

Utility Reporter

August 1980

IBEW, Local 1245



photo by Susanne N. Coffey

IBEW International Representative V. L. Breuillot gave a congratulatory handshake to newly installed Jack McNally, Business Manager-Financial Secretary, and Ron Fitzsimmons, President. In the background, from left, are the 1980-83 Executive Board members: Bill Peitz, Northern Area Member; Kathy Tindall, Recording Secretary; Barbara Symons, Southern Area Member; Ray Friend, Member At-Large; Jay Burton, Central Area Member; Nannette Brownlee, Vice President; and Charles Kasper, Treasurer.

Local Union leaders sworn in by International Representative

Looking forward to improved cooperation and understanding between the Local Union Executive Board and the Business Manager's staff, Local 1245's 1980-83 officers were sworn in by IBEW International Representative V. L. Breuillot July 25.

Jack McNally of Walnut Creek was elected to his first 3-year term as Business Manager. Heading the Executive Board is re-elected President Ron Fitzsimmons, employed by PG&E as a Cable Splicer in San Francisco. Other officers are: Nannette Brownlee, Vice President, PG&E Clerical Assistant, General Construction, Sacramento; Kathy Tindall, Recording Secretary, Sierra Pacific Power Warehouseman, Reno; Charles Kasper, Treasurer, PG&E Machinist, Moss Landing; Barbara Symons, Southern Area Member, PG&E Operating Clerk-Steno, Edenvale; Jay Burton, Central Area Member, PG&E Light Crew Foreman, San Francisco; William Peitz, Water & Power Resources Service, U.S. Government, Communications and Instrumentation Mechanic, Tracy Pumping Plant; and Ray Friend, Member At-Large, PG&E Electrician, General Construction, Santa Rosa.

The Election Committee met on July 21, 22, 23, and 24 to conduct a recount of the Local Union election. The recount was called for by a candidate for the vice presidential office (D. Custer.)

There was one position reversed as a result of the recount. The Advisory Council seat for the Clerical at Large originally went to Ted Smith. James J. Mitchell is the winner over Smith by a vote of 410 to 353.

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Grievance pending in PG&E PCB suspension case

Six Local 1245 members employed by PG&E in San Jose were suspended June 20 after refusing to clean up a PCB spill resulting from a ruptured capacitor. PCBs (polychlorinated biphenyls), are a suspected carcinogen.

Despite intense public interest and numerous media queries, Local 1245 declined to give official statements regarding the suspensions due to pending grievances filed on behalf of the six union members. "We don't want to take the risk of saying anything that might prejudice our members' case as it makes its way through the PG&E grievance procedure," said Wayne Greer, Local Union Business Representative assigned to service San Jose area union members.

As provided for in the California State Labor Code, Sections 6310 and 6311, the suspended workers filed a complaint with the state Labor Commissioner against PG&E alleging the Company discriminated against the six employees by suspending them and threatening them with termination of employment for refusing to work in an unsafe condition.

The resulting 5-day hearing was heard

by Deputy Labor Commissioner Ray Bredy in San Jose, and attended by the then Local Union Vice President Bob Thomson, former head of Local 1245's Health and Safety Committee, and Local 1245's Industrial Hygienist Juliann Sum. Both union representatives testified as witnesses. Hearing results are due August 11.

"Local 1245 has expressed concern and alarm about PCBs because they have affected our members for some time now," said Juliann. "In April we petitioned the California Occupational Safety and Health Standards Board to adopt a new carcinogen standard covering occupational exposure to PCBs. This is a major concern of the union's ongoing Health and Safety Program."

According to Juliann, Local 1245 is particularly interested in this case because it has the potential of setting a precedent for 4,000 to 5,000 Local Union members employed as linemen, groundmen, gas servicemen, line subforemen, etc.

Watch for updates on the PCB hazard situation in future union communiques.



photo by Jean Fudem

UP CLOSE: See page 4

Organized in the late 1950s, clerical workers in PG&E's East Bay Division endure constant pressures on the job. Local 1245 Business Representative Scott Thomas is working with his Shop Stewards to eliminate many of the job pressures by establishing clerical job evaluations, changing performance standards,

increasing opportunities for formal and on the job training and increasing awareness of health and safety issues. PG&E's East Bay Division is headquartered in Oakland.

Pictured above, from left, are Marie Kizzee, Scott Thomas, and Donna Ambeau.

High unemployment rates: America has corner of market

Government economists and private forecasters have finally agreed on something — unemployment, they predict, will rise to nearly 10 percent by the end of 1980.

Not long ago, such a gloomy prediction would have been met by shock and surprise. After all, the thought of having one out of every ten workers tossed into idleness should be quite dismaying, especially for a nation which has long regarded itself as the most affluent and most productive society on the face of the earth.

Today, however, forecasts of massive lay-offs have lost their sting; they receive scarcely any attention in the press, aside from in the labor and black press.

In part, unemployment has lost its "newsworthiness" because many people, including some of those who lose their jobs, have accepted the conservation assertion that high unemployment rates are natural, and perhaps even beneficial for the economy, since jobless workers supposedly help to combat inflation.

Furthermore, some economists argue that America's high unemployment rates are misleading because they include thousands of women and teenagers, who, in the view of conservatives, don't even belong in the labor market.

At first glance, some of these arguments

might seem to be persuasive. But the notion that high unemployment is natural or beneficial appears ridiculous when we examine the records of other industrialized nations.

If 10 percent unemployment is good for the United States, then it should also be good for West Germany, Sweden, Japan, France and Great Britain, all of which have industrialized economies, similar to ours. Yet none of these countries encourages or even tolerates the high unemployment rates that have become such a persistent feature of America's economy.

A comparison of American unemployment rates with those of Japan and several European countries demonstrates in a democratic way that our nation is certainly the odd-man-out.

For instance, back during the 1974-75 recession, the deepest since World War II, unemployment in the United States peaked at nearly 9 percent. In West Germany, by contrast unemployment peaked at just under 4 percent; in Sweden, *Continued on page 10*

PCB suspension update

PG&E's "accelerated replacement" program to eliminate PCB-filled capacitors throughout the system is a step in the right direction according to Jack McNally, Local 1245 Business Manager. "Local Union members still have concerns about handling PCBs, however, and we still have grievances pending against the company on the PCB issue," said Jack.

"Our union expressed concern about the hazards of PCBs in the workplace as far back as 1974," said Lee Thomas, former Local Union President and now a new Business Representative assigned to Local 1245's Health and Safety Program.

Lee, who worked as a PG&E Lineman for 33 years and has "taken a bath" in PCB more than once, researched company/union Safety Meeting minutes where Local 1245 first expressed concern six years ago.

PCBs continue to be a major concern of the union's ongoing Health and Safety Program. In April, Local 1245 petitioned the California Occupational Safety and Health Standards Board to adopt a new carcinogen standard covering occupational exposures to PCBs.

The board adopted our petition July 31 and authorized the Division of Occupational Safety and Health to develop regulations through an advisory committee.

Industrial Hygienist Juliann Sum will represent Local 1245 on the advisory committee with Business Representative Lee Thomas serving as her alternate.

Over the course of several months the committee will propose regulations to be commented upon through public hearings and eventually adopted by the Occupational Safety and Health Standards Board.

According to Juliann, the California regulations will be the first standards in the country pertaining to PCB handling practices in the workplace.

It's the Law

Divorce laws — the legal process

by Siona D. Windsor
Attorney
Marsh and Marsh

Local 1245 members have expressed interest in seeing legal columns relating to non-labor law topics. This month's feature highlights some basic provisions of the California divorce laws.

Divorces are a wide-spread phenomenon in our society. In California about 50 percent of all marriages end in divorce. The California Legislature simplified the divorce procedures so that under the current rules it is feasible for an individual to do his or her own divorce without the assistance of an attorney. After a brief discussion of some of the divorce laws, I will discuss in general terms when one should seek the advice of an attorney in obtaining divorce.

The Family Law Act of 1969 simplified the divorce laws in California. It abolished the theory of fault and reduced the number of grounds for the dissolution of marriages (the legal term for divorce). The major ground for divorce is "irreconcilable differences that have caused irremediable break down in the marriage."

This has been interpreted to mean that when one or both spouses conclude that the marriage relationship can no longer last, that party may seek a divorce.

In order to obtain a California divorce, at least one of the parties to the marriage must have been a resident in the state for six months and of the county in which the proceeding is filed for three months before the judgment decreeing the dissolution can be entered.

To start the legal process, the petitioner (the person seeking the divorce) files with the court a form called a "petition". This form must be served on the respondent (the person from whom the divorce is sought). On the petition form, the petitioner can indicate that spousal and/or child support is requested; if the petitioner is seeking child custody; and the nature of the community property to be divided. There are several other forms that must be filled out at the time the petition is filed.

If the respondent does not contest the divorce, six months after the date of the service of the summons and petition on respondent, a final decree of divorce may be entered.

In an uncontested divorce, the petitioner will normally have to make one appearance in court shortly after he or she files the petition to testify that there are irreconcilable differences in the marriage. After this appearance an interlocutory judgment is entered stating that the parties are entitled to a divorce. The court can award spousal and child support and determine child custody at this time.

In order to prevent hasty divorces, the court will not enter the final judgment which legally terminates the marriage until the end of the six month period.

At the time of divorce all community property is normally divided equally between the parties. Community property is defined as all property acquired by the husband and wife during the marriage. At the time of the divorce the community debts are also equally divided.

On January 1, 1979, a new "summary dissolution procedure" was enacted. This allows for the filing of a joint petition for divorce by the husband and wife. A final judgment can be entered six months after the petition is filed. The major requirements to use this new procedure are:

1. There are no minor children of the marriage;
2. Marriage has lasted less than two years;
3. Neither party has any real property;
4. There are no unpaid debts in excess of \$2,000; and
5. The value of all personal property is less than \$5,000. The Superior Court has brochures describing the details more fully.

Today many people contemplating a divorce must also decide whether to attempt to complete the process without the assistance of an attorney. There are very detailed books available in stationery and book stores giving step-by-step guidelines on how to file for one's own divorce. These books also contain the necessary Court forms.

As a general rule, if there are problems with child custody, child support, or if there is a considerable amount of property to be divided, then it is highly advisable to at least consult an attorney about whether to do the divorce on your own.

Further, for all people contemplating divorce, it is advisable to at least seek an initial consultation with an attorney to describe to him or her the marital situation. This is to be certain that there are no legal problems of which one is unaware.

There are many attorneys who do not charge for initial consultation. IBEW Local 1245 has a group legal service plan that can suggest names of attorneys in your area.

The forms that must be filled out to complete the divorce process may look overwhelming at first glance. But if one has the time and patience to carefully follow the instructions in the do-it-yourself divorce books, the majority of people, can, if they wish, file for divorce on their own.



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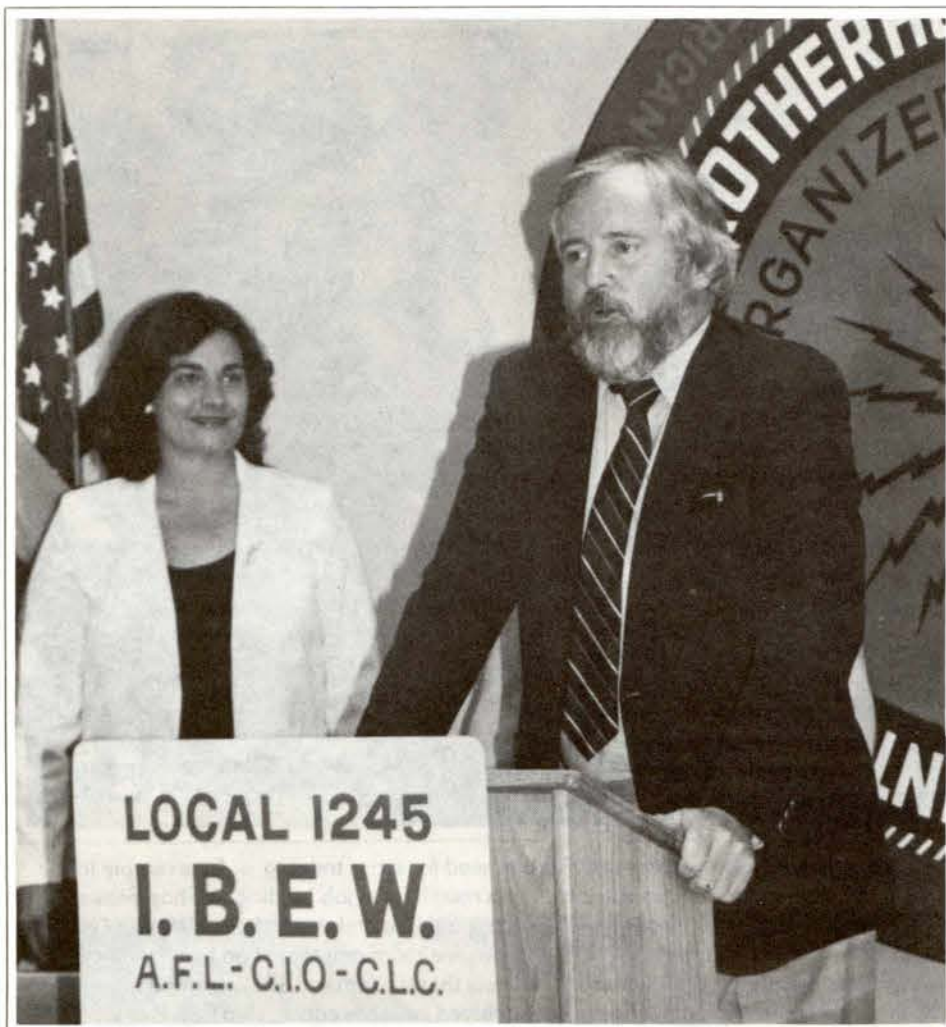
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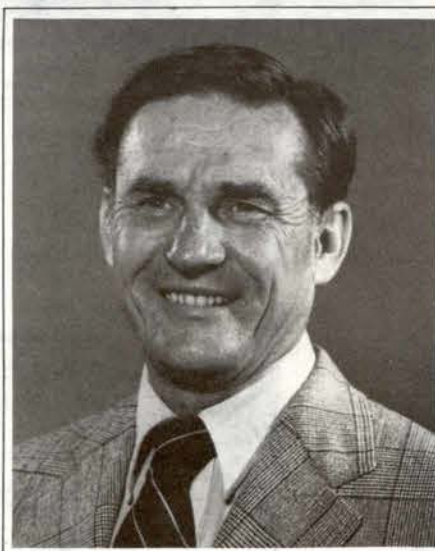


New Business Manager Jack McNally spoke to the new Executive Board shortly after their swearing in ceremony July 25.

Local 1245 Acknowledgements



Local 1245 member Ed Canales, a PG&E Troublemaker in Salinas, is the proud father of daughter Natalie, recently named Miss California Teen-Ager at a statewide pageant in Riverside. Natalie, 18, is a senior at Salinas High School. Natalie will compete in the National Pageant for \$15,000 in cash scholarships at Fort Myers, Florida on August 15.



Fresno Shop Steward and Unit Recorder James F. Wilburn is the new Governor's Administrative Officer for District 33 of Toastmasters International, an organization dedicated to helping men and women sharpen their communication and leadership skills. Having served in many capacities for Toastmasters, James brought a division of District 33 "to the forefront with his exceptional management and motivational ability" according to *Westword*, a Toastmasters International newsletter. James is also the recent recipient of District 33's Spark Plug Award, an honor bestowed upon a district officer who excels in publicizing Toastmasters.

Business Manager's Commentary



Jack McNally

This is the first column for me as Business Manager of IBEW Local Union 1245, a deadline that must be met, among many other deadlines that are required in the operation of Local 1245. The first few weeks have been a little hectic.

The officers and Executive Board members who will lead Local 1245 over the next three years were installed at the Executive Board meeting on Friday, July 25. On the following Friday a training session for the new incoming Advisory Council members was held, and the following two days the council met in their first regular meeting.

With the elections over and the new leaders installed, we now get down to the business at hand. A big issue before us is the pension, health, and dental negotiating on PG&E. The committee has been appointed, and preparations are being made to commence bargaining. In addition, there are many other issues left over from general negotiations that require bargaining or discussions with PG&E. Plans are being made to take on these areas.

Negotiations are in process or just beginning with many of our other employers. The employee discount issue is not dead. In California the California Public Utility Commission is under fire by the consumers, and in turn, is putting pressure on Sierra Pacific Power to eliminate the discount. We will continue to fight this issue to protect these gains made under the collective bargaining process.

We are faced with many problems and issues in the areas of health and safety. Rules, regulations, and the handling of PCBs is of serious concern to many members today. After pressure by Local 1245, PG&E has announced plans to

phase out their electrical equipment that use PCBs. This is a step in the right direction. Hopefully, other employers will do the same. These issues and several other problems, which were left by the previous administrator, have to be addressed and resolved.

In an effort to improve the staff operations, I have reorganized the Administrative Staff. Vernon Loveall, Senior Assistant Business Manager, will head up the group. Roger Stalcup, Assistant Business Manager, will assist Assistant Business Manager Larry Foss on the Review Committee and Arbitration on PG&E. Orville Owen, Assistant Business Manager, will coordinate activities of non-PG&E employers, and also coordinate Shop Steward training.

Assistant Business Manager Mert Walters will coordinate activities of public agency employers and is the local's Legislative Advocate. Assistant Business Manager Manny Mederos will head up bargaining on PG&E and will act as spokesperson in this year's pension, health, and dental bargaining.

Business Representative Lee Thomas, with the assistance of Industrial Hygienist Juliann Sum, will head up safety, health, and training.

I ask all of you to support your Union so that we can continue to improve the conditions of the workplace.

Letters to the Editor

Dear Editor:

I recently completed my third year of college at Cal Poly in San Luis Obispo. The IBEW scholarship certainly has helped me a great deal.

Interviews through my Food Science Department led me to a great opportunity for the summer. I am working at General Foods in Modesto in the Process Control Department.

I am getting the chance to apply my education to working experiences and I am enjoying it very much.

Please extend my thanks to the IBEW members for helping to make a college education a reality for me.

Sincerely,
Lisa Ann Johnson
1978 Scholarship Winner



PG&E Customer Service Representative David Meier has been a Local 1245 Shop Steward for five years. "I enjoy being a steward," said David, "and I think I do a good job." Servicing union members employed at PG&E's East Bay Division in clerical positions, David was glad to see the Cross-Hatch grading system eliminated in the recent contract negotiations. "I would have liked to have seen a replacement for Cross-Hatch right away, however," he said. David appreciates the new PG&E Contract Index, and expressed an interest in attending a grievance fact finding meeting to educate himself and observe the actual grievance process.



Shop Steward Marie Kizzee feels there is need for more training — for example in the Credit Department — to help advance union members in job bidding. A Shop Steward for five years, Marie gets satisfaction from helping union members with problems and having resolutions come out in their favor. "I'd like to see more employees go to union meetings and express themselves," said Marie. She feels that if members demonstrated more interest in Local 1245, the union could get more involved in issues concerning East Bay Division clerical workers.

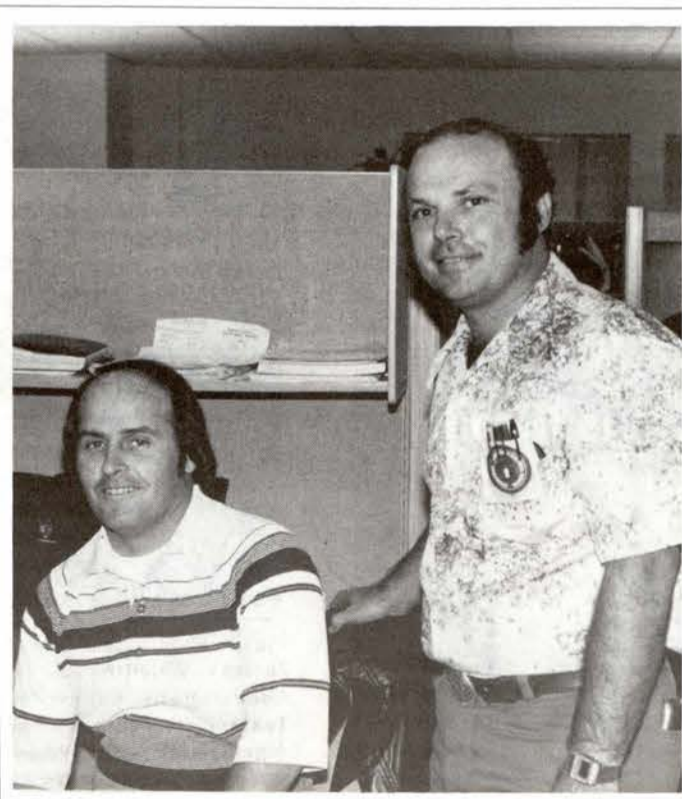


"I'd like the PG&E contract explained section by section in Local 1245's Stewards' Newsletter," said Donna Dito. A union member for seven years, Donna works as a PG&E Correspondence Clerk answering customer complaints in what she calls "the last frontier" before the complaint goes to the Public Utilities Commission.

Up Close East Bay Clerical



Donna Ambeau became a Local 1245 Shop Steward two years ago to get more education for herself on union affairs. "I especially appreciated the explanation of the COLA at the recent Shop Steward training session," she said. A Customer Service Representative in Oakland, Donna would like the union's publications to provide more information on Local 1245's contract with PG&E and information on issues affecting union members.



Local 1245 Business Representative Scott Thomas, right, has high standards for people he recommends as Shop Stewards. He requires his stewards to attend union unit meetings and training sessions, and works with them on grievance handling because, "nobody knows all the answers". Pictured with Scott is active steward David Meier.

photos by Jean Fudem

Secretary of Labor announces employment projects

Six private nonprofit organizations have been selected to operate demonstration programs for target groups of displaced homemakers, Assistant Secretary of Labor Ernest G. Green announced.

The six organizations, which will receive grants totaling more than \$1 million to conduct the demonstrations, are: Women's Enterprises of Boston, Inc.; Marine Job Training, Inc., Washington, DC; Focus on Children, Inc., Jonesboro, Ark.; YWCA of Oklahoma City; Boston YWCA, and West Virginia Labor Federation, AFL-CIO Services, Inc., Charleston.

The projects will provide participants with a range of employment-related services, including classroom instruction, on-the-job training, counseling, comprehensive supportive services, and placement in apprenticeship programs or unsubsidized jobs.

They are part of the Labor Department's \$5 million National Displaced Homemaker Program effort, authorized under Title III of the Comprehensive Employment and Training Act Amendments of 1978, to serve low-income, unemployed homemakers displaced due to separation, divorce, or loss of the primary wage earner because of disability or death.

The demonstration projects announced will serve more than 430 such persons. Guidelines also require that services funded under this phase of the national effort be designed to meet the needs of at least one of three subgroups within the displaced homemaker population — persons at least 40, minorities, and rural residents.

Within these three categories, emphasis is to be given to those most in need: older program applicants, and persons with lower incomes and more limited resources, larger numbers of dependents, more years away from the labor force, and less education, training, and work experience.

"These programs were expected to provide information crucial to learning how we can most effectively meet the job-related needs of these special groups of low-income persons," Green said. "They make up an important part of our national effort to prepare displaced homemakers to make the transition from home to permanent employment and economic self-sufficiency."

Women's Bureau Director Alexis M. Herman added: "I am pleased that we have reached another important step in providing assistance for displaced homemakers, especially those who face particular economic disadvantages because of race or ethnic origin, age, or rural residence. These grant awards will not only contribute towards the immediate development of projects to serve these people, but will also provide models for the further creation of similar programs."

The six winning proposals were chosen from nearly 400 that were submitted in response to a solicitation for grant application. They were selected competitively, based on technical content and cost. A \$200,000 limit was set for any one grant, and a 12-month limit on duration of operations.

Grants totaling \$3.25 million have already been awarded to 31 states and

local governments to operate employment and training programs for displaced homemakers. Funds remaining in the \$5 million package are being used for evaluation and documentation, promotion and technical assistance.

Technical assistance for the national demonstrations and for the 31 other projects is being provided by the Displaced Homemaker Network, Inc., a grassroots advocacy organization that grew out of concern for mid-life women thrust into the job market.

"We will be able to provide support and information based on our experience with other displaced homemaker programs to insure that the national demonstration projects have a high chance of success," said Sandra Burton, executive director of the network.

Following are some highlights of the winning proposals. Amounts of funds requested are shown in parenthesis. Actual amounts of individual grants are subject to negotiation.

Women's Enterprises of Boston, Inc. (\$197,681) plan to train and place about 100 displaced homemakers in two technical areas (drafting, electronics, or machining, depending on local labor demand). The target groups of "Breadwinner" are minority women and women over 40. The primary source of recruitment will be the Boston Work Incentive (WIN) program, all of whose registrants are recipients of Aid to Families with Dependent Children.

Marine Job Training, Inc. (\$108,576) will offer a business technician/office manager program to 30 participants. The course will equip trainees in the Washington metropolitan area with skills ranging from those of a basic file clerk to a self-employed small business owner. The curriculum is structured around five major areas: skills acquisition, basic studies, personal development and survival skills, work experiences (on-the-job training), and final career planning and job placement.

Focus on Children, Inc. (\$138,931) proposes to train 55 rural Arkansas displaced homemakers at three sites in a Special Education Teacher Aide Program. The course will equip participants with techniques to teach handicapped children and includes teacher aide certification and 3 hours of college credit for those eligible.

YWCA of Oklahoma City (\$199,030) expects to enroll 168 rural residents over 40 in its project. The participants will be served in groups of 42 for 3-month periods and will follow one of three routes: on-the-job training in the private sector plus classroom training, work experience at the YWCA plus classroom training, or leadership development through YWCA committee work and classroom training.

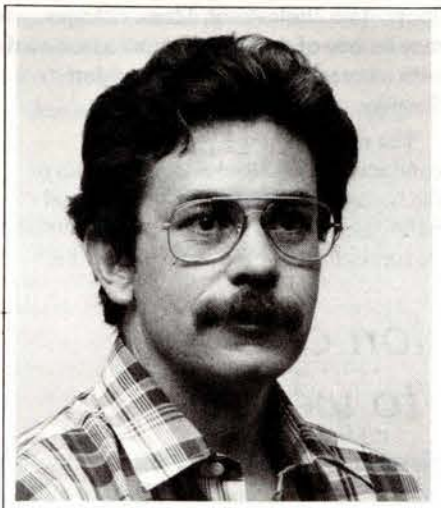
Boston YWCA (\$199,639) proposes training in several distinct job skill areas including energy-related fields, health careers, office management, and information processing. The 50 participants in "Second Wind" will be minorities and other clients over 40. The proposal includes a plan for making private industry more aware of the displaced homemaker labor resource.

— Labor Press Services

New administrative staff assignments



In his new job as Senior Assistant Business Manager, **Vern Loveall** will act as staff coordinator, be involved in various PG&E negotiations and handle PG&E letter agreements, etc. "My goal is to make Local 1245 more responsive to the membership by coordinating the union's staff and ensuring field visits," said Vern. Originally from Oklahoma, Vern has been a member of Local 1245 since 1961. He has served as a union Shop Steward, Southern Area Executive Board member, member PG&E Benefits Negotiating Committee and as a Local Union Business Representative. He has also been active in Central Labor Councils in Merced and Fresno. A former PG&E employee, Vern worked his way up in the Electrical Department from a Groundman to Line Subforeman, and left a Troubleman's job in San Joaquin Division to join the Local Union staff. A golf enthusiast in his off-hours, Vern is married to Jo and is the father of three daughters.



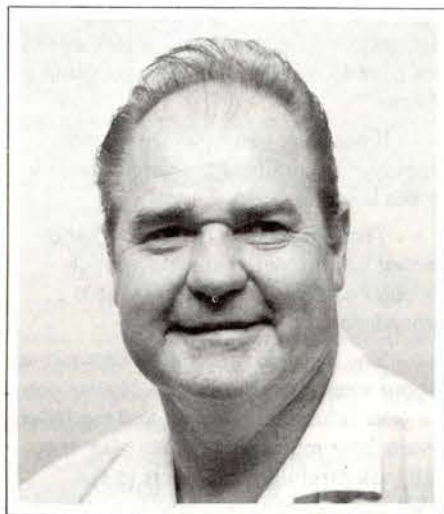
photos by Susanne N. Coffey

Roger Stalcup of Napa is the new Assistant Business Manager assigned to work with Assistant Business Manager Larry Foss handling the PG&E grievance procedure at the fact finding, pre-review, review and arbitration levels. Roger will also be involved in negotiations with PG&E's General Construction Department.

"I want to help our members regain confidence in Local 1245, and have them feel as much a part of the union as its full-time employees," said Roger. "The members are the union. If we don't follow their directives, we're not servicing them."

Originally from Texas, Roger worked as a PG&E Field Clerk in 1965, and became an active Shop Steward in 1966. He has served as a member and chairman of the Union's Joint Grievance Committee, member of the GC Services Department Line of Progression Negotiating Committee, and Equal Employment Opportunity Commission Negotiating Committee. Roger also served as an Advisory Council member and a Local Union Business Representative.

He and his wife Carole are the parents of 10-year-old Matthew and 8-year-old Daniel. Roger enjoys fishing, camping and vegetable gardening.



Orville Owen has traveled full circle in his career with Local 1245. Orv was working in supervision at Sierra Pacific Power in Reno when he left in 1963 to become Local 1245's organizer under former Business Manager Ronald T. Weakley. Local Union Business Representative for PG&E's San Jose Division, the three companies, cable TV companies, and the City of Santa Clara for over 16 years, Orv is now Assistant Business Manager assigned to all non-PG&E contracts (exclusive of public sector contracts which are still handled by Assistant Business Manager Mert Walters). In his new position Orv also heads Local 1245's stewards' training.

Initiated in Local 1245 March 1952, and prior to coming on the Business Manager's staff, Orv served as a Shop Steward, on the Grievance Committee, Negotiating Committee, and Advisory Council for Sierra Pacific Power Company members and also as Treasurer of Local 1245.

"Local 1245's goal of service to the membership has not changed since the union was rechartered in 1951," said Orv. "We will continue to progress and be responsible to our members that we are privileged to serve, and even just as important, keep faith with our founders and those who came before us."

A native of Portola, Orv and his wife Lois live in Santa Clara. They have a daughter who is a third year law student at the University of Santa Clara and a football playing son who is a freshman at UC Davis. A former ball player himself, Orv follows all sports on the high school, college and pro levels.

Health & Safety

Supreme Court upheld OSHA rules on right to refuse dangerous work

No American worker should have to choose between his job and his life.

The U.S. Supreme Court has upheld rules issued by the Occupational Safety and Health Administration (OSHA) which say that you have the right to refuse a dangerous work assignment — if you meet the following conditions:

- You have a reasonable belief, based on what you know at the time, that there is a real, imminent danger of death or serious physical injury. If you have good reasons that other reasonable people would recognize, you may refuse the task even if it is later found that there was no imminent danger.

- If possible, you have asked your employer to eliminate the danger and he or she failed to do so.

- The danger is so imminent that it cannot be eliminated quickly enough through normal OSHA enforcement procedures.

- You have no reasonable alternative. If your employer takes action against you for your refusal, and OSHA and the federal courts later must rule on your case, they will look carefully at the facts to see whether you have met these conditions.

It is therefore a good idea to follow, if

possible, certain steps if you must refuse unsafe work:

1. Talk to other workers and your union steward, if you have one, about the hazard. It will help your case that you tried to get other views.

If they agree with you, it may strengthen your case since the danger must be one that other reasonable people would recognize.

If they don't agree with you, you may want to take their view into account. If your opinion has a reasonable basis, however, the law can still protect you even if others disagree with you.

2. Calmly tell your supervisor exactly why you think there is a danger, and ask that it be fixed.

3. Make clear to your employer that you are refusing the assignment because of imminent danger and not for any other reason.

4. Offer to do the job once it can be made safe, and to do other safe work in the meantime.

5. Do not leave the job site unless ordered to by your employer.

6. Call OSHA at the first opportunity. If the danger is really imminent, OSHA

needs to know about it so the problem can be resolved.

If you refuse dangerous work under the conditions described above, you cannot be punished or discriminated against in any way by your employer. That means, for example, that you cannot be fired, demoted, denied benefits, or given a less desirable job assignment as punishment.

If you believe that you have been punished or discriminated against for this reason, file a complaint with OSHA within 30 days of the time you learn of the punishment. OSHA will investigate and, if necessary, can go to court to restore your job, earnings, or benefits. If that happens, you will not have to pay any legal fees.

If you refuse dangerous work, you may also be protected under the National Labor Relations Board's law. This is especially true if you refuse in cooperation with or on behalf of other workers.

If you have been punished for refusing dangerous work, contact OSHA to discuss your case. You may also want to contact the NLRB.

To contact OSHA, look in your phone book under "United States Government, Labor Department, Occupational Safety and Health Administration", or write to OSHA, 3rd and Constitution Avenue, N.W., Washington, DC 20210.

— by Eula Bingham, Assistant Secretary of Labor for Occupational Safety and Health.

PCB hazard guide and index

by Juliann Sum
Industrial Hygienist

How toxic are PCBs?

PCBs (polychlorinated biphenyls) are so toxic that more than 1,000 people in Japan were seriously poisoned after eating PCB-contaminated cooking oil in 1968.

Although each person ingested less than one teaspoonful of PCBs over the course of several months, the victims suffered skin lesions, skin discoloration, eye discharges, and liver damage.

PCBs can also enter the body through skin or through inhalation, and are suspected of causing cancer in humans. *There is no known safe level of exposure to any cancer causing agent.*

How concentrated are PCBs in the fluids in capacitors and transformers?

- PCB capacitors contain 100 percent PCBs.

- PCB transformers contain about 60 to 70 percent PCBs.

- PCB-contaminated transformers contain smaller concentrations of PCBs.

How can I tell which capacitors and transformers contain PCBs?

The Environmental Protection Agency (EPA) requires large, high voltage PCB capacitors be labeled as containing PCBs. However, large, low voltage PCB capacitors are not required to be labeled until taken out of service for disposal, and small PCB capacitors are not required to be labeled at all.

EPA requires PCB transformers that contain 500 ppm (parts per million) or greater of PCBs be labeled.

If in doubt, you should treat fluid from a capacitor or transformer as PCBs.

Results of SMUD survey reveal medical changes

by Juliann Sum
Industrial Hygienist

PCB exposures too small to cause obvious health symptoms may be causing slight bodily changes. These results are from a 1977 medical survey conducted with members from Sacramento Municipal Utility District (SMUD) who work with PCBs.

Although no individual abnormalities attributed to PCB exposures were found,

the exposed SMUD group as a whole had increased blood levels of high-density lipoprotein cholesterol. These changes may be two of the many factors associated with increased risk of coronary heart disease.

The results of the SMUD survey, conducted by Dr. Alexander B. Smith of the National Institute for Occupational Safety and Health (NIOSH), are confirmed by surveys conducted with many other

groups exposed to various levels of PCBs.

Dr. Smith has published an abstract which includes the SMUD survey (Clinical Research, Vol. 26, No. 3, April 1978, p. 549A) and is currently preparing the full report.

For a summary of information on serious health effects of PCB exposure, see "Safety Scene" in the November, 1979 *Utility Reporter*.

Supreme Court decision on benzene unfavorable to workers

by Juliann Sum
Industrial Hygienist

OSHA's standard which would have further limited worker exposures to benzene, a cancer causing agent found in petroleum and solvent liquids, was blocked in a five to four U.S. Supreme Court decision on July 2, 1980.

The Supreme Court decision is quite disturbing, since it requires the Occupational Safety and Health Administration (OSHA) to prove "significant risk" before issuing exposure limits. The Supreme Court did not specify what constitutes "significant risk".

Because lives would have been saved by reduction of benzene exposures, and because the affected industries would not have been ruined, OSHA had lowered its air concentration limit from 10-ppm (parts

per million) to 1-ppm and had prohibited skin contact. However, OSHA's scientific determination of cancer risk did not satisfy the Supreme Court.

The Supreme Court decision on OSHA's benzene standard appears much less protective than the legislative basis for occupational health standards, the Occupational Safety and Health Act of 1970, which states that "each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees," (Sec. 5(A)(1)).

George Taylor, AFL-CIO Health and Safety director, and other union leaders have expressed dismay over the decision and its potentially adverse impact on future occupational health standards.



Olga Estrella, an Apprentice Welder at Moss Landing in PG&E's Coast Valleys Division, recently was appointed a member of Local 1245's Health and Safety Committee.

Studies prove increase in improper prescription use

In 1978, every man, woman and child in the United States took an average of almost seven drug prescriptions at a total cost of \$16 billion, according to the Department of Health and Human Services (formerly the Department of Health, Education and Welfare).

Has this high level of drug prescribing led to more effective use of drugs? Too often the answer is no. Studies over the past decade have shown that one-third to one-half of all prescribed drugs are taken incorrectly. The improper use of a drug may cause it to be ineffective or create a serious adverse reaction — which may result in additional pain and suffering, repeated visits to the doctor, hospitalization, and maybe even death.

Fortunately, you can do something to avoid these problems by asking your doctor, dentist or druggist the right questions, such as:

- What is the drug used for? The doctor or dentist should discuss the diagnosis and treatment plan, the uses of the drug prescribed, and what the drug is expected to do for you.
- How do I take the drug? Obviously, you need to know the basics — how many pills, how often, and for how long. But there are other relevant factors as well, such as whether the drug should be taken on a full or empty stomach, what kind of liquid to take the pills with, and whether alcohol or other medications should be avoided while taking the drug product. Remember, however, that you too have a responsibility to tell the doctor what other medicines you are taking and whether they are prescription drugs or over-the-counter drugs.
- What should I do if I miss a dose? The corrective action for missed doses varies with the drug. It may be all right to take a double dose immediately or to wait and not take the missed dose at all. This

information is vital to maintaining the proper level of the drug in your bloodstream.

- If I have finished my therapy and have some medicine left over, what should I do with it? Ask your doctor if the medication should be saved for future use. If the answer is no, flush it down the toilet. Never give it to someone else.

- May I have a copy of the physician labeling? Each prescription drug product is required to have a detailed, comprehensive insert for physicians' information. No state or federal law prohibits the release of this labeling, so ask your physician or pharmacist for a copy if you want more complete information about a drug prescribed for you. In addition, patient package inserts, written especially for the consumer, now accompany a few prescription drugs; read them carefully.

- Are you aware that I am pregnant, planning to become pregnant, or breastfeeding a child? Certain medicines when taken during pregnancy or while breastfeeding a baby may cause problems in the child.

- What activities should I avoid? Check to see whether the drug may cause any side effects, such as drowsiness or dizziness which would make driving or operating machinery dangerous.

- Are there any risks of developing a tolerance or dependency on the drug? Drugs of some types present special risks and problems which you should know about.

- How do I store the drug? Is it possible that a drug may require special handling and storage in order to preserve its potency and quality. Your pharmacist should be able to give you storage instructions.

- How will the drug interact with my diet? Food-drug interactions can determine whether a medicine does what it is supposed to do and whether your body gets the nutrients it needs while you are taking the medicine. It is especially important that you ask about this if you consume large amounts of certain foods and beverages. And while taking a drug, be sure to tell your doctor about any unusual symptoms that follow eating particular foods.

For more information on how commonly used drugs affect nutritional needs and how some foods affect drug

actions, write for the Food and Drug Administration's Food and Drug Interactions. Single copies are available without charge by writing to the Consumer Information Center, Department 586H, Pueblo, Colorado 81009. When you send for this publication, you will receive the spring edition of the Consumer Information Catalog which describes other consumer booklets on drugs, medical problems, and health — as well as many other subjects.

—by Esther Peterson
U.S. Office of
Consumer Affairs

Hints for smokers — how to light up your life

When quitting smoking crosses our mind, some of us may feel like we did when a romance with someone special started to flicker. We weren't sure we wanted to live with them . . . but we wondered if we could live without them.

Does this describe you? If so, here's some news to light up your life, spark your motivation, and help you extinguish your smoking habit . . . hopefully for good.

UCLA researcher Saul M. Shiffman, who studies smoking behavior, thinks it's important to anticipate situations which might tend to pull you back into puffing.

This depends partly on the person, he says. But he notes findings that popular danger points include feeling frustrated or angry or being alone and feeling lonely and depressed.

In general, those who succumb to the craving and smoke are the ones who temporarily give up and do nothing. Those who fight off the urge to puff do something.

Shiffman has no magic potion for puffers. But have a plan in advance, he suggests. When the craving hits, do it or some part of it. And try to get out of the situation for a few minutes.

One thing you might do is reach for a

person instead of a pack. Research indicates people reinforcement and support can be a big help in making a behavior change permanent. In one study, among "buddies" who were in touch with each other every day, most were still not smoking six years later. (Participants also went to weekly group meetings involving other stop-smoking methods.)

Other helpful tools in the American Cancer Society's stop smoking programs include a short self-quiz on "Why I Smoke" and keeping a personal record of what you're doing, how you're feeling and how much you want a cigarette each time you reach for one.

Such self-observation gives people important insight into what triggers their smoking and what they get out of it. It can help you find satisfying pleasures to put in smoking's place. And it can help you optimize the conditions under which you quit.

For example, you might find you reach for a cigarette when you're dealing with problems. Simple relaxation techniques might be of benefit to you. And if you smoke a lot on your job, you might want to quit on a day when you're away from work.

Continued on page 12

Asbestos workers receive more information and medical tests

by Juliann Sum
Industrial Hygienist

The California Occupational Safety and Health Standards Board has added improved regulations for asbestos workers, effective August 1.

The new regulations provide for medical detection of colon and rectal cancer in addition to detection of lung disease. Workers under 40 years of age with less than 10 years since initial occupational exposure to asbestos need to be examined every three years. Older workers or those with 10 or more years since initial occupational exposure to asbestos need to be examined annually.

Training and information for employees are new requirements.

The Cal/OSHA revisions are as follows:

Repeal Subsections (j) (1)(A) and (B) in Section 5208 and adopt new Subsections (j)(1)(A) and (B) into Section 5208 to read as follows:

(A) The examination shall be conducted within 30 calendar days of the employee's initial assignment, thereafter as required by Section 5208(j)(1)(B)1 or (j)(1)(B)2, and within 30 calendar days of termination of employment if an examination has not been performed within the year preceding termination.

(B) The examination shall include, as a minimum, a history to elicit symptomatology of upper and lower respiratory and gastrointestinal diseases, a physical examination of the respiratory and gastrointestinal systems, a 14-inch by 17-inch posterior-anterior chest X-ray, right and left anterior oblique chest X-rays, pulmonary function tests including forced vital capacity (FVC) and forced expiratory volume at one second (FEV₁).

1. For employees less than 40 years of age with less than 10 years since initial occupational exposure to asbestos, the medical examination shall be provided every three years after the initial

examination and shall include as a minimum a 14-inch by 17-inch posterior-anterior chest X-ray, a physical examination of the respiratory and gastrointestinal systems, and pulmonary function tests including forced vital capacity (FVC) and forced expiratory volume at one second (FEV₁).

2. For employees 40 years of age or older or with 10 years or more since initial occupational exposure to asbestos, the medical examination, as described in Section 5208(j)(1)(B), shall be performed annually, except that the oblique X-rays need only be performed every three years. A rectal examination and a stool guaiac test for occult blood shall be performed annually.

Adopt new Subsection (n) into Section 5208 to read as follows:

(n) Employee Information and Training.

(1) Training Program.

(A) Within 60 days of the effective date of this subsection, the employer shall institute a training program for, and assure the participation of, all employees exposed to asbestos such that medical examinations are required pursuant to Section 5208(j)(1).

Exception: Employees who are certificated as having been trained in an apprenticeship asbestos training program meeting all the criteria in Section 5208(n)(1)(B).

(B) Training shall be provided at the time of initial assignment and at least annually thereafter, and the employer shall assure that each employee is informed of the following information in language that he can understand:

1. The nature of all health hazards directly attributable to asbestos exposure including carcinogenic hazards.

2. The increased risk of lung cancer associated with smoking cigarettes and asbestos exposure.

3. The specific nature of the operations and specific information to aid the employee in recognizing when and where asbestos exposure may result.

4. The purpose for and a description of the monitoring program.

5. The purpose for and a description of the medical surveillance program.

6. The necessary protective steps to prevent exposure, including engineering controls and safe work practices.

Continued on page 9



Talking shop at the Advisory Council meeting were Ray Friend, new Executive Board member at-large, and Bill Miller, Ad Council member employed at Western Area Power Administration.

Advisory Council training meeting outlined duties and responsibilities

Local 1245 Executive Board Vice President Nannette Brownlee headed the Advisory Council Training Committee which prepared a 1-day orientation session presented to the new Advisory Council Friday, August 1.

The 26 Advisory Council members or their alternates attended the training session at the Holiday Inn in Concord just prior to their regularly scheduled quarterly meeting held August 2-3.

Guest speakers included Ron Weakley, Local 1245's first Business Manager, who presented a history of the Local Union. Other speakers were Ron Fitzsimmons, President; Jack McNally, Business Manager; Stan Justis, Advisory Council member; Nannette Brownlee, Vice President; Bill Peitz and Jay Burton, Executive Board members.

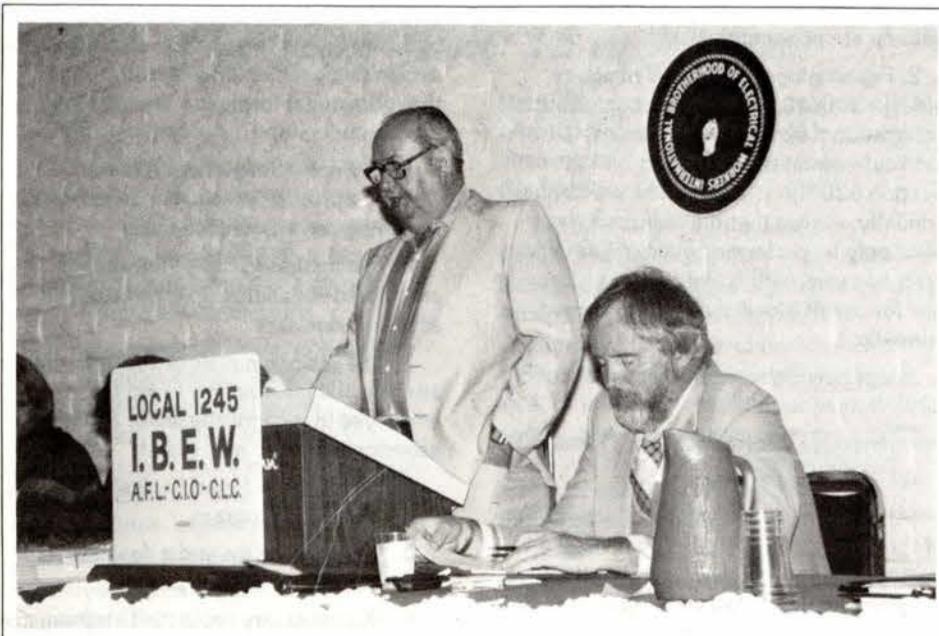
Presentations covered the duties and responsibilities of council members, Advisory Council history, union expenses, bylaws, policies, and parliamentary procedures.

Council members attending the session were: Gary W. Abrahamson, East Bay Division and Material Control Department; E. Duane Bartlow, Irrigation Districts; Theodore "Jerry" Brown, Citizens Utilities Company of California;

Lawrence H. Casserly, Jr., Colgate Division; Jim Coe, Stockton Division and City of Lodi; Thomas A. Coleman, CATV Operating Companies; John J. Collenback, Coast Valleys Division; Jim J. Contrestano, Jr., San Joaquin Division; Anthony T. Gonsalves, De Sabla Division; Stanley P. Justis, Drum Division; Jay R. Killgore, Sierra Pacific Power Company; Frank R. Locati, Pacific Gas Transmission Company; Richard R. Madden, North Bay Division; John D. Malloy, San Francisco and General Office; William R. Miller, Water and Power Resources Western Area Power Administration; James J. Mitchell, Clerical At-Large; Edward N. Myall, Alameda/Contra Costa Transit District and Easy Bay Municipalities; Will J. Rodriguez, Shasta Division; Jimmy S. Russell, Humboldt Division; James R. Turner, Tree Trimmers; Bill Twohey, General Construction (PG&E); Cindy Vallejo, San Francisco Vice President & Comptroller Office; and Robert R. Wood, San Jose Division/City of Santa Clara.

Serving as alternates were: Russ Conroy for Tom Smiley of SMUD and Arthur Murray for Perry Zimmerman of the Sacramento Division of PG&E's Pipeline Operations Department.

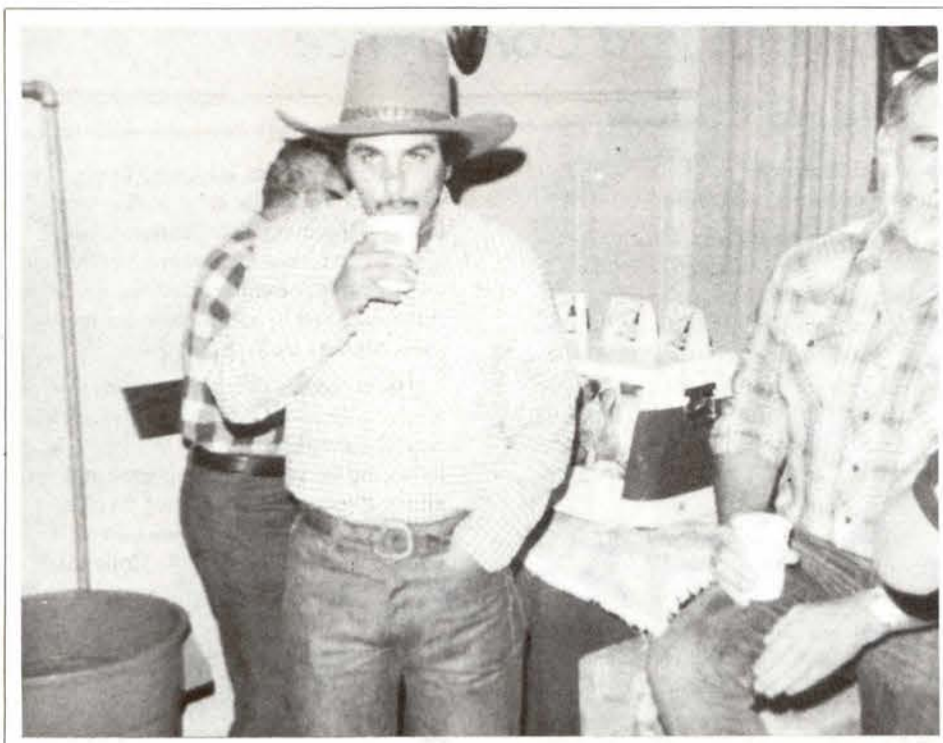
photos by Susanne N. Coffey



Ron Weakley, Local 1245's first Business Manager-Financial Secretary, gave an account of Local Union history at the August 1 Advisory Council training session.



Newly-elected Advisory Council members visited with Local Union President Ron Fitzsimmons. They are, from left, Jim Mitchell, representing PG&E's clerical at-large; Bob "Scottie" Wood, representing San Jose and the City of Santa Clara; Ron Fitzsimmons; and Jim Contrestano, representing PG&E's San Joaquin Division.

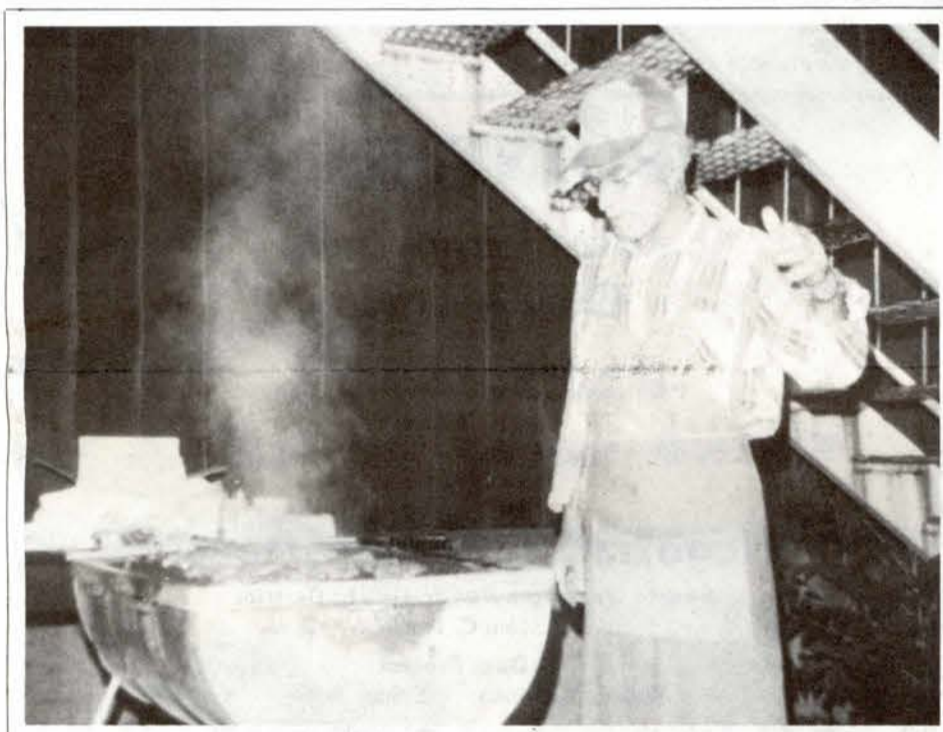


The indoor picnic, held at the Native Sons of the Golden West Hall in Jackson, was a success according to Local 1245 Business Representative Mickey Harrington.

photos by Mickey Harrington



In PG&E's Stockton Division, the Jackson unit held their annual picnic and barbeque in the rain. "Spirits were not dampened by the unusual weather," said Mickey Harrington, Business Rep. "About 20 members along with friends and family attended."



A guest at the Jackson unit annual picnic, barbecued under the steps to avoid the rain.

New asbestos worker regulations

Continued from page 7

7. Where the employee is required to wear a respirator, the purpose for, proper use and limitations of the respiratory devices.

8. Where protective clothing is required, the purpose for, proper use and limitations of protective devices or clothing.

9. The purpose for and application of housekeeping and personal hygiene practices and procedures to prevent asbestos exposure to others.

10. The purpose for, significance of and familiarization with emergency procedures as described in Section 5208() (3).

11. A review of the provisions of this standard.

(2) Access to Training Materials.

(A) The employer shall make a copy of this standard readily available to all

affected employees and their representatives.

(B) All materials relating to the employee information and training program, shall be provided, upon request, to authorized representatives of the Chief of the Division of Occupational Safety and Health.

Authority Cited: Labor Code Section 142.3.

Reference: Labor Code Section 142.3.

Pursuant to Section 106, Chapter 1284, Statutes of 1974, the above order does not create an obligation for reimbursement by the State to any local agency under Section 2231 of the Revenue and Taxation Code for costs that may be incurred by it in complying with this order because this order merely implements Federal law and regulations.

Fewer workers involved in strikes in 1980

All measures of strike activity were lower in the first 6 months of 1980 than in the comparable period a year ago, according to preliminary estimates of the U.S. Department of Labor's Bureau of Labor Statistics (BLS).

Working time lost due to strikes fell to a 3-year low of 0.14 percent (1.4 days idle per thousand). Except for 1978, fewer stoppages began or were carried over in the period than in any other year in the past decade, and fewer workers were involved in strikes than in any year since 1975.

The number of stoppages in effect during the month (714) and the workers involved in them (201,000) were the lowest reported for June in the past 11 years, while the idleness level and rate were the second lowest.

Most of the large stoppages (involving 5,000 or more workers) reported in the month were in the construction industry — four in California and one in Missouri. These five accounted for 44 percent of all workers on strike and 30 percent of the idleness for the month.

BLS data cover work stoppages involving six or more workers and lasting a shift, full day, or longer. The data do not measure indirect or secondary effects on establishments or industries whose employees are idle as a result of material or service shortages.

— Labor Press Services

OSHA booklet addresses heat stress

The Occupational Safety and Health Administration (OSHA) is reissuing a booklet "Hot Environments" to assist workers and employers, particularly those in areas most affected by the current national heat wave, in identifying and preventing health disorders resulting from heat stress.

Copies of the brochure will soon be available from OSHA regional offices. It also can be obtained from the National Institute for Occupational Safety and Health (NIOSH) of the Department of Health and Human Services which reprinted the booklet at: Mail Stop R6, Robert Taft Laboratories, 4676 Columbia Parkway, Cincinnati, Ohio 45226.

In addition, OSHA has distributed technical information to its field staff on recognizing the helping employers guard against heat related health disorders. Included are guidelines to assist local OSHA officials in determining the adequacy of actions taken by employers to protect their employees from the dangers of heat stress.

Single copies of a fact sheet describing human responses to heat will soon be available from local OSHA offices or in the OSHA Publications Office, Room S1212, Frances Perkins Building, 3rd St. and Constitution Ave., N.W., Washington, DC 20210.

— Labor Press Services

According to the Bureau of Labor Statistics, employment in the professional and technical occupations is expected to increase by 2.6 million by 1990.



As her proud family looked on Tracy Landino read her winning scholarship essay to Advisory Council members at their recent meeting in Concord. Tracy's family members are standing from left, her father, Russell Landino; her mother, Willa; and sister, Shelley.

Union scholarship winner daughter of SMUD employee

Tracy Landino, 18, is the winner of the 1980 IBEW Local 1245 Scholarship Award. Tracy is the daughter of Russel Landino, a 22-year member of Local 1245 employed as a Journeyman Inside Lineman by Sacramento Municipal Utilities District at Fresh Pond.

Tracy's winning essay, "What Most High School Students Think About Labor Unions and Why", was selected from among 13 entries.

A recent graduate of El Dorado High School in Placerville, Tracy received her award at the Advisory Council Meeting August 2 in Concord.

With the \$2,000 award money, Tracy will attend American River College in Placerville for two years and Biolo University in La Mirada for two years. Her areas of study include business accounting and political science.



Terri L. Abrahamson



Joanne Wallace

Two women receive trade school grants

Terri L. Abrahamson, 18, of Alameda, and Joanne Wallace, 18, of Concord are the winners of the \$500 IBEW Local 1245 Trade and Vocational School Grant. Both will receive \$250 a year for two years.

Terri is the daughter of Gary W. Abrahamson, a member of Local 1245 Advisory Council and employed by Pacific Gas and Electric Company in Oakland. Terri is a graduate of Alameda High

School in Alameda. She will attend Heald Business College in Oakland and plans a career as a secretary.

Joanne is the daughter of John Wallace, employed by Pacific Gas and Electric Company in Concord. She will receive \$500 toward her education at Heald Business College in Walnut Creek. Joanne, a recent graduate of Mt. Diablo High School, plans a secretarial career.

Shop Steward Conference reviews cases

by Ray Shepherd
Business Representative

The weather was clear, the city was Salinas, location American Legion Hall. With the day as nice as it was some 24 dedicated Shop Stewards, three Business Representatives and an Assistant Business Manager chose to spend the day improving their knowledge of the contract language between PG&E, Teleprompter, Monterey Peninsula TV Cable and IBEW Local 1245.

The meeting began around 9:15 a.m., with an explanation of the day's agenda, Section 104 pertaining to meals. Inasmuch as the agreements with Teleprompter and Monterey Peninsula TV cover meals, it made for a most interesting day for all in attendance.

The stewards were divided into groups and given cases to read and render decisions with the aid of the PG&E Contract Index. It was quite a learning experience. Pre-review, review, letters of agreements and arbitration cases were all made available.

During the afternoon session the pro

himself, Larry Foss, educated us on various points in the labor agreement, Labor Agreement Clarification section 202.17, letters of agreement, Pre-review and Review Committee decisions were discussed, just to name a few. Larry's presence was most appreciated.

The representatives conducting the meeting, Corbett Wheeler, Skip Harris and Ray Shepherd, would like to thank the following stewards for their time and effort: Peggy Lian Broadfoot, Evelyn Leikin, Richard R. Hernandez, Peter A. Larson, Masa M. Nuki, John Collenback, Kenneth Ball, Charles E. Kasper, Richard Rueckner, Clifford J. Auvil, Margie Cruse, Olga M. Estrella, David Dow, Lorenza Gonzalez, Ron Corda, Ernest K Jones, Jr., Richard Manley, Jeff Raymond, Paul E. Nelson, Glen H. Ely, Jr., Robert Higgins, Felix Cathrein and Gary Outlaw.

The next Steward Conference is scheduled for September 13 at the Vandenberg Inn, Broadway and Stowell, in Santa Maria. Hope to see all of you then.

APPOINTMENTS

Joint Grievance Committees

Pacific Gas Transmission Company

Joe L. McClay

North Bay Division

Ocean

Negotiating Committees

Shasta Dam Area Public Utility District

William C. Marsh

Tri-Dam Project

William Cashman

Sidney Royce

High unemployment

Continued from page 2

it never got much beyond 2 percent; in Japan, it was under 2 percent; in France, it approached 5 percent. And in Great Britain it moved only slightly beyond 5 percent. Only one industrialized country — Canada — had a jobless rate close to that of the United States.

More recently, the general trend has held up, although Great Britain and France have watched their unemployment rates rise nearly to American levels, while the Canadian rate exceeded the U.S. rate for quite some time. Germany, Sweden, and Japan, however, have kept unemployment low, with none of them exceeding the 4 percent mark at any time during the 1970s.

What explains the success of the Japanese and Europeans in keeping unemployment low? For one thing, people — and here I include policy-makers, and businessmen — simply refuse to accept the antiquated notion that high

unemployment is a morally acceptable instrument of economic policy.

In the United States, however, many economists, and even quite a few politicians, view planned unemployment as one of the most effective methods for controlling inflation, and for restoring "balance" to the economy. But such an approach is anathema in other industrialized countries.

Second, the Japanese and Europeans reject the archaic dogmatism that plagues economic policy-makers in the United States. While many American economists retain their faith in the wonders of the "free market", they vehemently oppose any form of economic planning, the Europeans and Japanese have become the new economic innovators, leaving the United States behind in the backwaters of the world economy.

—by Bayard Rustin
A. Philip Randolph Institute

Local 1245 Expands

Three hundred people applied for membership into IBEW Local 1245 between May 23, 1980, and June 26, 1980, and qualified for membership in accordance with our IBEW Constitution and Local Union bylaws. Local 1245 extends a hearty welcome to the following new members:

BAY CABLEVISION

Robert Hongola

CITIZENS UTILITY COMPANY

Kenneth Blue	Juanita Lyons
Barbara Chavez	Christopher McCarthy
Twilla Coleman	Sandra Seitz
Connie Hubbard	Zatha Spindler
Diane Krieg	Richard Tygesen
Rogert Lambert	

COAST VALLEYS

Arsenio Aclan	Kent Hadick
Billy Bell	Annette Pellin
Steven Billings	Jim Rojas
Michael Blommer	Paul Scherer
Charlotte Campbell	Walter Steiner
Alice Gagnon	Mel Tull
Keith Hadick	

COLGATE

Donald Hawes
Sylvan Vieira
Rita Walker

CONCORD TV CABLE

Stephen Belliato	William Middleton
Charles Bridenstien	Jim Moddy
Robert Brooks	Michael Morrissey
Hai Dang	Oscar Olivarez
Benjamin Davilla	William Peterson
Gregory Dorais	David Schroeder
Wayne Doty	Mark Spencer
Ruben Garcia	Brian St. Germain
Aaron Jones	Lee Williams
Ray Llewellyn	Michael Wilson
Danilo Lonzanida	

DAVEY TREE

David Boggs	Philip Lawson
James Brown	Donald Lichliter
Thomas Dailey	Patrick Purcell
William Gibson	John Stucky
Thomas Ingram	Ken Williams

DE SABLE

Robert Allen

DRUM

Sara Anderson
John Brown

EAST BAY

Joann Aiello	Loretta Lewis
Sherrill Arnold	Donna Oliver
Kenneth Corr	Orlynda Siewert
Hilary Dery	Randall Silva
Dolores Gaudet	Stacey Stabler
David Growson	Ricky Strickland
James Herrin	Kirk Wong

GENERAL CONSTRUCTION

Richard Adams	Delbert Loban
Dean Angel	Nellis Lockrem
John Brophy	Ernest Maves
Phillip Carothers	Cleveland Mills
Lorenzo Cavallo	Barbara Monti
Yoeung Chhim	Eric Nelson
Bradley Frausen	Coyt Osborne
Lanny Gallion	Keith Prater
Joe Galvan	Sheri Quaid
Angelo Gines	John Sanchez
Richard Hawes	Lawrence Sell
Randal Hensley	Gary Shirk
Charles Henke	Jose Villalpando
Jack Holt	Paulette Weatherly
Terrance Hope	Jess Willey
Michael Lair	Bradley Wright
Ronald Linski	Gregory Wright
James Little	

GENERAL OFFICE

Curtis Allen	Jeffrey Johnson
Martha Armbruster	John Knemeyer
Patrick Baxter	Helen Lau
Marilyn Bohren	Normita Lorenzo
Patricia Carey	Paul Morris
Russell Chin	Alexander Ortega
Patti Davis	Lauren Peelor
Rita Fung	Richard Snyder
Antonio Garcia	Eric Wong
John Gutierrez	Jane Woo
James Hardison	

HUMBOLDT

Carla Belton	Linda Kane
Allen Fisher	Kirk La Mar
Margaret Hull	Benjamin Lewis
Dennis laeger	

LYNCH COMMUNICATIONS

Cecelia Guenaga
Laura Schweitzer

MATERIAL DISTRIBUTION

Terry Housholder

MODESTO IRRIGATION DISTRICT

Katie Cervantez
John Watson

NORTH BAY

Linda Austin	Karen Jordon
William Bardne	Erna Kraemer
William Bartee	George McKee
Connie Besold	Chris Nelson
Steven Bonge	David Pederson
Maureen Della Maggiora	
Barbara Gay	Helen Reh
Elizabeth Gillespie	Manuel Rosas
Don Glazier	Nicole Vallee
Marianne Godoy	Karen Van Dyke
Elizabeth Hamilton	Valerie Wilcove
Susan Johnson	

PACIFIC TREE

Lee Carpenter	Catherine Garcia
Robert Courtney	Herman Lackey
De Wayne Emerson	Robert Long
Curtis Fetty	Daniel Nuss
David Ferraiuolo	Kevin Odekirk

PIPELINE OPERATIONS

Alan Maloney

CITY OF REDDING

Craig Hanson
Ricky O'Neill

REPROGRAPHICS

Mary Blank	Monica Huey
Christopher Handy	Anacleto Silva
Clyde Houston	Steven Wong

SMUD

Richard Burns	Michael Ratliff
Sharon Gilmer	John Westphal
Eric Konberg	Daryl Williams

SACRAMENTO

Debbie Duran	Mary Meeks
Stephan Goto	John Saba
Loren Hamilton	Veta Smith
Eric House	Kristine Snell
Robert Lewis	

SACRAMENTO REGIONAL TRANSIT

Emmanuel Ancheta	Suzanne Osmun
Ernest Boone	Kathleen Rogers
Keith Carly	Roger Snyder
Mark Caso	Leigh Taylor
Nolan Del Campo	David Vaughan
George Jentges	Valerie Washington
Samuel Kwity	Donnell Williams

SAN FRANCISCO

David Brooks	Denise O'Dea
Miguel Cano	Benny Stout
Hannah De Herrera	Ralph Taylor
William Dilbeck	Joseph Tetreau
Virginia Drury	Ma. Lourdes Tinio
Rafael Fontanilla	Joseph Vegar
Robert Forden	Kathryn Campbell
James Glendenon	Larry Owen
Richard Grimm	Fred Rabanal
James Harper	John Teeters
Francis Leonard	Thomas Veon
Charles Miner	Daniel Virrey

SAN JOSE

David Bane	Raymond Holland
Connie Bruton	Judity Killion
Pamela Guilbert	Dennis Merrel
Donna Hersom	Ronald Owen

SHASTA

Beth Cunningham
Carmen Lathrop
Leonard Liotta
H. Dean Sexton

SIERRA PACIFIC POWER

George Baker	Kim Marlow
Keith Carthen	Arthur Osborne
Jeannine Hand	Allen Roberts
Mitch Harshbarger	Vernon Smith
Dale Huntsman	Graham Snyder
Dean James	David Tiehm
Jerry Jaramillo	Linda Valdez
Michael Jones	Sam White
Joseph Luchetti	

SONIC TV CABLE

James de Brauwere

STANDARD PACIFIC GAS LINES

Donald Hatting

STOCKTON

Anna Bayless	Mark Rasmussen
Claire Capell	N. Risseito
Cheryl Gross	Annette Spencer
Margaret Orozco	James Troian

TELEPHONE CONSTRUCTION

Joseph Dedeiros
Matthen Montez

TELEPROMPTER OF LOMPOC

Jerry Brandon
Elizabeth Sarber

TELEPROMPTER OF SANTA CLARA

Christian De Wolfe	Linda Hoffman
Randolph Gardner	Chantal Kell
Jim Hansmann	Donna King
Jeffrey Harris	Tami Schwerdtfeger

WATER AND POWER RESOURCES

Sam Charters	Miriele Valdez
Wayne Garcia	Lauren Vonderlin
Gary Geroy	

X-RAY ENGINEERING

Robert Bruce
Timothy Bucher
Judson Moore

Publications promote women's apprenticeships

Ways in which women can take advantage of opportunities to become highly skilled craft workers through apprenticeship programs are described in a revised publication of the U.S. Labor Department's Women's Bureau. "A Woman's Guide to Apprenticeship," explains steps in the process of becoming an apprentice and how the national apprenticeship system operates.

The 30-page pamphlet contains an overview of the current status of women as skilled craft workers, discusses some of the barriers that inhibit participation of women in apprenticeship programs, and gives examples of apprenticeable jobs in the construction, manufacturing, and service industries. It provides general information on preparing for apprenticeship programs and on the application process.

The guide also reviews federal laws and regulations that affect apprenticeship, and the various roles that federal and state apprenticeship agencies have in the system.

A related leaflet, "Women in Apprenticeship . . . There's a Future in It," has also been released by the Women's Bureau. This leaflet provides a brief sketch of the apprenticeship way of learning skills

and gives sources for additional information. It is available in limited numbers to counselors, program operators, and others involved in women's employment programs.

"Apprenticeship is a viable option for women," said Women's Bureau director Alexis M. Herman. "It offers them an excellent opportunity to learn a well-paying trade while earning wages, which are essential for many women, especially those who have to support their families. These publications are just part of the Department of Labor's efforts to increase women's participation in apprenticeship programs and in construction work."

Both the leaflet and the guide are available free from the Women's Bureau, U.S. Department of Labor, Washington, DC 20210. A self-addressed label will expedite handling of requests for either publication. Copies of the guide are for sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 at \$2.25 each.



Donna Fletcher
PG&E General Office Clerk

Unionism gives me a good feeling of working together as a unit for brotherhood and sisterhood. Unionism is very important to me. Without the union we wouldn't have our benefits. And, if I'm going to be a shop steward, I want to be the best steward possible.

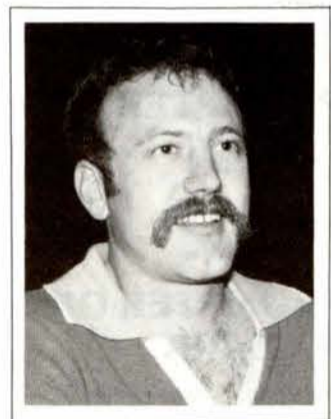


Julio Mejid
Potrero Gas Plant Compressor Engineer

Fortunately, my work schedule allows me to be involved in union activities. I can attend meetings by arranging to trade schedules with fellow-workers. Philosophically speaking, unions are necessary. They are an indictment against a management that wants to keep unions scared and divided. Today's economic situation demands a union.

How does unionism fit into your life?

This "Roving Reporter" question was asked of Local 1245 members employed by PG&E at a recent Steward's Training Conference in San Francisco.



Daniel Riggs
Portrero Power Plant Operator

Unionism affects everybody's life in some way or another. Unionism fits into my life by the fact that I've been a union worker in each job I've held since I graduated from high school. As a union worker, I've received adequate benefits and wages. I particularly appreciate the information Local 1245 gives me and the opportunity I have to meet other shop stewards. I feel it's important for me to learn about the union because of the people who depend on me for information. I feel unionism has gotten more important than it was in the 50s.

Hints for smokers

Continued from page 7

A couple of biochemical clues might also give your efforts to quit a boost. Shiffman mentions findings that drinking, not necessarily to excess, with others who are drinking or drinking and smoking seems to be a high risk situation for sabotaging stop smoking attempts. More may be involved than simply the association of one habit with the other, he says.

In one study done by others smokers were given drinks that tasted the same, but had different amounts of alcohol. Those who got the beverages with a higher alcohol content smoked more.

While this study was done with problem drinkers, researchers believe the same may be true for the general population. This is currently being tested. Meanwhile, you can make some self-observations and plan accordingly.

Finally, John Bachman, Ph.D., of the Langley Porter Institute at the University of California, San Francisco notes that some people get a craving for high calorie, sweet foods when they stop smoking. Could blood sugar levels be involved? He'd like to test this, though he hasn't yet.

Meantime, it might be worth seeing if a craving for sweets could be satisfied with a

nutritionally balanced snack that had a little protein in it rather than a sugary food. (For example, you might try a little fruit or cottage cheese.)

Want more hints to help you "get over an old flame?" Various groups in your community may have stop smoking programs. For example, such programs may be available free or at minimal cost through your local unit of the American Cancer Society.

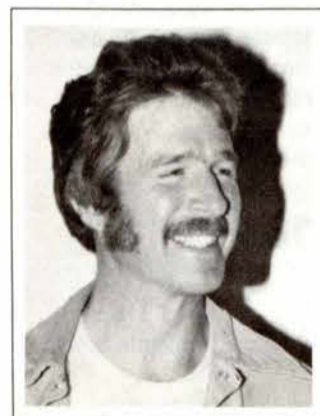
And when you stop lighting up to smoke, look for the health benefits to light up your life!

— by Marion Wells
American Physical Fitness
Research Institute



Norris Lewis
Hunters Point Power Plant Welder

Unionism involves so many different aspects of my life. As a blue-collar worker, I feel that the union is the vehicle by which we can learn about our inalienable rights. Unionism enhances my life and enlightens us all.



Tim Chappelone
PG&E Gas Department Steam
Maintenance man

I feel strongly about unions because I grew up in a union family. My father was an operating engineer in the Longshoreman's Union and was out of work for a long time during the 1934 General Strike. I say to new union members, "education". Take economics and labor courses. Even though these are hard times, the union will grow and prosper. I'm very optimistic. The Labor Movement has historically suffered too much to give up. We have an obligation to our brothers and sisters, past and present, to keep pushing.



Lydia Little
PG&E Customer Service Secretary in
Pacifica

Unionism has always fit into my life. My father was a union member and I was brought up with it. I didn't cross picket lines even as a little girl. But now I look at my mother who's been working for 30 years and never had a union. I make better wages, have better benefits. I feel unions are a great benefit to working women, especially to women who are heads of households like I am. Women are now just starting to get involved and thanks to ERA, unions are now becoming more aware of the needs of working women.

photos by Susanne N. Coffey