to be invited to get involved in the inner workings of their unions. This conference has been a stimulating experience. It exposed many women for the first time to other active people in the work force just like them, with problems just like theirs.

"In addition," said Ed, "I represent a majority of women office workers—I was an office worker—but this conference has enlightened me to other problems working women have that I wasn't aware of."

Chico Shop Steward Marcia Mearns, a delegate to the conference, found out about it by reading an executive board report at her unit meeting. "I wanted to be a delegate from Local 1245, so I talked to my business representative, Larry Hope, who suggested I write a letter to Business Manager Dean Cofer expressing my interest." Marcia was one of the eight members attending the

conference from our Local Union.

"I didn't attend just for myself," said Marcia, who is a fieldman in PG&E's Gas Department. "We sometimes feel isolated from union activities in Chico. And, it's such an anti-union area. I need to take back with me some of the ideologies expressed here about unionism and working women. I'd like to share these with my fellow workers."

Local 1245 delegate Melanie Ocean, a PG&E meter reader in North Bay Division, had similar feelings. "My job necessitates that I work alone. I feel isolated from other people. That's why

it's exciting to be at a conference with so many dynamic women sharing common ideas and concerns."

Melanie, who is also a shop steward, heard about the conference from her *Stewards' Newsletter* and discussed the possibility of being a delegate with her business representative, Dorothy Fortier.

Other Local 1245 members in attendance included Enid Bidou, PG&E clerk A, East Bay Division; Nannette Brownlee, treasurer; Barbara Symons, executive board member, Southern Area; Dorothy Fortier; and Local 1245 Editor Susanne Coffey.



Three new members of Local 1245's Advisory Council attended the November meeting held at the Local Union's Walnut Creek headquarters. From left to right, the new advisory council members include, Steve Lee, PG&E lineman from the San Francisco Division; Enid Bidou, PG&E clerk A, East Bay Division; and Daniel Melanephy, employed by PG&E San Jose Division. Dan also represents the City of Santa Clara on the council. Not pictured is Edward Myall, employed by the city of Alameda and representing East Bay municipalities. The next advisory council meeting is scheduled for the first weekend in February in Walnut Creek.