

Record PG&E settlement: yes vote recommended

On December 18, Local Union 1245 and PG&E reached a bargaining table settlement which will be presented to our membership during the month of January. The settlement improves many sections of our Agreement, and for the first time in our bargaining association with PG&E, we have provided two future wage adjustments based in part on the actual cost of living increase.

We have provided a form of remuneration for unused sick leave; we have provided for interest on money owed as a result of reinstatement following discipline, demotion or discharge; and, we have provided premium pay for all regularly scheduled Sunday work.

Bargaining this year was intentionally divided into four separate phases: Clerical, General Construction, Gas Department, and the general contract. The bargaining of the first three phases was handled by subcommittees.

The first to complete its task was the clerical subcommittee. On November

28, a tentative agreement was reached which included the end of the Cross-Hatch job evaluation system; the removal of all "review when vacant" job red circling; a \$15 a week pay increase for all C clerks who have six months or more at the top of the current rate; an increase in the number of A and B clerk jobs; the establishment of a new beginning level job called utility clerk; and, an agreement to jointly negotiate a new job evaluation system within 24 months of ratification or face binding arbitration on the issue.

The second subcommittee to finish was General Construction. On December 8, agreement was reached on all but two items, which were referred to the general committee for resolution. The major changes involved are: the establishment of a single resident rate instead of the current A and B rates; establish six separate expense zones ranging from over 25 road-miles away from the employee's residence, to the sixth zone being anything over 75 road-miles away; the expenses per zone range from \$4 to \$26 and will be increased effective 1-1-81; and, a

wage adjustment over a 3-year period for approximately one-half of the G.C. employees.

On December 18, the general negotiating committee completed its bargaining which included the finalization of the work of the Gas Department subcommittee. The major changes negotiated are as follows: **1)** the inclusion of the Reprographics Department into the clerical bargaining unit; **2)** all new employees of the Company must join the Union or pay an agency fee within 30 days of employment; **3)** the inclusion of son-in-law and daughter-in-law in the list of immediate family members for which three days of funeral leave is granted; **4)** the rescheduling of second shift employees to the first shift on a second consecutive day of being called for jury duty; **5)** 7½ percent interest on money owed following an employee's reinstatement after discipline, demotion or discharge; **6)** effective 1-1-81, an additional floating holiday, both of which can be taken anytime during the entire year. (For meter readers, one such floater may be a non-read day,

and for G.C. one such floater will be Columbus Day); **7)** improve the shift and resident meal allowance from \$2.50 to \$3; **8)** increase the shift premium to 4½ percent for the second shift and 9 percent for the third shift; **9)** establish a Sunday work premium for all regularly scheduled Sunday work equal to the third shift premium (9 percent); **10)** increase the relief operator's wage differential, by formula, from \$3 to approximately \$12.20 per week; **11)** increase the traveling maintenance allowance from \$10 to \$15 when on assignment; **12)** extend the 5-year service anniversary vacation beyond 20 years of service; **13)** effective 1-1-81, provide a sixth week of vacation in the 32nd year of service and beyond; **14)** establish a reward system for employees who use half or less of their annual sick leave entitlement by providing one extra day of vacation per year for those who qualify; **15)** provide at least an 8-hour rest period between shift changes following 202.17 work; **16)** equal consideration, based on Company seniority, for bidders who compete for post-bid vacancies regardless of their location; **17)** establish a 12-month bar to bidding or transferring back to a former line of progression for employees who leave a line of progression; **18)** increase the moving allowance in Title 206 from \$900 to \$1,200; **19)** provide inequity wage increases (before the general wage increase) for the classifications of light crew foreman, gas mechanic, fieldman, clerk driver, equipment operator, gas servicemen, lead and equipment mechanic, garage subforeman, sr. compressor plant operator, and gas transmission technician (supervising three or more); **20)** establish two new gas T&D classifications of light crew foreman (non-welding) at \$415.35 per week and of fitter arc at \$381.60 per week; provide expanded promotional

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SMUD offer rejected

by M. A. Walters
Assistant Business Manager
IBEW Local 1245

On December 11 and 12 at special meetings called to vote on Sacramento Municipal Utility District's offer of settlement, members of Local Union 1245 employed by the District voted 377 to 8, with one void ballot and three abstentions, to reject the District's offer. The Union's negotiating committee had recommended a "no" vote.

The District had proposed an 8 percent general wage increase together with some improvements in shift differential, nuclear operator licenses premiums, and increasing the District's contribution for medical insurance from 80 percent to 90 percent of premium costs. In proposing the 8 percent general wage increase, the District stated that it was committed to observing the presidential wage guidelines.

In recommending a "no" vote the Union's committee felt that the District's offer was short in a number of areas, including the amount of general wage increase. Results of the vote showed the membership strongly agreed. At press time the Union's committee continues its efforts to bring these negotiations to a satisfactory conclusion.



CROSS-HATCH: DEAD AND BURIED! "We've been fighting the clerical Cross-Hatch evaluation system for ten long years, and now it's finally gone," Dean Cofer congratulated clerical negotiating subcommittee member Jack Hill. Honoring the death with a fitting burial ceremony and headstone were Willie Stewart, senior assistant business manager and chief PG&E negotiator, seated at left; Dean Cofer, Local 1245 business manager; Jack Hill, PG&E clerk "B", standing left; and Ed Vallejo, Local Union business representative who headed up the PG&E Clerical Negotiating Subcommittee.

Per capita up 50¢ a month effective Jan. 1

As a result of a resolution approved at the 1978 International Convention, per capita dues increased by 50 cents per month effective January 1, 1980. Per capita union dues are the part of your dues sent to the International Union in Washington, DC. This increase, the second step of a 3-step increase begun last year, will bring the total portion of per capita dues to \$3.50 per month.

The balance of your monthly dues is received by Local 1245, which will receive none of the increase. Local 1245's portion of the dues rises only when you receive a wage increase.

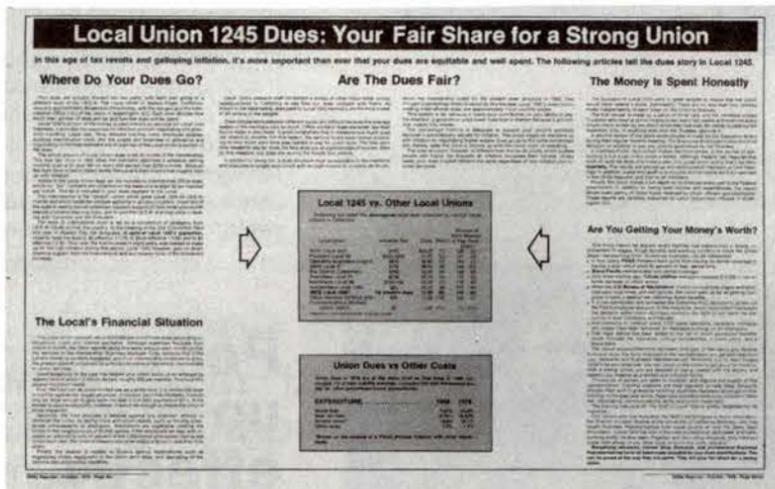
The increase in per capita will be used to offset higher operating costs brought about by inflation, and will enable the International Union to continue to represent you effectively at the national level.

(Note: This increase may not affect your monthly dues. See Business Manager's column for details.)



Adding the ILPA awards to Local 1245's trophy case are Dean Cofer, business manager, left, Charlie Gadzik, research director, and Dorothy Fortier, business representative.

Two International Labor Press Association awards of merit, one for general excellence in publications over 10,000 circulation, and the other for outstanding feature, were presented to Dean Cofer recently by Local 1245 Editor Susanne Coffey who attended the ILPA convention in Washington, D.C. The honors were earned by Dorothy Fortier, former *Utility Reporter* editor, and Charlie Gadzik, author of the winning feature on the dues structure (see October, 1978, *Utility Reporter*).





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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YOU, YOUR JOB, AND THE LAW



Criminal Liability of Supervisors Who Violate Cal-OSHA Standards

by Siona D. Windsor
Attorney-at-law
Marsh, Mastagni & Marsh

The California Occupational Safety and Health Act of 1973 was enacted to assure safe and healthful working conditions for all California workers by authorizing the enforcement of effective standards. (Labor Code Section 6300.) The standards of the Act as well as the authority of Cal-OSHA to enforce these standards are contained in Labor Code Sections 6300 to 8004. It is imperative that all employees and employers comply with the safety standards provided by this act. A supervisor who has control over a place of employment or custody over an employee can be criminally liable for violating Cal-OSHA standards.

Generally, where OSHA finds that an employer has violated a safety standard, it will issue a citation and give the employer a reasonable time to eliminate the violation. The code also requires that the citation be posted prominently at the work place for three days or until the unsafe condition is eliminated, whichever is longer. (Labor Code Section 6318.)

Under certain conditions, however, criminal sanctions can be applied to employers (including supervisors) who violate safety standards. An employer, management official or supervisor having control over another employee may be guilty of a misdemeanor if it does any of the following:

- 1) Knowingly or negligently violates any standard or order of the Occupational Safety and Health Act where the violation is serious. A serious violation is defined by Labor Code Section 6432 as one where there is a substantial probability that death or serious physical harm could result from a condition which exists, or from one or more practices, means, methods, operations or processes which have been adopted or are in use, in such place of employment unless the employer did not and could not without the exercise of reasonable diligence, know of the presence of the violation.

- 2) Repeatedly violates any standard, or order, or provision of OSHA where the violation creates a real and apparent hazard to employees.

- 3) Directly or indirectly knowingly induces another to do any of the above.

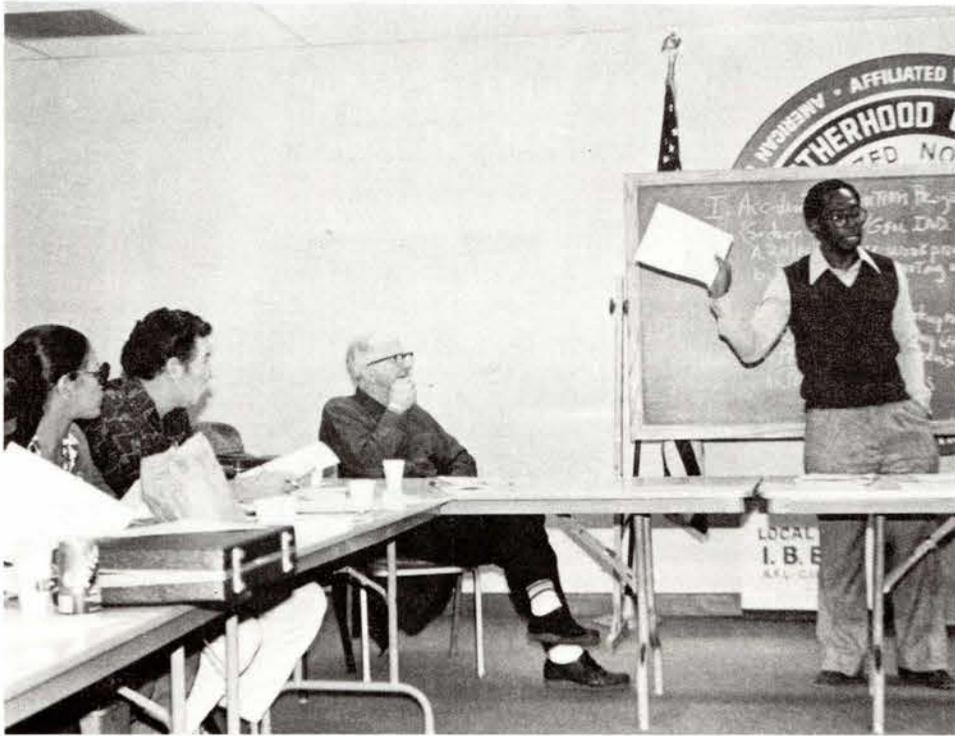
Conviction for any of the three listed acts is punishable by not more than six

months in jail, or a fine not exceeding \$5,000, or both, and constitutes a misdemeanor violation.

Special penalties are provided where a wilful safety violation causes death, or permanent or prolonged impairment of the body of any employee. The punishment for such wilful conduct is a fine of not more than \$10,000, or imprisonment for not more than six months. Where a person has already once been convicted for the same violation, the maximum punishments are increased to \$20,000 or one year in jail, or both. (Labor Code Section 6425.) These penalties do not preclude a person from being charged and convicted for involuntary manslaughter under Penal Code Section 192 where death results from the "commissions of unlawful acts or unlawful acts without due caution and circumspection." Manslaughter can either be a felony or a misdemeanor. Labor Code Section 6425 cited above does provide, however, that if one is prosecuted under that section of the labor code, he or she may not also be charged under the Penal Code Section 192 for the same violation.

In two limited instances involving the mismanagement of steamboilers, a person can be charged with a felony. Under Labor Code Section 7770, every engineer or other person having charge of a steamboiler who wilfully or from ignorance or gross negligence creates an undue quantity of steam and breaks the boiler, or to cause any other accident where life is endangered, is guilty of a felony. Under Section 7771 of the Labor Code where death results from the creation of an undue quantity of steam as described in Section 7770 above, the punishment is imprisonment for two, three or four years.

Persons who direct other employees in their work assignments must be aware of any safety hazards that may exist on the premises and take steps to correct these hazards. A supervisor is not immune from being charged with a misdemeanor violation for the injury or death of a fellow worker. Further, a supervisor may be criminally liable for the knowing disregard of an order by OSHA to remedy an unsafe condition.



Pictured above, from left, are Local 1245 Business Representatives Dorothy Fortier, of the North Bay area, and Arlie Baker, Colgate-Drum area; Paul Chown, UC Berkeley Labor Occupational Health Program; and LOHP Director Morris Davis.

Reps study health/safety issues

A week-long training session on occupational health and safety was presented recently for 15 Local 1245 business representatives by the University of California Department of Industrial Relations. The seminar covered hazardous substances, occupational health law, effects of the workplace on worker health, and specific health hazards found on company properties serviced by our Local Union. In addition, the business reps learned tips on bargaining safety and health protection into labor contracts. The training session was split in half, with the remaining 14 staff members scheduled to attend a second program later this month. Those attending the next session will also learn how to conduct a walk-around safety inspection at the jobsite.



... THANKS TO STRONG BARGAINING GAINS!

YOUR Business Manager's COLUMN



DEAN COFER

PG&E settlement wraps up 1979

1979 is over, and thanks to the PG&E bargaining table settlement the year went out with a bang. The package is a record breaker. The first year cost of the pact raises wages by 9.2 percent and overall compensation by 11.15 percent. In dollar amounts, it is the most expensive PG&E settlement ever.

The tentative settlement contained a few other "firsts":

- 1) The first cost of living clauses in a PG&E agreement;
- 2) The first vacation bonus for those who conserve their sick leave;
- 3) An end to the notorious "Cross-Hatch" system that destroyed clerical promotional opportunities.

The committee (led by my spokesman Senior Assistant Business Manager Willie Stewart) bargained long and hard for these advances. The committee unanimously believes the settlement deserves a "yes" vote. I wholeheartedly agree. The settlement is a just offer that deals fairly with the needs and concerns of our members.

I do not take lightly the responsibility of making a recommendation in a contract ratification. Many of you have heard me say that I will never stay neutral in a ratification. If a contract proposal isn't good enough to accept, I will recommend a "no" vote, and I will recommend a "yes" vote only when I truly believe that the package is the best we can obtain.

This package is an excellent one and I recommend a "yes" vote.

1980 is going to be another good year with Local 1245 continuing to progress. Improvements will continue to be made in Local 1245's current services, with new programs in the planning stage.

All of this will occur with no increase in the current union dues formula, despite the fact that the International Union per capita tax will be hiked \$1.00 during this time. Acting on my

recommendation, the executive board voted to absorb this increase, using union reserve funds. If the membership approves this action at the January unit meetings, none of the increase will be passed on to them. The service improvements will be financed through tighter budgeting and the signing up of "free riders".

Among the projects being planned is a new member orientation program. This program will combine special orientation booklets with personal shop steward contact to help new members become familiar with the Union. We hope that members who get off to a good start with Local 1245 will continue to take an active role in their Union.

The direction charted in 1979's shop steward training will be maintained in 1980, but instead of the basic training covered in 1979's certificated program, more advanced subjects will be taught. At least four days of training will be offered to each steward.

Taking a cue from the University of California survey of our membership, the Union plans to improve communication in 1980. Fifty percent of the people responding to the survey said that better communication between the Union officers and members was needed, so new ways to communicate are being explored.

1979 was one of the best years Local 1245 has ever experienced for organizing, and 1980 is going to be just as good. Our most active campaigns are occurring among public employees in the northern third of our jurisdiction, and we hope to expand that to all areas. With each new member we sign up, Local 1245 grows stronger and better able to represent the membership as a whole.

As a new decade starts, I call upon each and every one of you to keep supporting our Local Union. With continued unity and solidarity we can not be beat.

Have a question for your credit union?

Call Wendy Long or Pat Gabrielson at their new number, (209) 527-8731. Office hours are 8:30 am to 11:30 am and 1 pm to 4:30 pm Monday through Friday. Or write the credit union at the following address:

Modesto Building Trades Credit Union
1101 M Street, Suite No. 2
Modesto, California 95354

Spotlighting . . .

Geysers Geothermal Plant

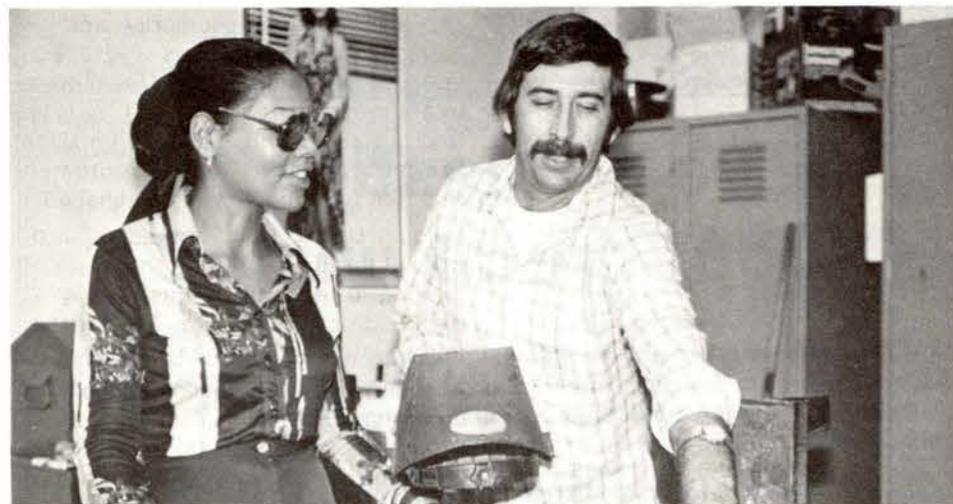
Set in 20 square miles of oak, madrone and pine trees, PG&E's Geysers is the largest geothermal power plant in the world providing 665 megawatts of power. Employing up to 140 maintenance workers, operators and supervisors, there are 13 operating units and two under construction scheduled to go commercial next year. The Geysers' first unit, Unit #1, was built in 1960. Now it takes 16 miles and 50 minutes of driving over twisty roads to reach the newest unit, #13, currently under construction. Each of the plant's units are set up to run independently with central supervisory controls located at Unit #5. Because the Geysers experience all kinds of weather, including snow, turbines are housed inside buildings. Outside pipes are insulated with heat sensors to prevent breakage from extreme cold. Geysers is in PG&E's North Bay Division serviced by Local 1245 Business Representative Dorothy Fortier.



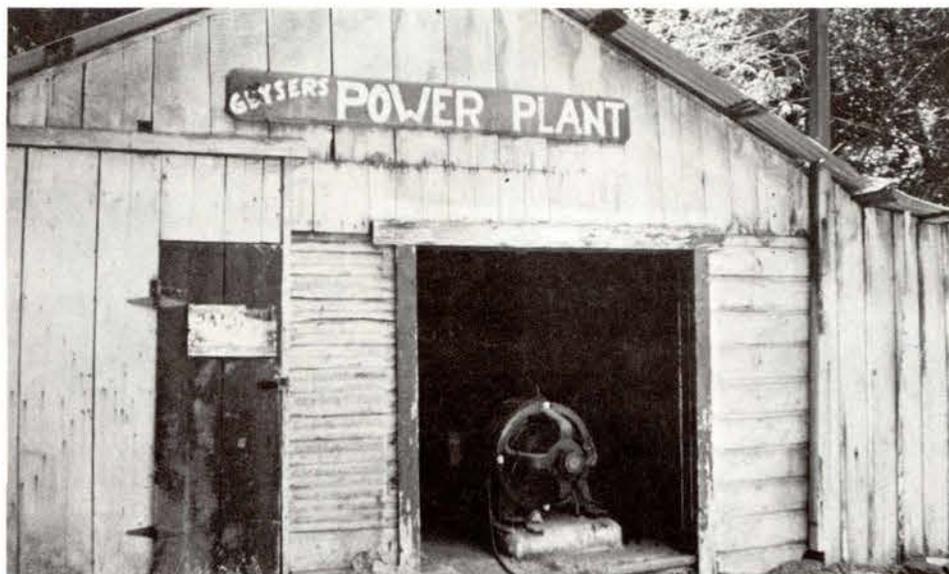
Geysers Resident Engineer R. J. Thompson showed Juliann Sum, Local 1245 Industrial Hygienist, and Business Representative Dorothy Fortier, around Unit #14.



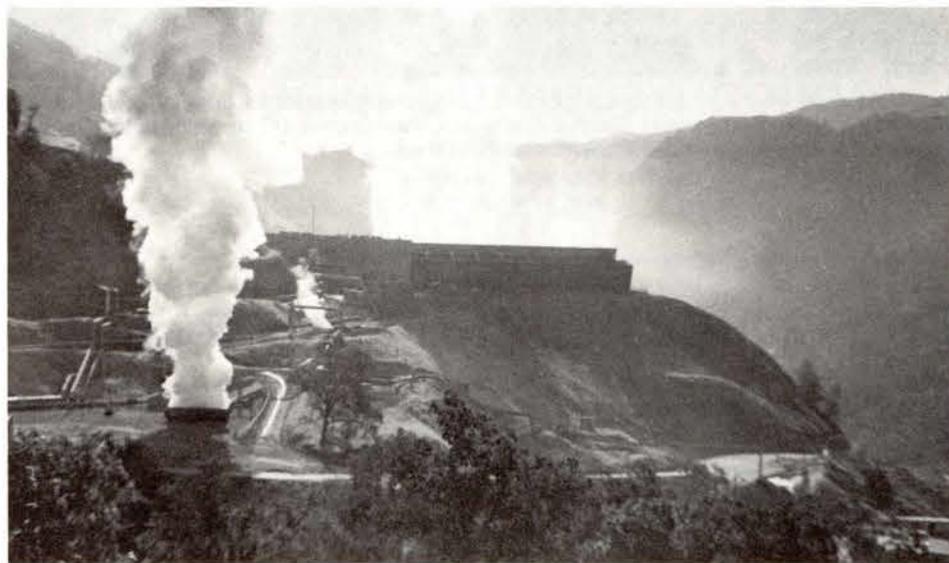
A resident of Healdsburg, John Brophy is a control technician who has been a member of Local 1245 for almost six years. John makes changes as necessary for the computer data terminal at Units #5 and #6.



Shop Steward Harold Walker serves on the Geysers' Health and Safety Committee. A certified welder, Harold lives in Santa Rosa. "I like the country the Geysers is situated in," said Harold. "And there are more professional challenges here. In welding there is always new and exotic metals being developed, like stainless steel and aluminum. The only drawback is the windy access road. But I've adjusted to it." Ray Gallagher, Roger Rynerson and Mike Lee are also Local 1245 Shop Stewards at the Geysers.



In 1922 this small generator supplied electricity for a hot springs resort at the Geysers. A popular retreat frequented by San Francisco Bay Area dignitaries, the site was also a favorite of presidents, foreign kings, queens and barons.



Units #3 and #4.



Local 1245 member Ralph Freeland registered a first stage pressure tab leak on Unit #15. A senior power plant operator, Ralph lives in Santa Rosa and is a 14-year member of our Local Union.



Assistant Power Plant Operator Monty Thompson is a resident of Lower Lake and has been a member of Local 1245 for just three months. He's worked for PG&E at the Geysers for nine months.

Local 1245 — Making your union work for you

by Charlie Gadzik
Research Director
IBEW Local 1245

What's the best way to solve a problem with management in your workplace?

How do you make changes in your contract or memorandum of understanding?

Which union officials receive a salary paid by the union?

These are some of the questions that members often ask when the subject of unions comes up. Unfortunately the answers given aren't always right. As a result, many members don't know how the union works. That's bad. Because if you don't know **how** it works, you can't make it work for you.

Recognizing that members need to know more about the operation of their union, the *Utility Reporter* is adding to its roster of monthly feature columns. In future issues this column will describe how the different structures of the union operate. It will explain how the executive board, the advisory council and the business manager's office work. More importantly, it will give practical advice on the most effective ways of using union procedures to get action on matters that concern you.

To understand union procedures, you have to know about the people and things that handle the procedures. In large organizations this can be very complex. Local 1245 is a large organization, with over 19,000 members in five states. It represents people working for more than 60 employers in eleven different industries. Despite its large size, however, Local 1245's operation is easy to understand if you know a few basics.

The main characters in Local 1245's organization are: (1) the membership at large; (2) the units and their officers; (3) the executive board and officers; (4) the advisory council; (5) the shop stewards; (6) the committees; and (7) the business manager and his representatives.

The membership has the final say in most union activities through their vote in elections and contract ratifications. They exercise their voice in union affairs through their attendance at unit meetings where they can initiate moves to change union policy and where they can get accurate information on union activities. Unfortunately, most members ignore their opportunities for participation at the unit meetings.

The executive board debates and rules on all motions submitted by the units. It has the power, subject to membership approval, to establish internal union policies. Union expenditures are also controlled by the executive board. As the union's policy making body, it can take any constitutional action which is not in conflict with the authority of the business manager.

The advisory council's main function is to advise the executive board and business manager and to communicate the concerns of the membership. Since it has representatives from most of the subgroups within the union, it is well equipped for this function. The council also acts as an appeals panel for the executive board actions.

The shop stewards are the mainstay of the union's representation efforts, providing information and protecting member's rights on the scene of the job where it counts. Local 1245 without its stewards would be like a ship without its sails — powerless. They are the eyes and ears of the business manager and act as his representatives.

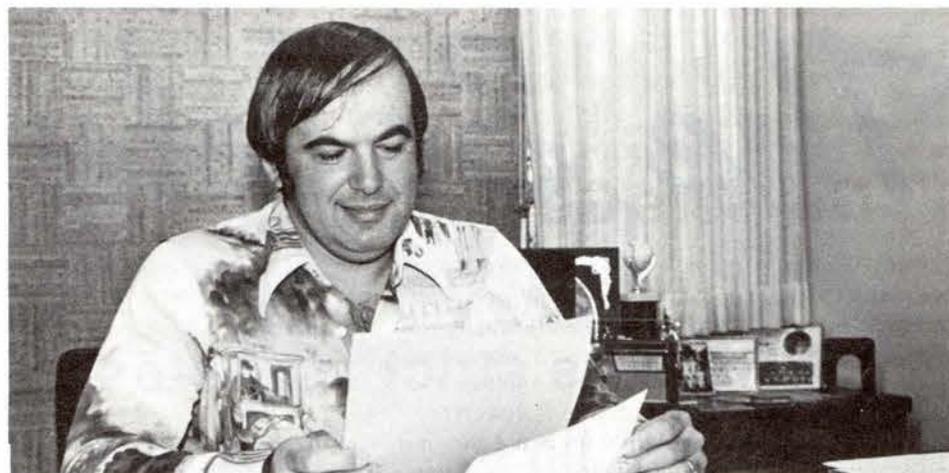
The active rank-and-file members who serve on union committees are often shop stewards as well. Committees perform important union work, especially during negotiations when they sit at the table and contribute the knowledge they acquired on-the-job.

The business manager directs the activities of the stewards, the committees and all of the union's day-to-day operations. He also has the responsibility for establishing policy in the area of labor relations, particularly collective bargaining and grievance handling.

Assisting the business manager is a staff of business representatives and assistant business managers, who act as his personal representatives. Their function is to coordinate the union's field activities and to handle problems not resolved by the shop stewards.

Each of the above characters, from the unit meeting to the business manager's office, is responsible for a different part of the union's operation. Knowing which one to approach and how you should approach it is the key to taking full advantage of Local 1245's services.

Next month: USING YOUR UNIT MEETING.



Manny Mederos

Mederos promoted to Asst. Bus. Mgr.

A man who began his career with Local 1245 as a shop steward in the early 60s is the Local Union's newest assistant business manager. Manny Mederos received the promotion recently and joins a six-man administrative staff at the Union's Walnut Creek headquarters.

"Local 1245's membership has grown tremendously over the past few years," said Business Manager Dean Cofer, "With that growth has come bigger and more complex problems. In order to keep abreast of our growth we needed another individual to serve in an administrative and executive capacity. Manny Mederos is that person."

A former PG&E gas serviceman, Manny worked for Local 1245 as a business representative for seven years. In his new position, Manny continues to assist fellow-Assistant Business Manager Larry Foss in handling PG&E fact finding, review committees and arbitrations.

In addition, Manny assumes new responsibilities in the ever-present bargaining process with PG&E. "He will work closely with Senior Assistant Business Manager Willie Stewart on all ad hoc, interim and general bargaining committees," said Dean in announcing Manny's promotion.

A key figure in the current round of PG&E bargaining, Manny considers the new settlement his most rewarding achievement. "Although we're not able to meet all the goals of our members, we certainly achieved a great deal in this contract," said Manny. "It is satisfying to me because it affects so many people and we reached so many of our goals."

"Grievance handling is another rewarding aspect of my job," said Manny. "The grievance procedure is a difficult area. I get a good feeling when we're able to resolve problems for our members."

Manny is a life-long resident of Martinez. He and his wife, Sharon, have a 14-year-old son, Mike, and a 10-year-old daughter, Marnie.

Interests outside of work for Manny include duck hunting, fishing, and coaching Pop Warner Football and Little League. His daughter, Marnie, shows quarter horses and it has become a family hobby with hopes of someday raising quarter horses. "Of course we'd need more land than we have right now and a lot more knowledge about horses," said Manny. "But, it is something that interests us all."

Modesto Irrigation negotiates first Memorandum of Understanding

by M. A. Walters
Assistant Business Manager
IBEW Local 1245

On November 27, 1979, Local Union 1245 members employed by Modesto Irrigation District voted 63 to 1 to accept the results of negotiations between the Union and the District. The District's Board of Directors subsequently also voted to approve these results, which provide for the first Memorandum of Understanding between the parties and a 10.5 percent general wage increase effective December 1, 1979.

The Memorandum of Understanding, which required more than a year to negotiate, while not providing everything the Union and its members desired, does provide the District's employees with a document setting forth fringe benefits and terms and conditions of employment. Included are provisions for a grievance procedure, improvements in wage and sal-

ary administration, seniority and its application to promotions and demotions, payroll deduction of Union dues, overtime application and safety. Improvements were obtained for ditch tenders and pay for troublemen required to standby was established.

Local Union 1245 agreed to withdraw litigation against the District relating to recognition, this for payroll deduction of Union dues. The MOU is to run until December 31, 1980.

Union's negotiating committee was composed of off-the-job members Henry Azevedo, Tony Coutrakis, Sterling Fountain, Sam Gibson, Dean Heinrich and Randy Inderbitzen together with Business Representative Pete Dutton and Assistant Business Manager M. A. Walters.

The Safety Scene

OSHA sets strict asbestos exposure limits for workers

by Juliann Sum
Local 1245 Industrial Hygienist

Since exposures to asbestos are known to cause asbestosis (reduced breathing capability due to lung scarring), lung cancer, mesothelioma (cancer of the lining between the chest and abdomen), and cancers of the esophagus (food tube leading to the stomach), stomach, colon, and rectum, strict exposure limits have been set by the U.S. Occupational Safety and Health Administration (OSHA) and state OSHA programs. (For a report on asbestos related illnesses and worker precautions, see *Utility Reporter*, January, 1979).

Observations in recent decades of these illnesses in asbestos miners, shipyard workers, and other workers who handle asbestos have incriminated asbestos as a very hazardous material.

Since we do not know what will happen to workers exposed at very low levels of asbestos, scientists have used information on higher exposures to predict what would happen to workers' health at lower exposures, in order to set standards or legal limits.

The standards are expressed in numbers of fibers, longer than five micrometers per cubic centimeter of air. (Five micrometers is about two ten thousandths of an inch; one cubic centimeter fills about one-fifth of a teaspoon).

Although fibers and dusts less than five micrometers in length may also impair your health, the standards refer only to the longer fibers. In this way, laboratory analysis costs are reduced because only optical microscopy, rather than electron microscopy, is required.

The current U.S. OSHA standard for air concentration of asbestos,

averaged over eight hours, is two fibers per cubic centimeter.

A study of basal rates in asbestos workers was used to set this standard. (Basal rates are fine crackling sounds in the chest, an early sign associated with asbestosis). A mathematical model predicts that 50 years of exposure to two fibers per cubic centimeter will cause one percent of workers to develop basal rates.

Since this model is based on many unconfirmed assumptions, the accuracy of this model and how much the standard protects workers from further injury will not be known for decades.

Using different assumptions, one researcher even predicts that approximately ten percent of male asbestos workers might die of asbestos-caused disease after 50 years of exposure to two fibers per cubic centimeter.

The U.S. OSHA regulations also limit workers from being exposed to air concentrations greater than ten fibers per cubic centimeter at any time.

State OSHA regulations must be at least as effective as the U.S. regulations.

California Occupational Safety and Health Standards Board (Cal/OSHA) is issuing some improved standards, effective December 16, 1979:

1) Whenever exposure exceeds an eight hour average air concentration of 0.1 fiber per cubic centimeter, employees must be monitored (previously one fiber per cubic centimeter). Monitoring involves air sampling of asbestos near your breathing zone and laboratory analysis of the samples.

2) Whenever exposure may exceed an eight hour average air concentration of 0.5 fiber per cubic centimeter, employees must be monitored every six months (previously one fiber per cubic centimeter).

3) For employees who are exposed daily to greater than 0.1 fiber per cubic centimeter, medical examinations must be provided (previously one fiber per cubic centimeter).

4) Medical and monitoring records must be kept for at least 30 years (previously 20 years).

See Title 8 of the California Administrative Code, Chapter 4.7 (General Industry Safety Orders), Section 5208, for California regulations on asbestos exposures.



Business Manager Dean Cofer invited Paul Shoop of the IBEW International Office to visit recently with a Local Union member concerned with nuclear waste problems. North Bay Lineman Allen Simontacchi met with Paul; Frank Quadros, Local 1245 assistant business manager assigned to health and safety; and Dorothy Fortier, business representative servicing PG&E's North Bay Division. "Paul is a former nuclear power operator," said Frank. "He reviewed the International's policy regarding nuclear power and made reference to the fact that the policy was voted for overwhelmingly by the delegates to the 1978 I.O. Convention. In general, Paul emphasized that all industry has its hazards and that in 20 years there hasn't been one death or serious injury from radiation."

L.U. 1245 goals established for health/safety and apprenticeships

by Frank Quadros
Assistant Business Manager
IBEW Local 1245

The new year provides me the opportunity to look at the overall goals of Local 1245's health and safety, and apprenticeship training programs. As the first Local Union official to direct the work of Juliann Sum, our industrial hygienist, I am able to broaden the scope of our safety activity.

Now that the industrial hygienist's monitoring equipment is arriving, Juliann will be going into the field to make firsthand inspections and evaluations of safety problems. This will give our union members assurance that they will have an expert looking at safety and health problems from their point of view and not from the employers'.

One of the first steps I took after Business Manager Dean Cofer assigned me to direct the union's Health and Safety and Apprenticeship Training Department, was to develop a line of communications from the field to the department and back to the member. This has been working very well. Juliann has already answered a great number of questions from our members.

One of our short-term goals is to establish awareness among our members to work safely, follow safety rules,

and to question work procedures on-the-job if it is felt there is an unsafe condition. The education of our members regarding hazards and dangers of toxic chemicals, and good communications between the members, shop stewards, and business representatives helps us respond quickly to safety problems.

My appointment by Don Vial of the California Department of Industrial Relations to the Statewide Advisory Committee to the University of California on Occupational Health Centers will give labor valuable input to programs designed to bring U.C. into closer contact with the workplace environment and its mounting of occupational health hazards. This closer contact is necessary so that U.C. teaching and research may contribute more directly and effectively to maintaining healthful and safe workplaces.

In regard to Local 1245 apprenticeship and training during 1980, Local Union business representatives will be visiting every PG&E school in the school area. Time permitting, I will also visit PG&E training and apprenticeship schools.

Participate in Union Blood Plan

Fill your entire family's blood needs in 1980 by enrolling in the Alameda County Central Labor Council's blood bank. The cost is only \$2.50 per year. All Local 1245 members are eligible. Requests for blood are transferable. You need not live in Alameda County. For an application, ask your steward or write to the Local Union at P.O. Box 4790, Walnut Creek, CA 94596.

In answer to your health and safety questions —

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

Q. Gas Transmission and Distribution workers in PG&E's San Francisco Division use a chemical to glue the bell onto the main gas line. The workers experience burning eyes and irritation from the gases and vapors of this chemical. The only information provided by the company are hand-written labels, Primer 17/3, on the cans. What are the chemical contents of Primer 17/3?

A. At PG&E's main office in San Francisco only partial information was available. Since the original suppliers are located in England, the Local Union hired a private laboratory to analyze the remaining components.

The results of the analysis and descriptions of the health effects are as follows:

	PPM (parts per million by weight)
(1) Chloroprene	9,500
(2) Epichlorohydrin	250
(3) Toluene	248,000
(4) Methyl isobutyl ketone	106,000
(5) 2 - Ethoxy ethanol	2,620
(6) Light Alkanes (C-5 to C-7)	194,000
(7) Other	439,630

Items (1) through (6) are flammable, can be absorbed through skin, and can cause irritation of skin, mucous membranes, eyes and throat.

Item (7) was not identified in this particular method of chemical analysis and is assumed to represent the adhesive components which do not form gases or vapors.

Light alkanes can produce narcotic and nervous system effects, if doses are high enough.

2-Ethoxy ethanol in high doses can produce excess fluids in the lungs, kidney damage, and liver damage. Repeated occupational exposures may produce fatigue, headache, nausea, loss of appetite and tremors.

Methyl isobutyl ketone and toluene are solvents which can cause nervous system effects — headache, dizziness, nausea, collapse, unconsciousness.

NIOSH (National Institute for Occupational Safety and Health) has issued a document which recommends strict protective measures for **epichlorohydrin**, because of studies and reports of lung, kidney and liver damage. High exposures can cause nausea, abdominal pain, temporary sterility and inflammation of the lungs.

NIOSH has also issued a document which recommends strict protective measures for **chloroprene**. In addition to nervous system effects, chronic exposures may cause injury to the liver, kidneys, spleen and heart. Animal tests indicate that chloroprene may cause genetic damage. Reports of human exposure indicate that chloroprene may cause cancer and reproductive problems.

The NIOSH recommendations include extremely low air concentration exposures and complete protection from skin contamination.

Q. Workers at the Water and Power Resources (formerly U.S. Bureau of Reclamation) fish screen must dip their hands into water which contains a drug called tricaine (**m**-aminobenzoate methanesulfonate). This drug is used to anesthetize fish and is labelled "Caution — Contains a new drug for investigational use only in laboratory research animals, or for tests in **vitro**. Not for use in humans".

Should workers be in direct contact with this chemical?

A. This label is a requirement of the U.S. Food and Drug Administration.

Although no information at present indicates a human health hazard from exposure to dilute amounts, the label indicates that the health effects are not known. Therefore, I recommend that rubber gloves be worn to prevent direct contact.

Special Note: Subsequent to this recommendation, rubber gloves have been provided for all personnel who handle the drug.

Note to our members

Maximum time allowed for disabled workers to receive State Disability Insurance benefits has increased from 26 weeks to 39 weeks effective January 1, 1980. This increase is for disabilities beginning on or after January 1, 1980, only. In addition, the weekly

rate has increased from a maximum \$146 to \$154. These amendments to the California Unemployment Code were presented in the state legislature by Assemblywoman Leona Egeland from the San Jose-Gilroy area.



Napa Unit Chairman Paul Frasher, left, presented an IBEW Life Saving Award to Mike Wright at a recent unit meeting. A meter reader in Vallejo, Mike saved the life of Santos Consolacion after the victim fell from a ladder onto a concrete driveway. Mike blew three breaths of air into the man's lungs, then administered external cardiac massage until paramedics arrived to take the victim to Kaiser Hospital. The man was treated and released from the hospital the following day.



Brent Turner, left, and Larry Wood

Turner earns IBEW certificate

by Dorothy Fortier
 Business Representative
 IBEW Local 1245

Shop Steward Brent Turner was presented an IBEW Certificate of Recognition recently by acting San Rafael Unit Chairman Larry Wood. Certificates were awarded to Brent and members Mike Rains, Fred Wendt and Art Gearing after their attempt to save a life in June, 1979. The Local Union members were working in a remote area near Forest Knolls in Marin

County when a woman told the crew her son was having convulsions in a canyon nearby. Fred Wendt was the first to reach the victim. After Fred checked the man's vital signs, the crew carried the victim out of the canyon. Unfortunately, the man died two days later in a hospital, but the efforts of our four members are commendable.

Attending Emeryville apprenticeship training?

If the noise and crowded conditions at the London Lodge Motel in Emeryville bother you enough to complain, please tell your PG&E training school instructor. Don't wait to discuss your feelings until after you return to your headquarters. If you tell your instructor

right away, your complaint can be dealt with quickly. We hope that by using this reporting procedure, the complaints Local 1245 has been receiving about conditions at the London Lodge Motel will be corrected.

Union contributions acknowledged

In late 1978, union brother John Berry, a PG&E materialsman in San Jose Division, met with tragedy. Through a cruel twist of fate he contracted polio from his infant son. For several months until his death, John suffered crippling effects of the disease and the terrible financial burden it imposed.

Local 1245 members recognized John's need and helped out through a union-coordinated fund-raising drive. The effort succeeded and John's family was able to purchase the expensive medical equipment he needed for his care at home.

Now Kathy Berry, John's widow, would like to return the good will they received. In a letter to Business Representative Mike Davis (reprinted below), she generously offers to donate the equipment to another person in need.

Mike, I still have John's wheel chair, portable toilet, suction machine and

lift. The money that you raised for us helped to pay for most of it and I would like to give it to someone within the PG&E system. I was wondering if you know of anyone who may need some of this equipment or perhaps all of it. I've read stories in the Union paper about people in need just as we were. If you know of anyone please let me know; I would be more than willing to let them have it.

Once again, thank you for your help. Mike, John was so thrilled over what everyone did to help us, I know he would love for someone to be able to use this equipment. I'll never forget all the help we received; I hope now we can help someone else.

*Sincerely,
Kathy Berry*

Members who know of someone in need of the Berry's equipment should contact their business representative.



North Bay stewards met recently at the El Rancho Tropicana in Santa Rosa. The topics discussed were grievance handling and arbitration. Business Representative Dorothy Fortier and Assistant Business Manager Larry Foss conducted the all-day session. Stewards present were: Bill McKenzie, John Crebassa, Jim Parrish, Larry Ruminson, Nick Graveson, Jim Findley and Larry Wood. Pictured above, Assistant Business Manager Larry Foss, left, instructs Shop Steward Larry Wood on the fine points of grievance handling.



Shop Stewards Jim Findley, left, and Ray Gallagher discuss grievance issues during meeting break.



Local 1245 members enjoyed themselves at the Local Union pin dinner held recently in Reno, Nevada.

Long-time members honored in Reno

by John Stralla
Business Representative
IBEW Local 1245

Local 1245 honored members with 20 years or more service at a pin dinner recently at the Holiday Inn in Reno, Nevada. Recipients of the awards are members of Sierra Pacific Power Company and Citizens Utilities Company. All who attended had a very enjoyable dinner.

It is always a pleasure to be a part of this important function that is held once a year honoring these senior trade unionists of Local 1245. The most important thing is that these members contributed to making this Local what it is today and still continue to help our Local improve upon wages, benefits and other conditions for our total membership.

Representing the Local Union were Senior Assistant Business Manager Willie Stewart, Assistant Business Manager Tony Morgado, Business

Representatives David Rossi and John Stralla. Guests were Jay Killgore, Advisory Council member, Sierra Pacific Power Company, and Kathy Tindall, recording secretary, IBEW Local 1245.

Those honored were:

30 years

Paul Jesch

25 years

O. L. Moler

Jake Moler

Bud Fulcher

Ted Bartl

20 years

Rogelio Godinez

Robert Hackbarth

Elevera Isaacs

Richard Withrow

Ralph Manfredi.

Appointments

CENTRAL LABOR COUNCILS

San Francisco
Jay Burton

Santa Clara County
John Moro

NEGOTIATING COMMITTEES

Wells Rural Electric Cooperative

Risa Paul
Mike Braun

CP National-Lassen

Michael Anderson
Kent Holmes

Davey Tree Surgery Company

Donald J. Stafford
James Turner
Michael Meglio
Ronald J. Winship

Sierra Pacific Power Company Transportation

Interim Negotiating Committee
Victor Spence

Sierra Pacific Power Company Clerical

Interim Negotiating Committee
Zenobia Donahue

Sierra Pacific Power Company Measurement and Test Department Interim Negotiating Committee

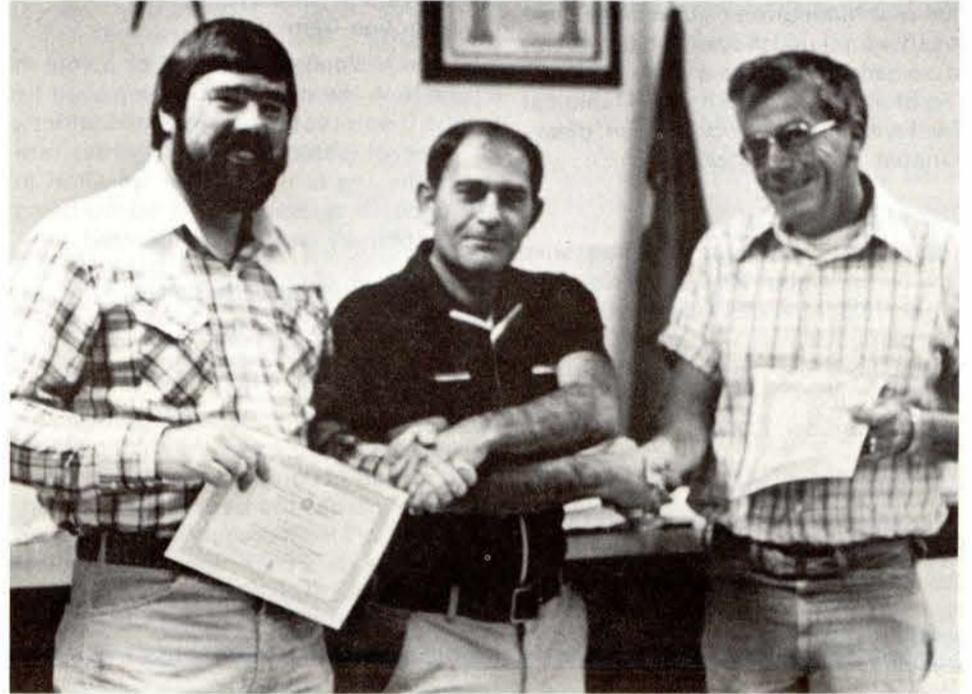
James M. Shelton

Sierra Pacific Power Company Power Production

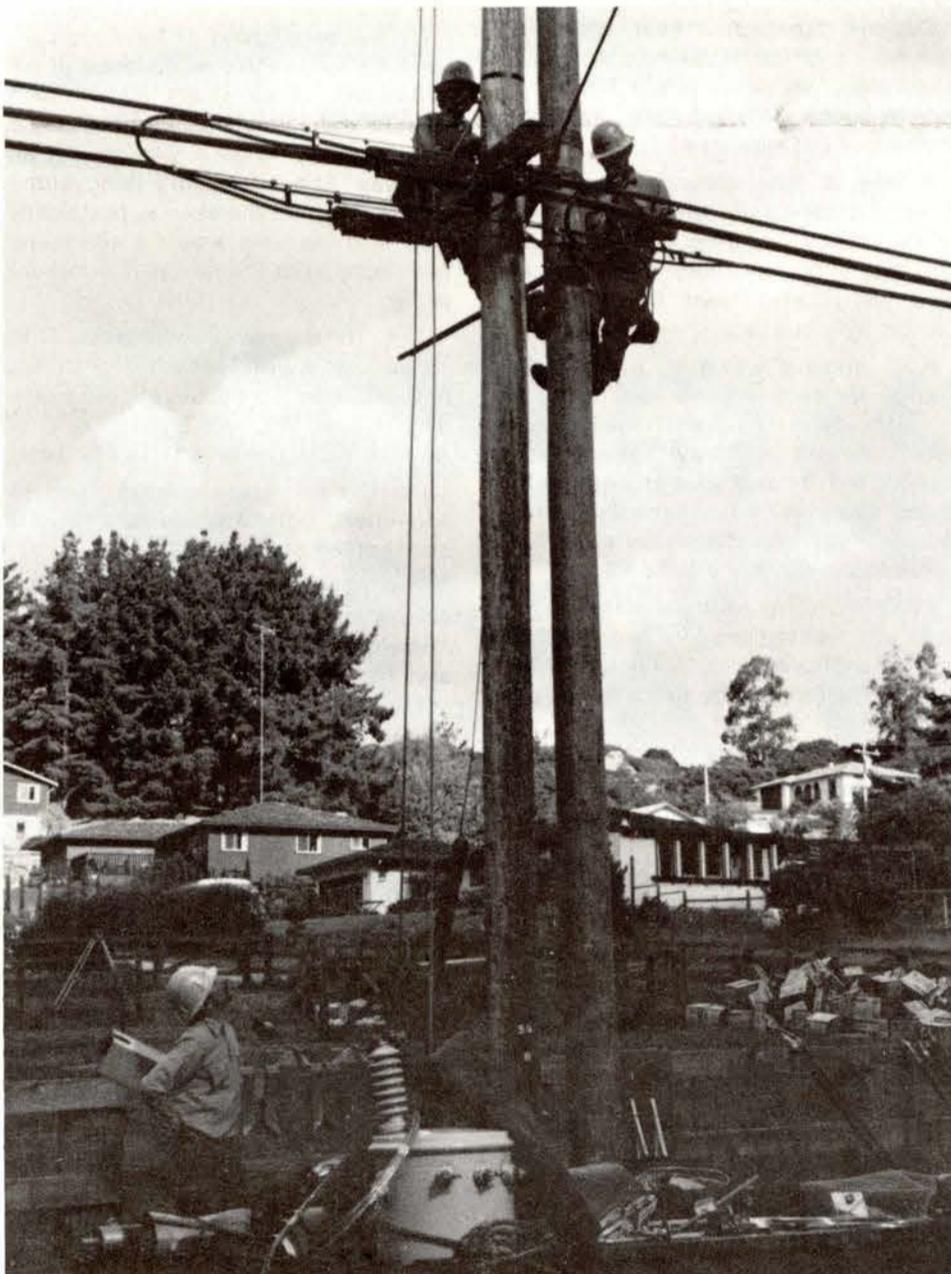
Interim Negotiating Committee
Eric Johnson
Russell Kuchler



Jimmy Bender, Reno Unit #3311 chairman, and Jay Killgore, recording secretary, looked over executive board minutes. Jimmy is a troubleman and Jay is a gas serviceman, both working in Reno.



James Shelton and Jay Killgore received an award from Business Representative John Stralla for completion of the Local 1245 Shop Steward Training Program recently. Jim Shelton is a control technician at the Measure and Test Department in Reno.



Business Representative Corb Wheeler captured the action of a Salinas line crew replacing a power pole recently. Crew members were Bill Culligan, temporary subforeman, top left; Dave Pulsey, lineman, right; and Steve Borges, T&D driver, standing below.



Yerington, Nevada, Troubleman Arnold "Bud" Fulcher traveled several hundred miles to attend steward training sessions, so it was a special occasion when he received his shop steward training certificate from Local 1245 Business Representative John Stralla.



BARGAINING ROUNDUP



Alameda Bureau of Electricity

The parties have agreed to a 6½ percent interim general wage increase effective November 15, 1979. Negotiations are continuing with respect to employment conditions and for a further general wage increase to be effective on or about January 1, 1980.

On November 9, 1979, Local Union 1245 filed a petition for recognition as the representative of the Bureau's office and clerical employees. We have received acknowledgement of receipt of our petition and are awaiting the setting of a hearing date by the Municipal Employee Relations Officer for determination of this matter.

City of Roseville

The last negotiating meeting was held on December 13, 1979. There are still some differences between the parties, particularly with respect to wages. Negotiations are continuing in an effort to reach a satisfactory conclusion prior to January 1, 1980.

City of Santa Clara

Negotiations got underway on October 23, 1979. The parties have been meeting regularly in an effort to arrive at a mutually satisfactory conclusion by the first of the year.

Placer County Water Agency

The principal effort of Local Union 1245 in the current negotiations has been to reach parity with industry wage rates for the Agency's hydroelectric power plant employees. Progress has been slow but the Union's committee remains optimistic that this goal will be obtained.

Yuba County Water Agency

By previous agreement between the parties, wages are tied to those paid by PG&E. On December 3, 1979, Local Union 1245 presented the Agency with its proposals relating to other matters. We are currently awaiting their response.

Merced Irrigation District

Negotiations are continuing with some progress having been made in a number of areas. Other areas, including wages, are still being worked on.

Modesto Irrigation District

See article on page 5.

Nevada Irrigation District

Negotiations are continuing in an effort to obtain a satisfactory conclusion to this year's negotiations. On November 5, 1979, the District made an offer of settlement which was unanimously rejected by the membership employed by Nevada I.D. An increase in wages for water division employees is the issue holding up agreement between the parties. Negotiations are continuing but progress is slow.

Orange Cove Irrigation District

On December 4, 1979, the membership employed by the District voted 2 to 1 to reject the District's offer of settlement. Payroll deduction of Union dues and compensation for holiday work by ditch tenders are the two big issues between the parties. The parties will continue to negotiate in an effort to resolve their differences.

Oroville-Wyandotte Irrigation District

On November 29, 1979 by a vote of 24 to 4, the membership employed by the District voted to reject the District's offer of settlement. The parties are continuing to negotiate in an effort to reach an agreement with wages being the primary issue to be resolved.

Richvale Irrigation District

See article on page 11.

Thermalito Irrigation District

On November 26, 1979, the membership employed by the District voted 6 to 1 to accept a 10 percent general wage increase to be effective January 1, 1980. This increase was negotiated pursuant to a wage opener for the last year of a 3-year agreement. Union's negotiating committee was composed of Business Representative Larry Hope and Shop Steward Dale Loomis.

Sacramento Municipal Utility District

See article on page 1.

Truckee-Donner Public Utility District

On December 12, 1979 the District made an offer of settlement which included an 8.5 percent general wage increase and a restructuring of the entire wage schedule. The restructuring together with the general wage increase brought the total wage increase to approximately 10 percent of the current payroll. Also included in the District's offer was the establishment of the first agreement type Memorandum of Understanding between the parties. However, included in the Memorandum of Understanding were a number of provisions which the Union's committee was reluctant to recommend to the membership.

U.S. Water and Power Resources Agency (Formerly U.S. Bureau of Reclamation)

Negotiations commenced on October 19, 1979, with the exchange of proposals between the parties. In submitting its proposals the Agency proposed a number of reductions in existing provisions of the agreement. Negotiations are progressing very slowly and the parties are still far apart.

Complicating these negotiations is the fact that the parties are at considerable odds as to which entities



Russ Foxe

Bakersfield shop steward takes two-wheeler European holiday

by Wayne Weaver
Business Representative
IBEW 1245

Russ Foxe is a shop steward and a service operator in Bakersfield. His job keeps him pretty well "cooped up" from 8 a.m. until 5 p.m., so in order to get his daily exercise he has become an avid bike enthusiast. There is nothing so unusual about a man riding a bicycle, but in this case Russ rides an average of 100 miles each week, usually a few miles every day.

On one occasion a year ago this summer, a group of bike riders from Bakersfield set out to ride a 100 mile course which included riding into the foothills of the mountains.

It was a cool Saturday morning. Several dropped out after only a few miles. One by one others dropped out until late in the afternoon one bedraggled, dehydrated rider finished the course. You guessed it — Russ Foxe.

Russ and his wife Dorothy went to Europe for vacation this year. What's the first thing Russ did? He joined what he and a fellow biker from Bakersfield thought was a group tour called "Holiday on Two Wheels". They learned upon departure they were the only two people making the tour.

After receiving minimum directions, they left Amsterdam, Holland, on the first day of the tour — after getting lost several times and getting directions

they should be looking at for wage comparisons. This issue has been submitted to arbitration and no meaningful discussion of wages will occur until the arbitrator renders his decision.

Davey Tree Surgery Company

Negotiations commenced on December 4, 1979, as the parties are continuing to negotiate in an effort to reach agreement prior to the end of the year.

Pacific Tree Expert Company

Negotiations are just getting underway. The delay in starting negotiations resulted from PG&E's not awarding line clearance contracts effective January 1, 1980, for the four PG&E Divisions involved until December.

from local residents, they pedaled to Nibbixwoud, a distance of 65 kilometers.

On this first leg they passed through the town of Volendam, a picturesque little village whose principle industry is eel fishing and duck eggs trade. Many of the houses were built in the old days on long piles to protect them from the sea.

On the second day of their trip they traveled to Lelystad, a distance of 57 kilometers. They didn't have much trouble with directions this day since they were riding on a dike almost all the way. The interesting thing about Lelystad is that the town is practically new with the land where it sits being reclaimed from the sea just in recent years.

The third day they traveled to Arnhem, where one of the major battles of World War II was fought. Russ says they spent the whole next day in Arnhem visiting WW II memorials, etc.

Day five had the two bikers riding 38 kilometers from Arnhem to Ede, the shortest leg of the tour.

The next day they pedaled the 60 kilometers into Helueisum, a town well known as Holland's radio, television and film capital. This town also has many old buildings which were designed by architects introducing modern architecture. The buildings are still modern today.

On their final day, Russ traveled 52 kilometers back into Amsterdam, passing the Royal Palace enroute.

After this week-long tour, Russ joined Dorothy and they went on to visit their son, Jim, who is a sixth year medical student in Aachen, Germany. Jim is a former 1245 member who worked for PG&E General Construction during summer vacations while attending school in this country. Being Russ' son, Jim volunteered to join the union his first day on the job.

If you are ever in Bakersfield and want to go bicycle riding with Russ, give him a call. However, you may not be able to keep up with this 58-year-old kid.



Representing Local 1245, 15 union members employed by Lynch Communications in Reno, Nevada, spread holiday cheer to patients at St. Mary's Hospital. Local Union member Gloria Nichols dressed as Santa Claus as the "delegation" caroled on all five floors of the Reno hospital. Pictured upon in the front row, from left, are Local 1245 carolers Gloria Nichols, Eunice Benally, and Sharon Vlahovich. Standing in back are: Karen Forbes, Anne Spencer, Ronda Drew and Patty Gray.



"Every union business representative needs a pair of boots and a pick-up truck," said Maude Farmer, Reno Manufacturing Unit vice-chairwoman employed by Lynch Communications. A boot-wearer herself, Maude presented Local 1245 Rep. Darrel Mitchell with a Christmas gift certificate from the unit at their December meeting. "The gift will help Darrel get a pair of boots," joked Maude.



Reno Manufacturing Unit #3316 Chairwoman Anne Spencer swore in eight new members to Local 1245 at their December unit meeting. The members are all employed by Lynch Communications, a telecommunications manufacturing plant in Reno. Local 1245 welcomes the following new people: Marsha Barker, Barbara Carter, Judy Cornelison, Dionne Dyson, Wyvonne E. Fernandez, Marcia Jenkins, Betty Speight and Barbara Spencer.

Richvale Irrigation District ups wages from 20% to 40%

by M. A. Walters
Assistant Business Manager
IBEW Local 1245

Local Union 1245 members employed by the Richvale Irrigation District received wage increases from 20 percent to 40 percent effective January 1, 1980. These increases, which average over 31 percent for the bargaining unit, result from a combination of job restructuring and a general wage increase. The term at the new

Memorandum of Understanding retains all the provisions except wages under the previous Memorandum of Understanding and is for one year.

Union's negotiating committee was composed of Business Representative Larry Hope and Shop Steward Troy Kellett.



Fran and Frank Quadros (Photo by Bill Haynes)

Bay Area members "roast" Quadros

by Frank Saxsenmeier and
Ed Vallejo
Business Representatives
IBEW Local 1245

Frank Quadros, Local 1245 assistant business manager, was roasted recently at a surprise dinner by two PG&E representatives and over 70 Local Union members, staff and spouses at Nick's Restaurant in Rockaway Beach.

The roast was in honor of Frank for a job well done as business representative in San Francisco, and best wishes to him on his new assignment at Local Union headquarters.

All who attended the event had a real good time and a superb dinner. Everyone had a barrel of laughs at Frank's expense. For the first time in most of our memories, Frank was actually at a lose for words.

There is not enough space to put down all that was said that night or who said what, but Assistant Business Manager Larry Foss definitely needs to be singled out and thanked for the great master of ceremonies job he did.

Thank you again, Frank Q., for all the work you did on behalf of the San Fran-

cisco Division and the General Office — Physical.

Union Stickers for Your Checks

The Los Angeles Union Label Council has come up with a bright green sticker to put on your checks, letting people know where your money came from:

This Payment Made Possible
By UNION LABOR

25 cents each. To order send a check for the number you want **plus 15 cents postage** to:

Marilyn Vergara
Secretary
L.A. Union Label Council
2130 W. 9th Street
Los Angeles, CA 90006

Record PG&E settlement

(Continued from page 1)

opportunities for all gas T&D employees; and 21) effective 12-1-79, the wages of all bargaining unit employees will be increased 9.2 percent.

This 13-month application of 9.2 percent is the money equivalent of receiving a 10 percent wage increase over a 12-month period. Effective 1-1-81, wages will be further increased by using the following formula:

— 3 percent wage increase plus 1 cent per hour for each .33 point increase in the CPI from August 1979 to August 1980.

— effective 1-1-82, wages will be increased again using the same formula based on the CPI increase from August 1980 to August 1981

Example: If the annual CPI (all-cities) increase is 20 points, it would result in an increase of 60 cents per hour plus 3 percent of your base pay.

Another way to evaluate this package offer is to look at which of the Company's many proposals were **not** achieved. There is **no** reduction in sick leave pay; **no** Bay Area pay differential; **no** reduction in supplementary benefits for industrial injury; **no** change in the meals provision; **no** continuation of the Cross-Hatch system; and, **no** conformance to the voluntary wage-price guidelines.

The Union has done a good job in protecting the Agreement. A major item in the Company's proposal was achieved, in part, when the Committee agreed to allow the Company at some future point, to establish work schedules in the Maintenance Department of Steam Generation which will provide straight time day work on Saturday and Sunday.

Before the Company can implement the new schedules they must reclassify all eligible maintenance helpers and "next lowers" to appren-



Dean Cofer joined other Northern California labor leaders when he met with Senator Edward Kennedy recently in San Francisco. Presidential hopeful Kennedy asked labor's support for his candidacy.

tice, and Company must bring their current plus projected authorized manpower up to 90 percent of full staffing. Any employees assigned the new schedules shall be designated as non-travelers, and the exact manner in which the new schedules will operate and the method by which they are filled will be negotiated between Company and Union once the conditions are met.

A complete analysis of all changes was mailed to our PG&E-employed

members. The ballots were mailed the first week in January and will be returned for counting no later than the last week in January.

The general negotiating committee is recommending that the membership accept this substantial package offer on the basis that it contains many needed improvements, some new concepts, and provides all of our members with adequate wage improvements and inflation protection.

Social Security dropped by Redding members

by Richard Hafner
Business Representative
IBEW Local 1245

Over the last year, IBEW Local 1245 members have expressed their desire to withdraw from Social Security. With inflation in the double digit bracket and Social Security going up every year, City of Redding employees are finding it increasingly harder to make ends meet. After a formal request by Local Union 1245 to the City of Redding, the city council approved withdrawal of certain city employees last month from Social Security. There is a 2-year waiting period before withdrawal can take effect, and any time during this period the employees or the city may change their mind.

The city and employee each pay 6.13 percent of an employee's annual base salary. With that being the case, an employee with an annual salary of \$20,000 pays \$1,226 into Social Security. The combined payment made by both the employee and employer would be \$2,452 a year, and it is predicted that by 1985 it will double. The response of the employees has been overwhelmingly positive to withdraw.

Earnings Gap Between Women and Men Persists

The Women's Bureau of the U.S. Department of Labor has issued a revised edition of "The Earnings Gap Between Women and Men". According to the publication, women have to work nearly nine days to gross the same amount that men gross in five days.

The latest earnings data, which are for 1977, show that among full-time workers employed throughout the year, men earned \$14,626 while women earned only \$8,618. This indicates that women earned only 59 cents for every dollar men earned.

The data also shows that the differential has remained at about its present level since 1961, in spite of the employment gains women have made in recent years. The gap is wider, however, than it was in 1955, when women earned about 64 cents for every dollar men earned.

The publication discusses factors related to the earnings gap, such as the concentration of women in low-paying traditional jobs and the large number of new entrants to the labor force who are in or near the entry level of jobs. Differences in the occupations and industries in which women and men are employed, their educational attainment, and work experience are highlighted.

Single free copies of the publication are available from the Women's Bureau, U.S. Department of Labor, Washington, DC 20210.

Labor unions at a glance

IBEW is sixth largest union in America. Membership is increasing. Union members' wages are higher than non-union workers.

10 largest U.S. unions

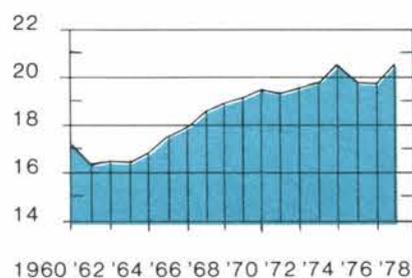
Union	Number of members
International Brotherhood of Teamsters	2,100,000*
United Auto Workers	1,800,000*
United Food and Commercial Workers	1,200,000
United Steelworkers of America	954,000
American Federation of State, County, and Municipal Employees	945,000
International Brotherhood of Electrical Workers	814,000
United Brotherhood of Carpenters and Joiners	675,000
International Association of Machinists	653,000
Service Employees International Union	505,000
Communications Workers of America	478,000

*Estimated, not affiliated with AFL-CIO

Source: AFL-CIO

Total union membership

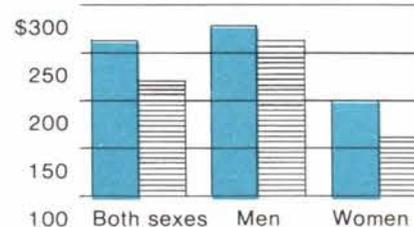
In millions



1960 '62 '64 '66 '68 '70 '72 '74 '76 '78

Weekly earnings: union vs. non-union

Usual weekly earnings



Represented by a labor organization (Solid Blue)
Not represented (Hatched)

Source: U.S. Bureau of Labor Statistics