

State TV Cable Members Strike to Protest Unfair Labor Practices

By Orv Owen
Assistant Business Manager

On November 10, 1980, Local 1245 members were forced to strike State TV Cable Corporation as a result of numerous unfair labor practice charges committed by the company since April of this year.

Local 1245 has had a collective bargaining relationship with this employer for a number of years covering the so-called "physical" employees of the employer. These employees install, maintain and otherwise work on the employer's cable TV system.

Earlier this year the clerical employees of the employer also selected Local 1245, by secret ballot, to represent them for purposes of

collective bargaining.

During the past several months the Union and the employer have met on several occasions in order to bargain concerning both physical and clerical employees. However, it is now apparent that the employer has not bargained in good faith and has, in the process, committed numerous unfair practices, including the following:

1. Although the clerical employees have been part of the employer's pension plan for a number of years, the employer steadfastly has insisted that the clerical employees now be removed from that plan solely because they are now represented by a union.

2. The employer absolutely refuses to bargain over the inclusion in the

pension plan of the physical employees who have never had any retirement plans or benefits. This refusal is also based solely on these employees' having chosen union representation.

3. In the past the employer has made contributions to a health plan for non-union employees as well as to a separate plan on behalf of its union employees. The non-union employees have enjoyed advantages denied to employees covered by the union plan. In addition to that discriminatory distinction, the employer now unequivocally insists that the clericals, who heretofore have enjoyed the advantages of the non-union plan, be denied those advantages and, instead, forced into the less advantageous plan—again solely because the clericals have chosen union representation.

4. The employer has unilaterally

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Utility Reporter— First Place Winner

The IBEW *Utility Reporter* has been named the winner of a "First Award" for general excellence in the International Labor Press Association's 1980 Journalistic awards contest.

The contest which involved labor publications published in 1979, attracted 1,055 entries from 157 publications throughout the United States and Canada. There were 123 winning entries.

In selecting the *Utility Reporter* for one of the top awards, the judges said:

"Bright, attractive, well written, good layout, careful selection of photographs, and above all highly relevant to the immediate and daily needs of the Local Union membership, well describes the *Utility Reporter*."

Judges for the contest were: Lisa Portman, assistant director of the George Meany Center for Labor Studies; James T. Hashian, director, Office of Information, Employment and Training Administration, U.S. Department of Labor; Al Herling, former editor of the BC&T News and a past president of the ILPA, and Ralph Dannheiser, a member of the Newspaper Guild formerly with the New York Post.

The editor for the *Utility Reporter* was Susanne N. Coffey who has recently left the position.

Utility Reporter

November 1980

IBEW Local 1245



Charter Presented to Government Coordinating Council G.C.C.I

September 24, 1980 was a historic day for our Brotherhood. International Vice Presidents Jack McCann, 9th District, Raymond Duke, 7th District, and Larry Farnan, 8th District, acting on behalf of International President Charles Pillard, presented the charter

which authorized the forming of Government Coordinating Council G.C.C.I. to Council Chairman Hank Lucas to Local Union 1245 at a Council meeting in Sacramento, California.

The Council was formed due to the Department of Energy's action of separating through a "transfer of function" affecting approximately 450 members from Local Union 1759, 1959, 2159, 640, and 1245 from the Water and Power Resources Services. These members have worked for two-and-a-half years without a contract. The D.O.E. forced us to a hearing, and subsequent election. IBEW won the election with only 12 dissenting votes.

Local Unions 640, 1959, 1759, 2159 and 1245 each have two members on the Council, and each Local Union has equal voice and vote.

The Council is not in bargaining with the Western Area Power Administration (WAPA).

The Council and its member Local Unions, wish to thank President Charles Pillard, and the members of his Government Affairs Staff, for their efforts in putting this Council together.

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This issue at a glance

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- Bargaining Report Page 11



photo by Jean Fudem

Up Close: see page 4

Business Representative Mickey Harrington, left, keeps in close contact with his active Stewards either by phone or by personal visits.

Most of his Shop Stewards have been recommended by a member and if he has a need, he searches them out. One of the most important requirements, according to Mickey, is to be flexible with them. He does not require them to attend specific meetings but he relies on them being dedicated enough to go.

Mickey's assignment covers a large

area geographically, and includes driving about 3,000 miles a month to attend unit meetings and service the members.

Mickey feels comfortable with his Shop Stewards. "They are my extension in the field, and we have to stay in contact," he said.

Pictured with Mickey from left is Shop Steward **Dave Turnes**; **Joe Hardin**, Water Systems Repairman; and **Randy Lively**, Helper, all three are from Utica Hunters Dam.

Sonic Cable TV members Ratify Settlement

By Orv Owen
Assistant Business Manager

At special ratification meetings held on October 7 and 8, 1980 in San Luis Obispo and Watsonville, Local 1245 members employed by Sonic Cable TV voted 17-2 to accept the results of the tentative settlement reached at the bargaining table between Company and Union Negotiating Committees.

The new 3-year Agreement provides for improvements in wages, benefits and working conditions. Highlights of the settlement include:

1. Wage increase of 10 percent retroactive to September 1, 1980. Wage increase of 9 percent on September 1, 1981 and 8 percent on September 1, 1982.
2. Christmas Eve Holiday effective September 1, 1980 and additional Floating Holiday effective September 1, 1981.
3. Three days of paid time off each year for urgent personal family business.
4. Company to increase their costs to the Group Insurance Plan Premiums

to 60 percent September 1, 1980, 70 percent September 1, 1981 and 80 percent September 1, 1982.

5. Improved standby pay.
6. Meals to be provided one hour after regular work hours; meal allowance improved by 6.9 percent.
7. 10 percent differential pay when acting as Foreman.
8. Doubletime pay for all work on holidays and after 12 consecutive hours.
9. Wage rate protection on demotions.
10. Tower work premium increased to \$5.00 per hour.
11. Jury duty pay from two weeks to four weeks.
12. Establish Ad Hoc Negotiations to revise testing and training procedures, job definitions and safety matters.
13. Equalized time periods in grievance procedure.
14. Established guidelines and limits on supervisors performing bargaining unit work in emergencies and training bargaining unit employees.

Local 1245's negotiating committee consisted of employee members Bob Burns, Scott Lawson and Joe Donner, assisted by Business Representative Ray Shepherd and Assistant Business Manager Orv Owen.

Local 1245 Needs YOU

To all members of Local 1245, we welcome articles and/or photos from you at any time. We would like to see your unit recognized in the *Utility Reporter*, with highlights on events, meetings, eyewitness accounts, presentation of awards, personal achievements, and other stories and photos of general interest.

If at all possible, we prefer photographs to be taken with black and white 35mm film, because this gives us the best reproductions.

If you must use a 110 camera, please use only black and white film. 110 prints are very grainy and do not reproduce well. Color 110 film gives the worst quality reproduction.

Please provide caption information as well as the photographer's name when sending in contributions. Send all material to: Editor, IBEW Local 1245, 3063 Citrus Circle, Walnut Creek, CA 94598.

Again, we appreciate any help you can give us in making your *Utility Reporter* a better publication.



Day on the Delta — A Sure Pick Up

by Bob Martin
Unit Recorder, 2317

To begin the Day on the Delta Poker Run, you must travel to five harbors or marinas, and pick up a sealed envelope with a playing card enclosed. You may do this in a motor boat, a sailboat, a rowboat, or a washtub, in any route you choose as long as you return to Brannan Island by the set deadline. When the sealed envelopes are collected, the best poker hand wins.

This years September Poker Run saw 107 hands issued. The pick up points were Tiki Lagoon Resort, B and W Boat Harbor, Herman and Helen's Marina, Tower Park Marina, and Moore's Riverboat.

The boaters enjoyed a beautiful day with skiing, fishing, shopping, and just relaxing. Everyone got back to Brannan Island State Recreation Area to enjoy hot dogs and beans.

The poker hand winners were: Chris Collins, Gina Ferreira, Ev Brooks, Brian Roscoe, Vicky Jeserich, Dennis Garidel, Murry Kelley, and Bob Collins. In addition a ramp raffle was held for numerous prizes.

Special thanks goes to all the marinas for their support. An



additional thanks goes to Antioch Marina, T and T Boat Sales, Fred Henderson, Jim Poindexter, and Jim Haley for their contributions.

The Poker Run Committee is out of Unit 2317, Antioch. Members are: Bob Martin, Phil Brooks, Mike Elford, Skip Harris, Jim Roscoe, Rudy Lopez, Charley Payne, Fred Henderson and Business Representative Scott Thomas.



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Reporter**

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Letters to the Editor

Dear Editor:

I want to thank President Ron Fitzsimmons, the other members of the Executive Board and the entire Local Union for the honor you have bestowed upon me as a recipient of one of your Trade School Scholarships.

As you know, I intend to use this award to help pay the costs I will encounter as a student in Heald Business College. The award made in my name as well as your good wishes will go a long way towards preparing me for the future; and for both of the above, I thank you.

Sincerely,
Terri Abrahamson



Terri Abrahamson, 18, is presented her Trade School Grant by Business Representative Veodis Stamps, as her proud father, Gary Abrahamson looks on.



Grant winner Joanne Wallace, 18, with her father John Wallace at the awards presentation.

Letters of Agreement

Pacific Gas & Electric

79-56: Return employee from LTD to Fitter classification in San Francisco Division.

79-91: Return employee from LTD to Electrician at Gates Substation near Coalinga.

80-5: Return employee from LTD to a clerk D position in Customer Services-Sacramento District.

80-31: Provisions for appointment of Apprentice Meterman to provisional Sr. Meterman - only after bidding procedure has been followed and there are no qualified bidders.

80-37: Amend Title 600, Exhibit VE-B, Job definitions and Lines of Progression, Steam Generation Department concerning Diablo Canyon Power Plant relative to Auxiliary Operators.

80-46: Change hours of work for summer months for Division Gas Department, Fresno, San Joaquin, 7 a.m. to 3:30 p.m.

80-49: Placement of employee into a Light Truck Driver classification, General Service Department, San Rafael, N.B.

80-51: Continue practice of 2 part-time beginning clerical jobs being filled by students of UC Berkeley (without reference to transfer provisions of Section 18.5(b)).

80-56: Establish job Maintenance Assistant Pipe Line Operations 0057, to place employee in this job.

80-62: Provides for Lines of Progression between PG&E and Stan Pac.

80-66: Placement of employee in Water Department as result of sale of Willits Water System.

Stan Pac: Provides for lines of progression between PG&E and Stan Pac.

Business Manager's Commentary



Jack McNally

The elections of the leaders of this great country are now over. The American citizens have decided who will lead this country over the next four years. The Right, or the conservative approach, is the overwhelming desire of the people. I am hopeful that the new leadership can right the wrong of the inflationary problems of the American people. We have to be optimistic that the economic problems of the United States can be addressed and resolved. In doing so, we have to ask, "At whose expense?"

Elected officials and economists state many reasons why we are in economic chaos. Some suggest in general terms ways to solve the problems. They cite funding problems with Social Security; OSHA should be a consulting or advisory agency. Government spending is excessive, and the productivity of the United States has dropped off drastically. All of these areas directly affect labor. All of these areas affect the members of Local 1245. Who relies on social security? Who receives protection from OSHA? Who receives income for performing many services for the American citizens? Who produces the goods in this country? It is the American Worker.

The key is the methods by which the economic ills of our country are solved. You do not get something for nothing — "No free lunch".

Over the years, Labor has had a hand in the many gains made in the work place. These gains cannot be eroded. So the question remains, "At whose expense?" And this is what labor has to watch.

* * *

On October 25th and 26th a two day Unit Officers Conference was held. The purpose of the Conference was to educate and assist the Unit Chairmen and Recorders in carrying out their duties and responsibilities. It is my hope the participants will go back to their respective units with a better understanding of their roles and will make for more productive unit meetings. However, members have to attend meetings and take on the responsibility of participation and committee assignments. The members who attended the Conference seemed impressed and felt that it was a great success.

IBEW Preamble

The objects of the International Brotherhood of Electrical Workers are To organize all workers in the entire electrical industry including all those in public utilities and electrical manufacturing, into local unions. To promote reasonable methods of work; to cultivate feelings of friendship among those of our industry; to settle all disputes between employers and employees by arbitration (if possible); to assist each other in sickness or distress; to secure employment; to reduce the hours of daily labors by

legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship.

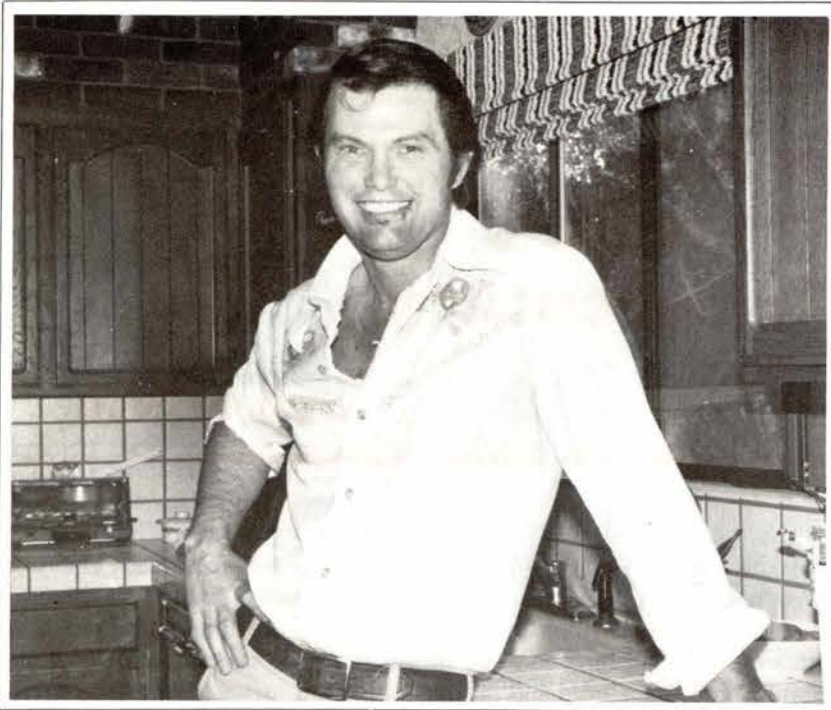
— *Constitutions*
International Brotherhood of Electrical Workers (AFL-CIO & CLC)
Washington, DC

Sierra Pacific Power Company

80-12: Bidding Note No. 4 added to classification of Line Working Foreman and Underground Electric Working Foreman.

80-13: Reclassification of employee as a Helper, Electric - Reno.

80-15: The company granted employee request to be relieved of his present duties and proposes that he be reclassified Fitter Apprentice.



photos by Jean Fudem

Wayne Fippin, a Relief Systems Operator at Angels Camp Hydro Department has recently become a Shop Steward for his area.

Wayne does shift work, relieving Systems Operators who are sick or on vacation. "Shift work is hard on some people," said Wayne, "but it has its good points."

Wayne attended Local 1245's 1980 Leadership and Educational Conference held in October.

"I really learned a lot at the conference," he said, "but I think it was too short."

"It opened my eyes to what the union has to offer. As a whole it has more depth and structure and level of involvement than I thought it had."

A member for 15 years and Recorder for Unit 2512, Wayne would like more people to read the union's publications. "The *Shop Stewards' Newsletter* is very informative," he said. "If it relates to me I save it for further reference."



"I have been an unofficial Shop Steward for a while," said **Gae Cummings**, Stenographer and Secretary to the Customer Service Supervisor in Customer Inquiry and Records at Channel Street. "I was answering people's questions anyway, so I decided to get involved."

A member of the Unit Executive Committee, Gae works hard to see that "management and union cooperate to get the job done."

Gae has recently been working on a grievance for the Utility clerks who were not hired according to the contract guidelines pay-scale. She won the case for 10 people and they will be receiving back-pay.

"I get a good idea of Local 1245 happenings from the unions' publications," said Gae. "It informs me about the affects of a grievance, and how it can relate to me."

Up Close PG&E Stockton Division

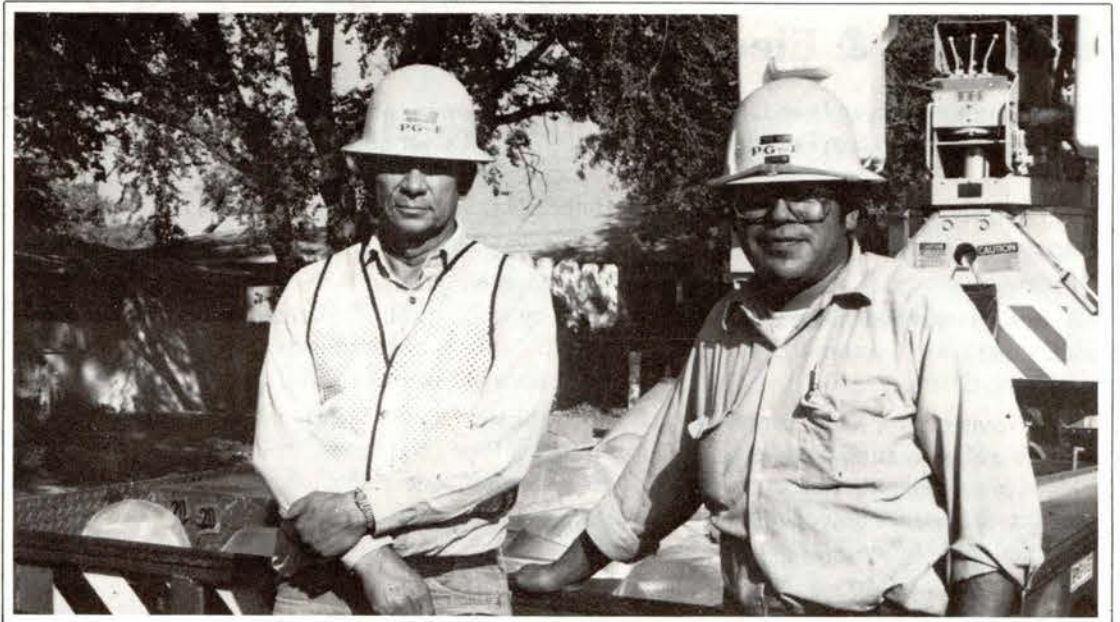


Shop Steward **Dave Turnes**, Water Systems Repairman on the Utica Canal at Hunters Dam, Sonora Unit 2517 Recorder and Member of the Safety Committee of the Mother Lode Area, enjoys working on the Safety Committee because he feels the members don't always know as much as they think they know.

"Being a Shop Steward has been rewarding for me," he said. "I like learning the system, meeting the people, answering their questions, and getting involved with the union."

A member of Local 1245 for 10 years, Dave feels that the *Utility Reporter* needs more field work so that members can associate with an area or division. He feels it needs continuous work on reporting the local angle.

"We need more involvement from our members," said Dave. "I see how they get disgusted when a grievance doesn't turn out the way they want it to. Eventually they stop going to meetings, and we lose as much as they do."



"Being a Shop Steward opens up a field of the union that people don't usually see," said **Paul Gomez**, right, a Lineman for West Lane in Stockton.

A member for 10 years, Paul has held many positions in the union. He has been a Shop Steward for 2 years, member of the Safety Division Walkaround Committee, Stockton, and is Chairman of Unit 2511.

Paul feels the union's communications program is very effective if people would read it. Paul would like to see a footnote explaining some of the language included in the summary of the cases in the *Shop Stewards' Newsletter*.

Paul felt the Local's 1980 Leadership and Educational Conference wasn't long enough. "I could have stayed longer because I was learning so much," said Paul.

Pictured on the left is 9 year member **Bob Bridewell**, T&D Driver, Stockton.

General Construction Classification Wage Adjustments

Some General Construction classifications will receive a second year wage adjustment as negotiated in 1980 bargaining. To compute your increase add the adjustment before you compute your 3 percent.

Your weekly salary January 1, 1980,
plus adjustment

3% of above

CPI Increase

Total January 1, 1980

Rounded to next highest nickel

+

+
37.20

Example: Lineman

Salary January 1, 1980 (\$481.00)

+ adjustment (1.95)

3% of above

CPI Increase

Total January 1, 1980

Rounded to next higher nickel

482.95

14.48

37.20

534.63

534.65

The weekly adjustments will be:

CLASSIFICATION	WEEKLY ADJUSTMENTS	CLASSIFICATION	WEEKLY ADJUSTMENTS	CLASSIFICATION	WEEKLY ADJUSTMENTS
	Jan. 1, 1981				
0050 Aid, Engineer's 30 Mos.	\$ 2.35	0630 Foreman, Labor A Start	6.75	1594 Operator, Crane 30 Mos.	1.95
0164 Carpenter B	2.75	End 6 Mos.	5.30	1643 Operator, Equipment B Start	1.40
0243 Clerk, Field, Senior Start	2.25	End 1 Yr.	4.60	1690 Operator, Hole Digger 30 Mos.	1.95
End 6 Mos.	1.80	End 18 Mos.	6.75	1840 Operator A, Tractor	1.95
End 1 Yr.	4.05	0633 Foreman, Labor B Start	4.15	1860 Operator, Trencher	1.95
End 18 Mos.	3.50	End 6 Mos.	4.00	1920 Operator, Wrapping Machine	1.95
0244 Clerk, Field Start	4.70	End 1 Yr.	4.70	2280 Splicer, Cable	4.35
End 6 Mos.	6.50	End 18 Mos.	4.20	0644 Subforeman, Tech. A	3.05
End 1 Yr.	6.70	0850 Foreman, Working A Start	1.10	0645 Subforeman, Tech. B Start	2.85
End 18 Mos.	5.30	End 6 Mos.	1.15	End 6 Mos.	2.95
End 2 Yrs.	5.15	0853 Foreman, Working B Start	2.05	0650 Subforeman A Start	1.10
End 30 Mos.	5.00	End 6 Mos.	1.10	End 6 Mos.	1.15
End 3 Yrs.	4.20	0855 Foreman, Working D Start	5.35	0653 Subforeman B Start	2.05
End 42 Mos.	3.55	End 6 Mos.	2.55	End 6 Mos.	1.10
End 4 Yrs.	3.45	End 1 Yr.	2.50	2390 Technician, Communication	2.75
End 54 Mos.	3.60	0885 Garageman, Field End 6 Mos.	—0—	2391 Technician, Appr. Comm. Start	1.95
End 5 Yrs.	3.00	0910 Groundman End 18 Mos.	2.85	End 6 Mos.	1.99
0444 Truck Driver Start	2.60	0947 Helper End 18 Mos.	2.85	End 1 Yr.	—0—
End 6 Mos.	1.75	1040 Jackhammerman End 18 Mos.	—0—	End 18 Mos.	.85
0453 Heavy Truck Driver Start	5.80	1100 Lineman	1.95	End 2 Yrs.	1.95
End 6 Mos.	5.85	1099 Underground Lineman	1.95	End 30 Mos.	
End 1 Yr.	5.05	1101 Lineman, Apprentice Start	2.70	2400 Technician, Electrical Start	2.65
0457 Line Truck Driver Start	6.75	End 6 Mos.	2.10	End 1 Yr.	2.75
End 6 Mos.	5.30	End 1 Yr.	2.40	2405 Technician, Gas Start	3.70
End 1 Yr.	4.60	End 18 Mos.	2.65	End 6 Mos.	5.90
0435 Special Driver Start	6.75	End 2 Yrs.	1.60	End 1 Yr.	5.10
End 6 Mos.	5.30	End 30 Mos.		End 18 Mos.	5.60
End 1 Yr.	4.60	1270 Mechanic, A, Field Garage End 1 Yr.	.60	End 2 Yrs.	4.90
0474 Electrician	1.95	1510 Nozzelman, Gunite 30 Mos.	1.95	End 30 Mos.	6.50
0488 Electrician, Apprentice Start	2.70	1515 Operator, Backhoe 30 Mos.	1.95	End 3 Yrs.	6.70
End 6 Mos.	2.10			End 42 Mos.	4.75
End 1 Yr.	2.40			End 4 Yrs.	2.75
End 18 Mos.	2.65			2617 Welder	1.95
End 2 Yrs.	1.60			2418 Instrument Technician	2.75
End 30 Mos.					
0523 Faller, Second End 2 Yrs.	—0—				

Health & Safety

OSHA Enforces Right to Medical and Exposure Records

by Juliann Sum
Industrial Hygienist

Your right to examine your medical and exposure records is supported by OSHA (Occupational Safety and Health Administration) enforcement guidelines.

If your employer:

1) fails to preserve medical records pertaining to serious or potentially serious health effects; or

2) fails to inform you of the existence of medical and exposure records pertaining to carcinogens (cancer causing agents) or to

exposures exceeding legal exposure limits;

an OSHA compliance officer should cite your employer for a serious violation, as instructed by Assistant Labor Secretary Eula Bingham.

Your right to examine these records is written in Federal OSHA standards. State OSHA programs are required to issue standards which are at least as effective as the Federal OSHA standards.

For further information on the OSHA standards, see "OSHA Standards Permit Access to Medical Records," *Utility Reporter*, July 1980.

In Answer to Your Health And Safety Questions

by Juliann Sum
Industrial Hygienist

Q. In your article entitled "Asbestos Workers Receive More Information and Medical Tests," in the *Utility Reporter*, August 1980, you do not explain who is eligible for these tests. Please let us know Cal/OSHA's definition of "asbestos worker", so that we know who can receive the medical tests.

Asked by Olga Estrella, Shop Steward and member of the Local Union Health and Safety Committee; Randy Slawson, Shop Steward; and Bill Sullivan, Shop Steward.

A. The company-paid medical tests are required to be provided only to employees currently exposed to an 8-hour time-weighted average concentration of 0.1 fiber, longer than five (5) micrometers, per cubic centimeter.

If you or any of your fellow employees are eligible for the medical tests, you should make sure your employer is providing the required testing and training.

For a complete copy of the asbestos standard, contact Cal/OSHA, your Business Representative, or the Local Union headquarters.

Q. What can we recommend to members who have been exposed to asbestos or PCBs in their working lifetimes?

Asked by Paul Frasher, Shop Steward.

A. For members who have been exposed to asbestos or PCBs, we can recommend the following:

1. Make sure the exposures are described to examining physicians and

stated on their medical records, for future protection.

2. Give examining physicians copies of diagnosis information which can be obtained from the Local Union headquarters.

3. Make an appointment to be interviewed and examined at the Worker's Clinic in San Francisco (see *Utility Reporter*, August-September 1979), or call 415-821-8492.

4. Contact your business representative about filing a Worker's Compensation claim.

Cal/OSHA Advisory Committee Holds Meeting on PCB's

A PCB health and safety standard for California workers is being developed by a Cal/OSHA Advisory Committee to the California Occupational Safety and Health Standards Board, in response to IBEW Local 1245's petition last April.

The committee held their first meeting on October 27, 1980, in San Francisco, where Industrial Hygienist Juliann Sum served as IBEW Local 1245's representative, and Business Representative Bob Thomson was present as her alternate.

Other labor, industry, research, and government groups, who sent representatives, included the following:

IBEW Local 47, (Service Employees International Union) SEIU Local 390, (United Electrical Workers Union) UE Local 1412, Labor Occupational Health Program of the University of

PCB Information Leaflet

We are glad to see that PG&E recently issued an information leaflet on PCBs for our members and the general public.

We would like to expand upon the information in the leaflet by explaining the following points:

1. United States Congress mandated a nationwide manufacture ban on PCBs, in the Toxic Substances Control Act of 1976, because PCBs have been known to be toxic since the 1930's.

2. PCBs are regarded as more toxic than most solvents.

3. Laboratory experiments show PCBs cause cancer in animal species that were tested.

4. One effect of continual occupational exposure to PCBs might be skin irritation with lesions, called chloracne, which might persist.

5. Another effect of continual occupational exposure might be liver damage.

6. There is animal evidence of reproductive problems and birth defects caused by PCB exposure.

7. Clean-up procedures can be monitored and enforced by the Environmental Protection Agency and the California Department of Health Services, Environmental Health Branch, Hazardous Materials Management Section.

8. For proper disposal of and reimbursement for contaminated possessions, customers should contact PG&E.

Children's Toys — How Safe Are They?

Who wants to play with their children's lives? Certainly not the frightened mother who found a small part detached from a toy and in her daughter's mouth. Who knows what could have happened, she told James Knight, Director of the Community Services Division in the Los Angeles office of the U.S. Consumer Product Safety Commission. If I'd come in a little later, my child might have choked.

With gift buying season upon us, Knight has some toy safety tips to help us make sure the little ones we love can play safely with the presents they receive for the holidays.

Choking and strangling are key concerns with small children, Knight tells us. Little tots are learning fast and are highly adventurous and curious.

Long cords and small parts are special hazards. Read labels carefully and examine toys closely, Knight urges. Toys considered suitable for youngsters three years of age and younger should not have a cord any longer than twelve inches at the very most. In one instance the Commission recalled a couple of hanging toy animals after two tots each under one year old strangled themselves to death. It seems that though the cords were not over twelve inches, they were elastic and could be stretched out to a longer length. And they had wound up in the children's playpens instead of being used as intended.

Small children are also apt to put things in their mouths. The word from the American Lung Association is: "Small objects can stick in the throat. Or be inhaled into the lungs. Such choking (called 'aspirating a foreign body') kills more children under six than any other home accident."

A wise precaution for preschoolers in general, according to the ALA, is to choose toys with no parts small enough for the child to choke on and check playthings before you buy for parts that might be loose enough to fall off, break off or be pulled off by the child.

Another concern is such items as chemical sets. The Consumer Product Safety Commission does not advise them for use in households

Please turn to page 7

Union Actions Regarding Pesticides Set Examples For Future Incidents

by Juliann Sum
Industrial Hygienist

You should use the two articles on pesticide incidents in this section as guidelines in case you encounter a pesticide exposure situation.

In preventing a pesticide poisoning, Shop Steward Don McKinley, member of Local Union Health and Safety Committee, and his crew were lucky to have seen a farmer applying the pesticide (Phosdrin) to his field and to have been aware of the possible danger.

Like many pesticides, Phosdrin can cause severe nerve damage.

In case you do become exposed to a pesticide, you should take the following steps:

1. See a physician immediately if you suspect medical problems.
2. Save contaminated clothing and seal it in a glass bottle as soon as you can for possible chemical analysis.
3. Try to obtain any information you can about the pesticide name and

the licensed applicator.

4. Report the incident right away to your County Agricultural Commissioner, located in the phone book under your county in the governmental section.

5. Contact your Shop Steward or Business Representative and your supervisor.

6. Record the incident with your employer, such as by filing PG&E's pink slip.

It is important to take these steps for your own protection and to prevent future pesticide overexposures. Getting your story documented and reported can lead to punishment that will deter future incidents and help to get better pesticides laws and regulations established.

Punitive action Results from Overexposure Reporting

by Juliann Sum
Industrial Hygienist

On the morning of March 7, 1980, two of our members, Gordon R. Hendrix and Mark B. Smith, working at PG&E's Sherman Island Dehydrator Station, were sprayed by a pesticide or caught in the spray drift, when two crop-dusting planes flew overhead. Their supervisor later approached the manager of the crop-dusting company, who then explained that the pesticide was 2,4-D.

This was a potentially dangerous incident, because 2,4-D is known to cause severe nerve damage from skin exposure alone. In addition, scientific investigation is currently being conducted on the possible health effects of cancer and birth defects.

IBEW Local 1245 reported the incident to the California Department of Food and Agriculture. The matter was referred to the Sacramento County Agricultural Commissioner for investigation.

The Commissioner determined that the crop-dusting company "acted in a faulty, careless, and negligent manner," violating various sections of the California Food and Agricultural Code and the California Administrative Code, and should have taken precautions to ensure that bystanders would not have been exposed.

The Commissioner levied a five-day suspension against the company on October 6.

Although the company appealed the suspension on October 15, they withdrew the appeal one week later.

Children's Toys

continued from page 6

where there are children under age ten. A youngster might see an older brother or sister playing with it and get into it later, with tragic results. If a parent insists on buying such an item for an older child when there are younger ones in the family, use extreme care in putting it away out of sight and out of reach, Knights pleads. You might even consider storing it under lock and key.

Knight notes that significant improvements have been made in toy safety in recent years, especially with respect to sharp points and edges and lead in paint. But hand-me-down toys passed from older children to younger ones or from parents to their kids might not meet the most recent safety standards. And with wear, parts may start coming loose on an older toy. So such toys should be carefully examined and such factors considered

in deciding whether or who to give them to.

Finally, Knight has a word of caution about some things that are not toys at all. He's talking about such items as bows and arrows and BB guns. Be sure these are only used under extremely close supervision and only under the proper safety conditions. Make sure youngsters handle them only as intended and are old enough to handle them safely. And check to see if there are local codes restricting or prohibiting their use in certain areas.

Children will enjoy toys more if they are appropriate for their developmental level. Labeling can be a helpful guide, though each child matures a little differently. And take a moment to check the toy over carefully before you buy. If you play safe with your children's toys, there's a better chance they will!

—by Marion Wells, Research Directors, American Physical Fitness Research Institute

Compressed Air Can Be Fatal

It is a known fact that a blast of air at 40 pounds per square inch (PSI) from a distance of 4 inches can rupture an ear drum. Worse than that, it can cause a fatal brain hemorrhage. It is very dangerous to use compressed air to blow dust or dirt from your face or clothing. As little as 12 PSI can "pop" an eyeball from its socket. Air can enter the navel through a layer of clothing and inflate and rupture intestines. Compressed air under 80 PSI has been known to strike a small wound on a person's hand and expand the arm to the size of a grapefruit, causing shooting pains from the fingers to the shoulder.

Always wear prescribed personal protective equipment. Continuously check the condition of the tools and air hose to make sure they do not show signs of damage or failure and that connections and couplings are tight. A loose air hose under 80 PSI makes a very effective bullwhip.

Always use caution. Never look into or point the business end of any compressed air apparatus toward any part of the body.

—National Safety Council

Brown Bag Lunches — Are They Safe?

The publication, "Safe Brown Bag Lunches," provides a number of simple safety tips on how to avoid food-borne illnesses.

For a free copy of "Safe Brown Bag Lunches" write to: Information Division, U.S. Department of Agriculture, 26 Federal Plaza (Room 1653), New York, NY 10278.

A slick plan for a rainy day.

Some people manage to go through life without ever having a rainy day. But most people run into a storm now and then.

So it pays to plan for a storm and then hope it never happens.

The Payroll Savings Plan is one sure, safe, easy way to force yourself to start saving. And savings are a must to keep any financial plan from going on the skids.

The little you set aside each payday for U.S. Savings Bonds will grow. And help to keep you covered come rain or come shine.

And if you're lucky enough to miss the rain, it might help you plant a few shade trees.

Take stock in America.

When you put part of your savings into U.S. Savings Bonds you're helping to build a brighter future for your country and for yourself.

Ad Council A public service of this publication and The Advertising Council.

Unit Officers Meet — an educational experience

By Orv Owen
Assistant Business Manager

Local 1245's 1980 Leadership and Educational Conference was held on October 25 and 26, 1980 at the Sheraton Inn in Concord, California.

All Local 1245's unit chairpersons and recorders were invited to attend and participate. **The primary purpose and goal of the conference was to review procedures and rules governing the units and to provide training to assist them in carrying out their duties and responsibilities as unit officers.**

The conference opened with Business Manager Jack McNally

welcoming the unit officers and stating the purposes of the conference and expressing his appreciation to them for giving up a weekend away from their families and chores in order to take care of the business of helping him in the day-to-day operations of the Local Union.

The conference agenda included a simulated unit meeting conducted by Business Representatives of Local 1245; an excellent and spirited presentation by Dr. Fred Stripp, Emeritus Director of Forensics and Lecturer in Rhetoric from the University of California, covering parliamentary procedures and public speaking; workshops covering the duties and responsibilities of unit officers, including the functions of: Unit Executive Committee, Unit Political Committee, Unit Communication Committee, Unit Social Committee; also, including other Unit functions such as: Unit Actions, use of unit forms, and unit balloting procedures; presentations by

Local 1245's System Safety Committee covering Unit Safety Committee functions and procedures; and, Art Carter, Chief of the State of California Division of Industrial Safety addressed the conference on his activities and that of the Division of Industrial Safety.

Other speakers included, Assistant Business Managers Mert Walters, Roger Stalcup and Orv Owen, Business Representative Lee Thomas, Executive Board Members Jay Burton and Bill Peitz and Local 1245 System Safety Committee members Steve Lee, Olga Estrella and Bill Attinger.

Conference coordinators, Assistant Business Manager Orv Owen and Secretary Robin Moore, would like to thank all the Unit Officers, speakers and participants for making Local 1245's 1980 Leadership Conference a successful and productive experience.



Assistant Business Manager Mert Walters



Dr. Fred Stripp

1980 Leadership Conference —

Photos by Bob Thomson



Business Manager Jack McNally





Speaker — Business Representative Lee Thomas



**Assistant Business Manager
Orv Owen**

On The Scene



Speaker — Executive Board Member Jay Burton



**Executive Board Member
William Peitz**



San Jose Stewards Meet to Improve Skills

On Saturday, October 11, 1980 at the Holiday Inn in Santa Cruz, Local 1245 Shop Stewards representing San Jose Division membership met for the continuing and ongoing Stewards training and educational process of Local 1245.

The following Stewards were able to schedule this Saturday meeting away from their families in order to keep abreast and improve their Steward skills: Ronald Field, Jack B. Hill, Walt Thorp, Barbara Symons, Robert P. Barre, Reynold Fitzpatrick, Mary Gross, Fred Morris, William Brighton, Richard Bidinost, John Moro, Ron Thomasen, George Graham, Art Garza, Duane Mayberry, Larry Packer, Stuart Neblett, Steve Cramer, Wayne Johnson, Percy Rome, James Mitchell, Arthur Barson and Eckie Conley.

Business Manager Jack McNally brought the Stewards up to date on staff changes within Local 1245 and a report of the accomplishments the Local has made over the last 20 years including Wages, Hours, Vacation, Holidays and Pension Benefits.

Business Representative Bob Thomson instructed the Stewards on how to fill out the new forms for Workman Compensation, Potential Hazards and Accident reports. Also discussed were many other safety related items involving San Jose Division.

Negotiating Committee member Stuart Neblett gave an up-to-date report on the Negotiations with Pacific Gas and Electric Company at this time covering Health and Dental and the Pension Plan.

Business Representative Wayne Greer informed the Stewards of the importance of their role concerning the Grievance procedure and the reasons for a thorough investigation and first stepping of the Grievance at the local level.

Assistant Business Manager Larry



Business Manager Jack McNally speaks to San Jose Shop Stewards at a Division training meeting. From left are Business Representative Wayne Greer; Business Manager Jack McNally; and Assistant Business Manager Larry Foss.

Foss brought everyone up to date on new contract section changes covering the grievance procedure and gave a good presentation on Duty of Fair Representation. He also informed them of grievances going to arbitration at this time and commented on grievances recently resolved at the arbitration level of our grievance procedure.

Stewards discussed local problems unique to the San Jose area which

resulted in a productive exchange of thoughts and developed recommended solutions. Business Representatives Wayne Greer and Bob Thomson advised the Stewards that this was the 42nd Stewards Conference held in San Jose Division since 1964 and thanked them on behalf of Local 1245 and its membership for their dedicated service over the years.



San Jose Shop Stewards at Division Training Meeting.



San Jose Division Shop Stewards listen to speaker.

IBEW Scholarship Program — Apply Now

The International Brotherhood of Electrical Workers is accepting applicants now for the 1981 IBEW Founders' Scholarship Program.

Honoring a small group of skilled and dedicated wiremen and linemen who organized the IBEW in 1891, the Founders' Scholarship is an adult program offering \$2,500 per year for up to four years of undergraduate study for selected IBEW members.

The scholarships may be used towards a bachelor's degree in any of the following fields of study in any accredited college or university: engineering courses, such as aerospace, chemical, civil, electrical, engineering, science, industrial, or mechanical engineering.

Other fields of acceptable study include accounting, architecture, business, administration, economics, industrial design, industrial management, industrial relations, labor studies, metallurgy, occupational safety and health, political science, or vocational education.

Applications must be submitted to the IBEW Founders' Scholarship Selection Committee at 1125 - 15th Street, N.S., Washington D.C. 20005 on official application forms available on request from the International Office.

To be considered as qualified candidates in the scholarship competition, candidates must have taken the Scholastic Aptitude Test (SAT) administered by the College Entrance Examination Board and are responsible for registering to take the SAT and for paying all fees for the test. The test dates for 1980-81 are as follows: October 11, 1980; November 1, 1980; December 6, 1980; and January 24, 1981.

Candidates must register to take the SAT four to six weeks in advance of the examination dates. Further information about the SAT and registration forms are available at leading high schools and at many colleges.

If unobtainable in your area, registration forms may be obtained by writing the College Entrance Examination Board at either Box 592, Princeton, New Jersey 08541 or Box 1025 Berkeley, CA 94701.

On all registration forms for the SAT, prospective candidates must use the IBEW code number "0485" in Item 14. This will insure that the candidates' test results will be reported to the IBEW Scholarship Selection Committee for consideration.

Along with their applications and other forms, applicants must submit records of academic achievement-high school and college-level work (if any)

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AFL-CIO Unfair List

The following companies have been placed on the AFL-CIO Unfair List:

Michelin Tire Corporation

— French-owned corporation operating plants in the U.S. which is notoriously anti-union. Michelin manufactures tires for Sears Roebuck under the brand name, Sears All State. Michelin is being installed as original equipment on many U.S.-built automobiles — United Rubber, Cork, Linoleum and Plastic Workers of America.

Charles Manufacturing Company

— Coffee tables, end tables and similar items — these are sold under the Fox brand name — United Furniture Workers of America.

Bargaining Report

City of Alameda Bureau of Electricity

Negotiations are underway with two negotiating sessions having been held between the parties. We are waiting the Bureau's response to Union's proposals in order to set another negotiating session.

City of Chico

Union served notice to open negotiations on October 15, 1980. To date, no meetings have been scheduled between the parties. Business Representative Dave Rossi is currently in the process of working with the involved membership to refine Union's specific proposals.

City of Roseville

Negotiations got underway on October 28, 1980. At that meeting the parties explained their proposals and scheduled further negotiating meetings for November 5th and 19th. At the first meeting it was agreed to develop a master agreement covering the provisions of all previous agreements between the parties.

City of Santa Clara

Under the provisions of the current Memorandum of Understanding, total compensation for 1981 is to be adjusted on the basis of an agreed to formula. The amount of such increase has been established and the Union is in the process of determining the membership's desires as to the allocation of the available funds with respect to wages and/or fringe benefits.

Additionally, under the provisions of the current M.O.U., the parties are to meet and confer should the City substantially expand or increase the duties, responsibilities or any safety hazards of any job classifications. Due to the City's involvement in the development of co-generation, the duties and responsibilities of four classifications were so expanded and the parties did negotiate salary adjustments of 2½% effective 11/9/80 for the classifications of Electrician, Electric and Water System Control Operator and Senior Electric and Water System Control Operator and a 5% adjustment for Electrician Technician. All four classifications will receive an additional 2½% increase in May, 1981.

Yuba County Water Agency

Union's negotiating committee composed of Charles Hall and Business Representative Ed Fortier is awaiting the setting of the first meeting between the parties.

Glenn Colusa Irrigation District

The first meeting between the parties was held on October 30 with the next meeting scheduled for November 14.

Merced Irrigation District

On October 7, Union served notice to the District of its desire to re-open

the M.O.U. between the parties with respect to the sole subject wages. This pursuant to the provisions of the M.O.U. which provided for such opener if the CPI exceeds 7½%. Union's negotiating committee of Johnny Goodson, John Baptista and Robert Lane together with Business Representative Pete Dutton are currently in negotiations with the District's representatives. The first meeting was held on October 29 and the Union is awaiting a response from the District.

Modesto Irrigation District

Negotiations are moving forward on benefits and Union's negotiating committee is optimistic that a settlement will be reached in the near future. The next meeting is scheduled for November 12. General negotiations are scheduled to get underway November 10.

Nevada Irrigation District

The fourth negotiating session between the parties was held on November 3, 1980. Progress is being made towards obtaining an improved Pension Plan and the District has made a reasonable wage offer. A couple of issues remain and the Union is currently awaiting a written proposal from the District which is due not later than the 17th of November.

Oroville-Wyandotte Irrigation District

Negotiations are underway and progress is being made. Union's negotiating committee is hopeful that a settlement can be reached with another meeting or two between the parties.

Thermalito Irrigation District

On October 10, 1980 the involved membership voted to accept the results of this years' negotiations. Terms of the settlement provide for a 10% general wage increase to be effective 1/1/81 and for the District to contribute an additional 2% to the Pension Plan. Union's negotiating committee was composed of Shop Steward Dale Loomis and Business Representative Ed Fortier.

Tri-Dam Project

Negotiations got underway on October 22 with the Union presenting its proposals. Union's committee is awaiting a response from the Project's committee.

Truckee-Donner Public Utility District

Negotiations commenced on October 30.

Western Area Power Administration

Negotiations are scheduled to commence on November 17.

Water and Power Resources Service

The parties exchanged proposals on November 5 and actual negotiations are scheduled to start in early December.

Dramatic Drop in Work-Related Deaths in California

Work-related fatalities were 23 percent lower in 1978 than in 1969 — 585 deaths were recorded in 1978 down from 759 in 1969, according to a report issued by the California Division of Labor Statistics and Research.

During the same period employment subject to the California Workers' Compensation Act increased by almost 35 percent.

As a consequence of these diverging trends, fatalities per 100,000 workers were 43 percent lower in 1978 than in 1969. The rate for 178 — 6.3 deaths per 100,000 workers — was the lowest of any year on record, reports Dr. Sara Behman, Division Chief.

The report, *work Injuries and Illnesses in California Quarterly* (IAQ 47), contains a special analysis of the trend in various types of work fatalities over the 1969-1978 period. Fatalities caused by heart attacks; shootings, stabbings, and assaults; and aircraft accidents varied narrowly about the mean over these years. Fatalities caused by motor vehicle accidents showed a steady downtrend, with those in 1978, 29 percent lower than in 1969. Dramatic declines, in contrast, occurred in fatalities caused by falls from heights, accidents involving heavy equipment, and deaths caused by explosions.

Profile of Pension Plan Released

WASHINGTON—More than 16 million workers will be covered by multiemployer pension plans by the year 2000, according to a U.S. Labor Department study.

By 1990, more than 13 million workers will be active or inactive members of multiemployer pension plans, as compared to 8.8 million in 1975, the study estimates.

Approximately 46 percent of multiemployer defined benefit plans have agreements with other plans to permit participants to change jobs and carry pension credits with them, the study found.

Sixty-four percent of multiemployer defined benefit plans indicated that the withdrawal of one of the employers contributing to the plan would not affect plan participants' benefits.

Multiemployer pension plans are jointly administered by management and labor under a collectively bargained agreement and cover employees of more than one company. Private multiemployer pension plans and private single employer pension plans are subject to requirements of the Employee Retirement Income Security Act of 1974 (ERISA).

Single copies of the report may be obtained from the California Division of Labor Statistics and Research, P.O. Box 603, San Francisco, CA 94101.

Labor Studies Program Offered

The Labor Studies Program of City College of San Francisco is offering 12 courses in labor education for the Spring Semester, beginning February 3, 1981. The courses are available free of charge to all interested union members.

Each course is designed to either foster understanding of the role of organized labor in American society or to provide instruction and materials relevant to union leaders and active members in their day to day activities on behalf of the union. Instructors are from the ranks of labor.

All courses are offered for three units of college credit and are applicable to either an Associate of Arts or Bachelor of Arts degree in Labor Studies.

Interested members who are not currently enrolled at City College must complete an application form to be properly enrolled.

For additional information and assistance, call Labor Studies at (415) 239-3090 or (415) 239-3048 or write to Labor Studies, 33 Gough Street, San Francisco, CA 94103.

BUY UNION



Where to Find the Union Label

Gloves—inside upper edge
Neckties—small end
Coats—lining of inside pocket
Pajamas—front hem of coat
Rainwear, Sportswear, Heavy Outerwear—lower pocket
Shirts—bottom of front tail
Snow Wear, Boys' Wear—inside pocket
Suits—inside right breast pocket
Trousers—inside right hip pocket
Bathing Suits—with size on bra
Blouses—neckline or side seam
Children's Wear—neckline
Dresses—above hem in side seam or in waistband or neckline
Skirts—waistband or below zipper of inside seam
Slips, Sleepwear and Robes—neckline or side seam
Sweaters and Knitwear—seam in shoulder
Suits—waistband of skirt or right inside seam below sleeve or jacket
Coats and Jackets—below right arm hole in lining
Shoes—inside the shoe

UNION LABEL TRADES & SERVICE DEPARTMENT, AFL-CIO



At the Government Coordinating Council meeting in Sacramento, are from left to right top row; Larry Farnan, International VP 8th District; Ray Duke, International VP 7th District; Jack McCann, International VP 9th District; bottom row Ron Dockins, Local Union 1759; Mel Jensen, Local Union 2159; Hank Lucas, Chairman G.C.C.-1, Local Union 1245; Rolph Anderson, Local Union 1959; and Ken Watson, Local Union 640.

State Cable Members Strike

continued from page 1

eliminated an incentive bonus program which had been a term of employment for the clericals prior to their choosing union representation.

5. The employer has made comments to the effect that the employees could do better financially if they were not represented by a union. In this regard, it is worth noting that the employer also waged a vigorous anti-union campaign in connection with the representation election conducted earlier this year concerning the clericals.

6. The employer has discriminated against and penalized its union employees by providing numerous superior benefits and conditions to the only bargaining unit employee who has not become a union member.

7. The employer has failed to comply with its obligations under the collective bargaining agreement covering the physical employees by failing to contribute to the health fund for all unit employees.

8. During the approximately eight (8) bargaining sessions held as of this date, the employer has refused and continues to refuse to bargain in good faith; its conduct manifests a desire to avoid reaching agreement.

State TV Cable Corporation is controlled by Western Communications, Inc., who also controls Concord TV Cable, Western TV Cable and Monterey Peninsula TV Cable. All of these cable companies have collective bargaining agreements with Local 1245.

State TV Cable has retained the law firm of Littler, Mendelson, Fastiff and Tichy to handle their negotiations this year. You may recall that our members working for Monterey Peninsula TV Cable were forced on strike for over eight weeks last December based on this same law firm's negotiating policy.

Our State TV members are now facing the same union busting strategy and pattern, such as: Company has proposed numerous take-aways at the bargaining table, this has stalled bargaining; management suggestions that things would be better without the interference of the union; management employees trained to perform bargaining unit work; strike forced because the union will not agree to company takeaway proposals or to negotiate away our members' work and jobs.

After our members were forced to strike to protect their jobs and previously negotiated benefits and working conditions, the Company hired scabs and brought in their supervisors from their Concord TV, Western TV and Monterey Peninsula TV properties to perform the work of our striking members.

All the foregoing strategy is clear, it is designed to stall negotiations, create disunity and to divide union support, force a strike and then file for decertification of the union. On November 7, 1980, State TV broke off negotiations and have forced a strike, committed unfair labor practices and are having their supervisors and hired scabs to do our members' work. However, the rest of their game plan is not working.

Our State TV members are united in their struggle, their morale is high and they are committed to win this fight. Our union is also committed to win this fight and will use whatever means we can muster to support our striking Brothers and Sisters. Local 1245 members must, on a day to day basis, continue to strengthen our union by reminding ourselves from whence we came, by keeping faith with our founders and those who came before us and by understanding the necessity and value of unity. If for no other reason, we must, in order to survive.

Charter Presented to G.C.C.I

continued from page 1

Special thanks to International Vice Presidents Moore, McCann, Duke and Farnan for their efforts in uniting five

Local Unions into one united, cohesive Council, to represent the members employed by WAPA.



Receiving the charter at the Government Coordinating Council meeting are from left to right; Mike Eckhardt, Lineman, D.O.E.-W.A.P.A., Local 1245; Vern Loveall, Senior Assistant Business Manager, Local 1245; Hank Lucas, Local 1245 Business Representative, G.C.C.-1 Chairman; Bill Miller, Line Foreman, D.O.E.-W.A.P.A., Local 1245; and David Canchola, Lineman, D.O.E.-W.A.P.A., Local 1245.

Appointments

Central Labor Councils

Santa Clara County

Wayne Greer

Marysville

Jack Osborn

Joint Grievance Committees

General Construction - Alternate

George Foster, Jr.

Negotiating Committees

Yuba County Water Agency

Charles Hall

Scholarship Program

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to assist the Selection Committee in its evaluations.

All high school records and college transcripts must be accompanied by an explanation of the marking system in use at the school, unless such explanatory notes are clearly printed on the face of the records.

If the candidate has completed a formal apprenticeship training program as a member, records of his personal class achievements and recommendations from his instructors would be helpful.

Applicants are required to submit a complete personal resume of their notable activities to date.

Applicants are required to submit an essay of between 250 and 500 words explaining, "How the Founders' Scholarships Will Benefit the Brotherhood and the Electrical Industry." Essay must be double-spaced and typewritten.

Each applicant must be recommended by the business

manager of his local union (or acting business manager in the absence of such officer) before his application will be considered.

In addition to recommendation from the business manager, an applicant must submit letters of recommendation from at least two other reference sources (not members of his family) who are familiar with his abilities and performance records. Preferably, these references should be from persons of recognized standing and reliability with whom the candidate has associated, such as employers, supervisors, instructors, professionals, etc.

Application forms, transcripts, recommendations, records, and other supporting statements or papers must be received by the Selection Committee before January 31, 1981.

It is the responsibility of each candidate to see that all recommendations and letters of reference plus other required materials are received by the committee before the closing date.