

MARCH 1981 VOLUME XXIV NUMBER 3

UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO



Fire in the streets

This unique photo of IBEW Local 1245 member Matt Moscato was recently featured on the front page of the daily San Jose Mercury. Moscato, a helper, PG&E Gas Department, San Jose Division, cautiously inspected what appeared to be a flaming pavement. Surrounding area

homes were evacuated when a leaking gas main ignited, sending jets of flame through the pavement before it was brought under control. Moscato will mark two years with Local 1245 this May. His brother, Victor, also works for the PG&E Gas Department and their father, Dan, now deceased, was a Gas Crew Foreman in San Jose, having worked there 25 years.

Ron Burda

Two PG&E workers injured when pole grabber fails

IBEW Local 1245 member Frank Hunsperger suffered second and third degree burns when a metal pole which he and a co-worker were setting fell across a 12KV line, energizing it.

Hunsperger, 38, a Working Foreman in PG&E General Construction, and Dean Houser, 50, a Line Driver, were working with a crew on February 18 in Castroville when the accident occurred.

Houser was knocked unconscious, and thrown about seven feet from the butt of the pole which he and Hunsperger were holding. Hunsperger had longer contact after the pole grabber apparently slipped causing the pole to fall across the energized line.

In a conversation with Hunsperger while he was still in the hospital three weeks after the accident, he said he remembers hearing a loud roar, and then being thrown from the pole. "I was afraid I'd lost my right leg..."

"The fact that we both were wearing our rubber gloves saved us for sure," he added.

Houser was burned on his chest

and right leg and was hospitalized for 13 days.

Hunsperger was burned on the abdomen, right leg, knee and on both feet. He indicated that burns to his feet were the most severe and have required surgery, and will need grafting during a projected additional month's stay in the hospital.

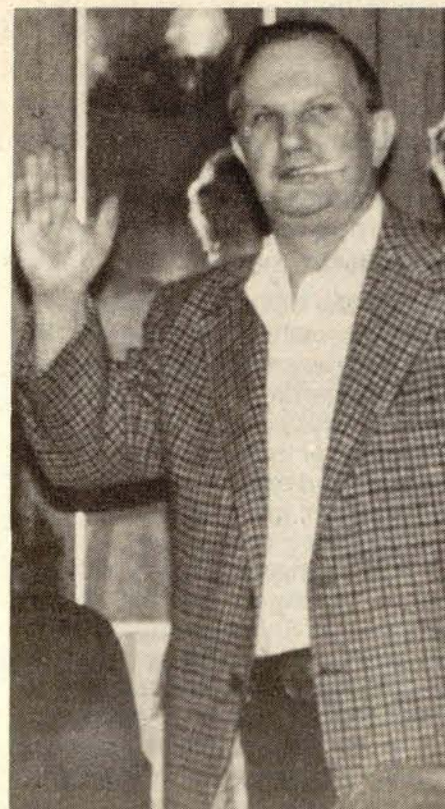
Immediately following the accident the crew called for an ambulance, and notified the substation to de-energize the circuit.

Firemen arrived at the scene and administered first aid before rushing the men to the Salinas Memorial Hospital. Local 1245 Business Representative Ken Ball met with Hunsperger in the hospital to extend wishes for a speedy recovery.

Hunsperger was transferred to Sequoia Hospital in Redwood City, just two miles from his home in San Carlos. His wife, Valeria, and daughters Debby, 18, and Sherry, 11, have been frequent visitors.

Hunsperger has been a member of IBEW Local 1245 for 11 years.

'Farewell'



Carol Bedsole

Mert Walters, former Assistant Business Manager at IBEW Local 1245, bids farewell to his colleagues at the recent Advisory Council meeting in Concord. Walters has retired from staff after more than 30 years of dedicated service to the Union. (See page 3.)

Benefits offer

IBEW members voting on new plans

Local 1245 members at Pacific Gas and Electric, Pacific Gas Transmission and Standard Pacific Gas Line, Inc., are voting on a proposed new Health, Dental and Retirement Plan offer this month.

Key features of the offer include improved early retirement, two pension adjustments for those currently retired, fully paid Medical Plans, new inclusion of orthodontic coverage in an expanded Dental Plan, and a brand new Vision Care Plan.

The Local Union bargained for the conversion of the Retirement Plan to a pension-band system which substantially increases pension entitlements of all bargaining-unit employees, and also established ground rules for providing improved pension entitlements for both active and retired employees in the future.

The proposed tentative agreement came following a 15-hour final marathon session with the company which wound up just after midnight on Saturday, February 21.

The Local's 10-member negotiating team had been meeting for nearly six months in an effort to gain significant improvements in existing plans to present to the membership for consideration.

After the final session the committee swung into high gear to prepare detailed information packets containing explicit contract language, with specific examples, and ballots to mail to the members. The committee also attended as many Unit meetings as possible answering questions from the members during the month of March.

March 11 was targeted for the mailing date, with ballots to be returned to the IBEW by 10 a.m. on Thursday, March 26.

Please see back page for details of major items in this new offer.



YOUR LEGAL RIGHTS

By Joseph Freitas, Jr. — Neyhart, Anderson, Nussbaum, Reilly & Freitas, P.C.

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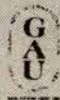
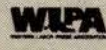
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CREDITS

Contributing Writer, Researcher:
Jean Fudem, Communications
Intern

Correction:

Business Representative
Mickey Harrington joined
IBEW Local 1245 in 1960, not 1968.

Sexism — No place in workplace!

On November 10, 1980, the United States Equal Employment Opportunity Commission—the Federal Agency responsible for enforcing the Civil Rights Act of 1964—adopted final guidelines on sexual harassment in the workplace. This action by the EEOC affirmed its long standing position that such harassment constitutes a violation of Title VII of the Civil Rights Act.

The EEOC's guidelines state that an employer is absolutely liable for acts of sexual harassment by its supervisors and other agents. The guidelines also provide for conditional liability for such acts by non-supervisory employees. That means that any employee—whether a supervisor or not—who sexually harasses another employee may be placing his employer in violation of Title VII of the Civil Rights Act.

In the guidelines the EEOC has stated that "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature" will be considered harassment when one of the following conditions is found to exist:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment."

Under the EEOC's interpretation, employers will be held liable for the sexual harassment by their supervisors "regardless of whether the specific acts complained of were authorized or even forbidden by the employer and regardless of whether the employer knew or should have known of their occurrence."

A less stringent liability will extend to employers for the sexual harassment by non-supervisory employees. An employer will be considered responsible for acts of sexual harassment by such employees if the employer knew or "should have known of the conduct," unless it can be shown that the employer took "immediate and appropriate corrective action."

In addition the EEOC will consider on a case-by-case basis an employer's responsibility for the sexual harassment of its employees by non-employees. Thus, for exam-

ple, a vendor or other contractor on an employer's premises or job site, may be placing the employer in violation of the law if he engages in sexual harassment. In such cases the EEOC will consider such factors as the employer's control over and legal responsibility for the non-employee.

The EEOC sexual harassment guidelines are for the most part a reflection of decisions of Federal courts which have held that sexual harassment in the workplace amounts to a violation of the sex discrimination provisions of the Civil Rights Act. They also are a practical recognition of the important role women play in the American labor force. Today two out of every three women 25 to 54 years old are in the work force. Close to 45 million women—more than half of all women 16 years old and over—are working or looking for work. They make up 43 percent of today's workers, compared with 32 percent 25 years ago. Closer to home, nearly 3,000 women are active members of IBEW 1245.

Besides workers' demands that workplaces—whether they be factory, construction site or business office—be safe and sanitary, female workers are rightfully demanding that they also be free of conduct which places them in an unwanted role of sex objects.

Recent Federal court decisions have affirmed that sexual harassment on the job violates the law and that employers will be held liable for monetary damages suffered by employees because of their resistance to such harassment. In *Miller v. Bank of America*, the United States Court of Appeals in San Francisco held that a female employee of the bank whose job performance had been rated "superior" but who was fired anyway because she refused her supervisor's demand for sexual favors was entitled to have her case tried in court even though the bank had a policy which prohibited the kind of conduct engaged in by the supervisor.

The Court of Appeals ruled that the bank was strictly liable for the supervisor's actions because the supervisor was an agent of the bank. The Court also held that even though the female worker did not pursue her complaint through the bank's personnel procedures—which were readily available to her—she was entitled to file a complaint with the EEOC and sue in Federal court.

In a case decided last month, the United States Court of Appeals for the District of Columbia ruled that

an employer violates Title VII of the Civil Rights Act when its supervisors subject female employees to sexual harassment even though the employee's resistance to such harassment (in this case a refusal of demands for sexual favors) does not result in a loss of tangible job benefits such as promotions. The Court in this case (*Bundy v. Jackson*) held that female workers are entitled to a work environment free of sexual harassment. The Court stated: "How...can sexual harassment which injects the most demeaning sexual stereotypes into the general work environment and which always represents an intentional assault on an individual's innermost privacy, not be illegal?"

Female workers, always an important part of our labor force, can be heartened by these developments. Employers—whether they be businesses, labor organizations, law firms, et cetera—must take notice of these developments in the law and ensure, as best they can, that their workplaces are free of all unproductive and debilitating environments—including that of sexual harassment.

Legal update on representation

In the January issue of the *Utility Reporter*, there was an article by Peter Nussbaum entitled "Know Your Disciplinary Rights." In that article, he stated that if an employee requests a specific union representative, and that representative is unavailable for reasons over which the employer has no control, the employee should accept another union representative who is available.

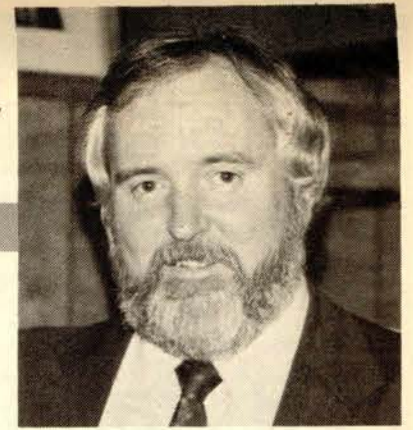
Nussbaum has advised the *Utility Reporter* that, since the article was printed, a new decision came down from the National Labor Relations Board concerning employee disciplinary rights. In that case involving Local 1245 and Pacific Gas & Electric Co., the NLRB held that an employee does not have the right to insist on representation at an investigatory interview by a particular steward not normally assigned to handle grievances at his or her location.

Accordingly, if you are requested by your employer to participate in an investigatory interview, and you wish to have a union representative present, you will have to use the union representative assigned to your particular work location unless the employer is willing to permit some other union representative to represent you.

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



REPEAT ANNOUNCEMENT

Local 1245 offers scholarships

Do you have a high school senior planning a college education in your family?

IBEW Local 1245 members are encouraged to have their children participate in an annual Essay Competitive Scholarship contest, for members' children only, which will provide \$2,000 at \$500 per year for four years to the winning student.

This years essay topic is "Labor's Role in the Political Process." Deadline for submitting applications with essays to the Local is 10 a.m., Monday, June 1, 1981.

The winner and his or her family will be invited to an Advisory Council meeting for a trophy presentation. Scholarship funds will be submitted directly to the college.

The essays, not to exceed 500 words, should be written on one

side of a standard 8½ x 11 inch paper, preferably typed and double spaced. Applicant's must sign their essays before submitting them to the Local.

A copy of the student's diploma or a letter from the high school stating that he or she will graduate in 1981 must be attached to the scholarship application.

The scholarship grant will be made only to candidates who intend to enroll in a college certified by a State Department of Education and accredited by a Local Accrediting Association. Funds will be disbursed upon presentation of tuition bills to the Local Union.

Applications and essays must be mailed to IBEW, Local 1245, P.O. Box 4790, Walnut Creek, 94596, by registered or certified mail only.

APPLICATION

In order to be a candidate, you must be a son or daughter natural, legally adopted or a legal ward of a member of Local 1245. You can use this form or request one from the Local Union office at (415) 933-6060.

CANDIDATE INFORMATION:

Candidate's Name _____ Birthdate _____

Street _____ City _____

State _____ Zip _____ Phone (____) _____

High School _____ Graduation Date _____

Address of High School _____

What school do you expect to attend? _____

Where is it located? _____

Why this particular school? _____

Candidate's Signature _____ Date _____

STATEMENT OF MEMBER/PARENT:

Name of Member/Parent _____

Employer _____ Location _____

I certify that I am a member in good standing of IBEW Local Union 1245, that the Candidate named above, _____, is my _____, and that the Candidate will graduate from high school during the term ending _____.

Signature of Member/Parent _____ Union Card No. _____

**PLEASE RETURN THIS APPLICATION ALONG
WITH EVIDENCE OF GRADUATION TO:**

Competitive Scholarship Contest
IBEW Local Union 1245
P.O. Box 4790
Walnut Creek, CA 94596

A man devoted to Unionism: Mert Walters —Thank You!

March 6, 1981, ends a career of over 30 years for Mert Walters as an employee of Local 1245. Mert is retiring from service as Assistant Business Manager.

Mert worked for PG&E beginning in the 40s and was actively involved in organizing PG&E workers and was involved in the formation of one Local Union on the PG&E property. He started as a Business Representative in 1951 and was involved in many aspects of the Local Union. Most noted over the years was his involvement in public employment. Representing Local 1245, he spent much time and effort lobbying in the State Legislature to develop labor laws for public employees.

He gained the respect of many legislators and others in the government, in addition to many Unions in the state of California. He spent many years of involvement in the Public Utilities Commission, General Safety orders, and served on the Advisory Committees developing safety procedures for the protection of working people. I have known and worked with Mert for over 15 years, and I wish to thank him for his dedication and hard work over the years.

Mert Walters has served Local 1245 well, and we will miss him. Mert is looking forward to his retirement for he will now have more time to spend with his wife, Fay, and family. He has decided to move to Florida where he will have time to "fish the lakes and work the ground." Mert will be honored at his retirement dinner on April 3.

Proposed benefit improvements

Members employed by PG&E are currently voting on a proposed offer of settlement in the Pension Plan and the Health and Dental Plans. This offer is the result of five months of bargaining, and major improvements have been won.

Some long-term goals have been achieved in the Pension Plan. Members with 30 or more years of credited service can retire at age 60 with no early retirement penalty. Those with 35 or more years of credited service can retire at age 55 with no early retirement penalty. This is a major improvement long sought by Local 1245.

The right to bargain for retirees has been achieved. An increase (5 percent, 1982; 6 percent, 1983) in pension benefits has been negotiated over the term of the agreement for retirees. Most importantly is the fact that PG&E has agreed to bargaining for retirees in the future even though a U.S. Supreme Court decision states that an employer is not required to bargain on this issue.

Two new plans have been negotiated. A new Vision Care Plan has been won with premiums paid by the Company. Orthodonture coverage has been added, along with other improvements in the dental plan.

The Negotiating Committee worked very hard and performed admirably through this difficult negotiation.

Jack McNally

PCB standards to be developed

After four months of meetings labor, management, and scientific research representatives on a state appointed Advisory Committee have finally agreed to develop a PCB standard.

The fourth meeting, held in February, yielded recommendations that employers must control PCB exposures with engineering methods and training documents on safe work practices.

Juliann Sum, IBEW Local 1245's Industrial Hygienist, and Richard

Warner, of Southern California Edison Company, each chaired the two-day meeting.

Subcommittees were assigned to develop training and protective clothing requirements.

The Advisory Committee will meet in March to discuss the subcommittees' recommendations and to develop medical surveillance, environmental monitoring, and record keeping requirements.

IBEW Local 1245 had petitioned

the State of California last April for an occupational PCB standard.

PCB health effects may include cancer, liver injury, skin lesions, birth defects, and reproductive damage.

California's Division of Occupational Safety and Health Administration will eventually propose the Advisory Committee's recommendations to the Occupational Safety and Health Standards Board in a public hearing.

Chemical info available soon

You will soon be legally entitled to chemical and health information on substances in your workplace provided in the form of Material Safety Data Sheets.

After the Hazardous Substances Information and Training Act, sponsored by Senator John Nejedley (R-Walnut Creek), was adopted on Sept. 10, 1980, labor and management representatives of a state appointed MSDS Advisory Committee met in February to set up guidelines.

For several hours, management

representatives challenged the California Division of Occupational Safety and Health Administration's jurisdiction over manufacturers, despite a clause in the new act which authorized this jurisdiction.

Juliann Sum, IBEW Local 1245's Industrial Hygienist, a member of the Advisory Committee, provided recommendations to assure that employees will receive information on byproducts generated in welding, cutting, soldering, and grinding operations.

Buck Cameron, of Oil, Chemical

and Atomic Workers Local 1-5, emphasized that MSDS's must be available in areas of normal employee access, rather than, for example, only in administrative headquarters of large or multiple plants.

California's Occupational Safety and Health Standards Board must adopt a MSDS training and information standard by July 1, 1981, and will soon be announcing a public hearing date where additional information surrounding the new legislation will be gathered.

New bill requires specific data

The California legislature recently passed a bill that will significantly expand unions' abilities to protect the health and safety of their members while on the job.

The Hazardous Substances Information and Training Act requires that the manufacturers of any dangerous substance provide fact sheets on the hazards of their products to all firms that purchase them. These firms will then be required to provide copies of the information to employees and their representatives upon request.

The California law is one of a series of governmental acts designed to enhance workers' knowledge of the potential health hazards of their jobs, and thus to encourage collective bargaining initiatives for safer conditions. New York and Maine have passed laws similar to California's. And last May, the federal Occupational Safety and Health Administration issued a comprehensive standard requiring companies to allow workers access

to company-maintained medical and toxic exposure records.

The recent California bill, dubbed the "workers right-to-know" bill, can be seen as part of the continuing impact of the sterilization of male workers by the pesticide DBCP in 1977. The direct employer of the workers claimed at subsequent governmental hearings that the manufacturer had not informed the employer of the toxic properties of the pesticide.

The bill is also in line with the views of those who claim that OSHA alone cannot protect American workers from the myriad of substances that pose threats to their health. OSHA's staff, for example, can inspect only 10 percent of the firms in the hazardous manufacturing and construction sectors each year, while the type and degree of health hazards change constantly. Ensuring adequate job protections thus requires an informed and organized workforce as well as a government agency.

In particular, the new bill SB 1874 requires that:

- Any manufacturer of a hazardous substance, or mixture containing a hazardous substance as an ingredient or an impurity, must provide California purchasers with a Material Safety Data Sheet on the substance.
- The State Division of Industrial Relations must be responsible for the definition of what substances are to be considered hazardous for the purposes of the Act, and maintain an up-to-date list of all covered substances.
- Material Safety Data Sheets must include the chemical name; common names; fire, explosion, and reactivity hazards; acute and chronic health effects or risks; symptoms; precautions; and emergency procedures for the substance.
- Material Safety Data Sheets may take the form of labels on containers.

Poles and

by Juliann Sum, IBEW
Local 1245 Industrial Hygienist

Significant amounts of a dangerous chemical used to preserve utility poles have been found in the bodies of 13 Local 1245 Linemen who climb Cellon treated poles.

Researchers from the National Institute for Occupational Safety and Health revealed these findings following an evaluation of blood and urine samples which were provided last April by volunteers out of PG&E's Walnut Creek and Concord yards.

IBEW Local 1245 first alerted NIOSH in January 1980 to the severe irritation symptoms that linemen, troublemen, groundmen, and truck drivers who come in contact with poles have been experiencing since the mid-60s, when the Cellon process was commercially introduced.

Our members have suffered skin redness, itchiness, and a burning sensation on their arms, when contacting crystal residues on the poles. Other symptoms include eye irritation, runny nose, and sneezing suffered when the wind blows crystal residues into the eyes, nose and throat.

Irritations also occur when workers wipe their faces with contaminated gloves, and when vapors are released from newly drilled holes or holes created by boot hooks.

The characteristic odor of the grayish Cellon poles is strong and can be detected downwind, especially from newer poles on hot, dry days.

Local 1245 first documented the irritation effects associated with working on Cellon poles by a questionnaire survey at PG&E's Auburn Electric Transmission and Distribution Department, north of Sacramento, in March, 1980. The results of the Auburn survey demonstrated that an overwhelming majority of our members experience these symptoms. Another serious hazard cited was the increased risk of falling due to cut-outs resulting from the over hardness of the poles.

"Cellon" refers to an industrial



poisons

treatment process in which a pesticide wood preservative is dissolved in liquefied petroleum gas and applied by pressure to the pole in sealed tanks. There are very few Cellon treatment plants in the United States.

The chemically treated poles that our members handle are mostly Douglas fir poles which have been preserved with a known poison: pentachlorophenol.

Second only to creosote as a wood preservative, pentachlorophenol is used in large quantities in the U.S. The residues of pentachlorophenol that are found everywhere in the environment, in animals, and in humans can be attributed to the wood preservative industry, since pentachlorophenol is used only as a wood preservative.

Local 1245 is concerned with the potential health effects of our members' exposures to pentachlorophenol, because it is known that exposures to pentachlorophenol have caused serious injury to the nervous system, resulting in excess body heat, and death. These effects are not surprising, since pentachlorophenol is a pesticide, applied to prevent infestation of termites and fungi.

Furthermore, pentachlorophenol



Carol Bedsole

Hazards of Cellon-coated poles cited.

can be absorbed through unbroken skin and is known to cause injury to fetuses of pregnant animals exposed to low levels of the chemical.

In addition, the National Cancer Institute recently found that two dioxin contaminants contained in commercial pentachlorophenol can cause cancers in laboratory animals and therefore might be causing cancers in humans.

Unfortunately, the two other most commonly used wood preservatives also pose serious health risks. Creosote and arsenic also used in poles that our members climb, are

both known to cause cancer in humans. Laboratory studies show that exposure to these compounds may also result in birth defects.

IBEW 1245 anticipates a need for further investigation of the harmful effects of handling and climbing these Cellon treated poles.

Although presently we do not have immediate remedies to offer our members on these hazards, we are aware that our questioning and investigations may eventually lead to safer wood preservative technologies.

Members report that in recent

years Cellon poles in some areas appear to have been washed at the treatment plant of excess crystal residues. Members in the Humboldt area report that Cedar poles which they climb are not Cellon treated and don't pose the health and safety problems of pentachlorophenol treated Douglas fir poles.

Wood preservation on alternatives that are being researched and developed, such as safer pesticides and solvent systems or biological pre-treatment systems, should eventually replace the methods used today.

WOMEN AT WORK

How much are women worth? As long as discrimination in wages persists, not much.

The average working woman earns only 59 cents for every dollar earned by a man.

Recently the State Commission on the Status of Women headed up statewide hearings to determine the nature and extent of wage discrimination in California, and its impact on women and minorities.

Other state agencies in on the hearings were the Department of Fair Housing and Employment, and the Department of Industrial Relations.

The hearings started in San Francisco in late January.

Among those speaking out on behalf of women were some key figures in the labor movement including Kathleen Kinnick, Director of Women's Activities, California Labor Federation; John Henning, Executive Secretary-Treasurer, California Labor Federation, AFL-CIO; and Mary Bergan, Vice President, Coalition of Labor Union Women.

Proposals were varied.

Most stressed that pay for female-dominated jobs, such as secretaries and typists, be as high as that for male-dominated jobs involving comparable education, experience, skills and responsibilities.

According to California Labor Commissioner James Quillin, the pay gap between women and men has widened in the 17 years since the Equal Pay Act of 1963.

Statistics indicate that women make up 45 percent of the paid work force in the country and that they are mostly concentrated in low paying fields: 98 percent of all secretaries, 94 percent of all typists, 95 percent of all household workers, and 65 percent of all service workers are women.

"Pay discrepancies have widened," Commissioner Quillin said, "because equal pay laws are limited only to people doing the same jobs. They don't realize the structural bias against women that started in the 40s and 50s. Women have traditionally held separate job titles,

job descriptions, and pay rates."

Nancy Pemberton, a representative from the American Civil Liberties Union, urged the commissioners to adopt a law with specific guidelines to ensure objective job comparisons.

"A comparability law would increase job integration by making predominantly female jobs more attractive to men, ending their need to jealously protect their higher-paid jobs from women," said Pemberton.

It is expected that these wage discriminations will continue, however, until society begins to change its views on working women. For instance, women have traditionally been viewed as working "risks" because of pregnancy leaves, marriage drop-outs, and child raising problems.

In today's business world, secretaries must have excellent skills in technical machines and a broad business education. Comparable pay is not available for these women, who when compared to the

skills of truck drivers, are paid less than drivers with little or no education.

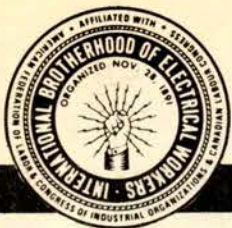
Comparability requires that jobs which require comparable skills, responsibilities and effort, should earn comparable money. For the purpose of setting pay, it should be the job, not the worker, that is evaluated and rated.

It is expected that people will eventually look to the State Commission on the Status of Women, and other state agencies for information that will help iron out existing inequities.

Two more public hearings remain to be held this month, March 26 and 27 in Sacramento. Three additional one-day hearings will be scheduled in Eureka, Fresno and San Diego in April and early May.

Equal pay for equal work is significant for all women in the work force in California.

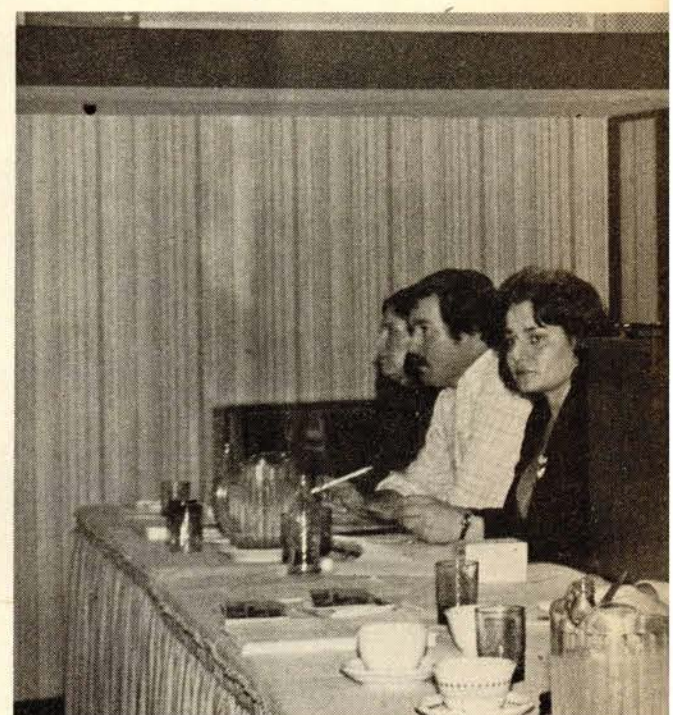
The testimony received by the Commission will be of significance to women in the labor force all over the country.



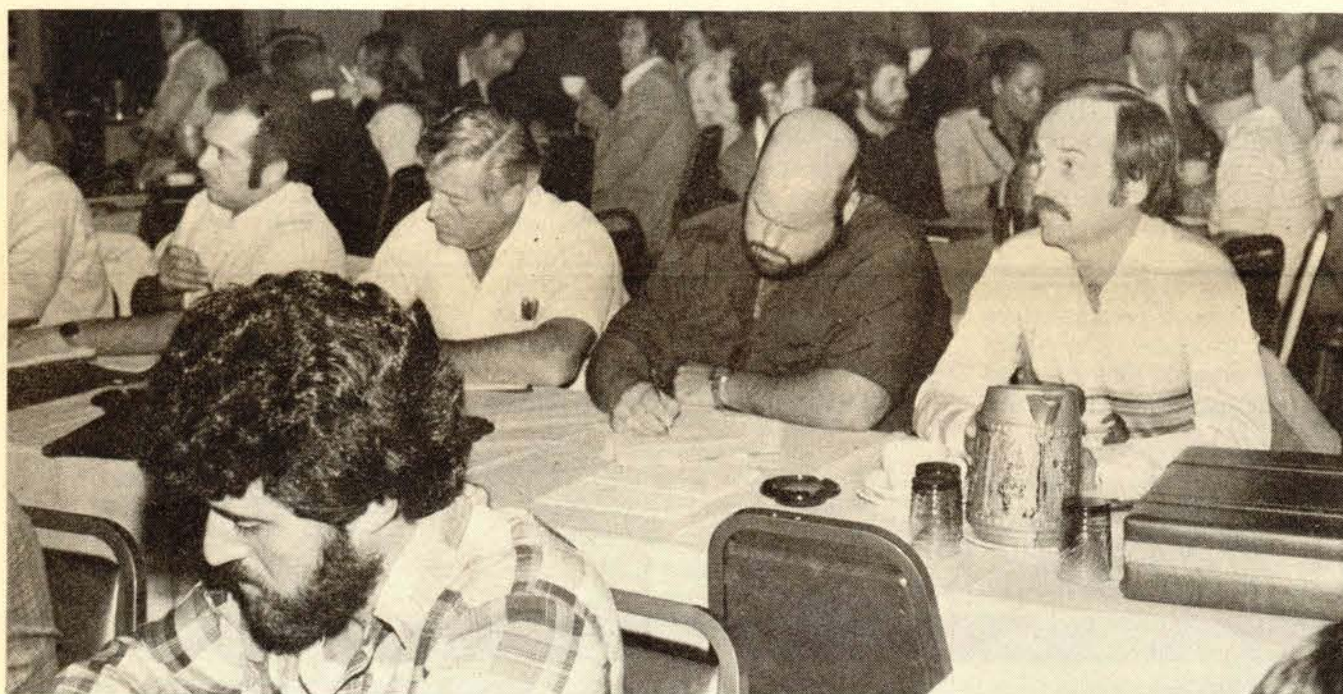
Advisory Council members attend c



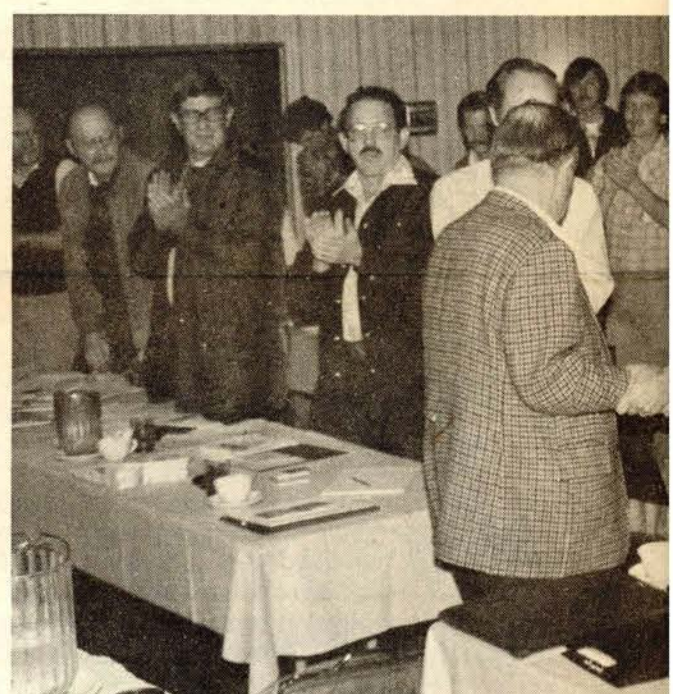
Exchange of gavel



Fitzsimmons opens meeting



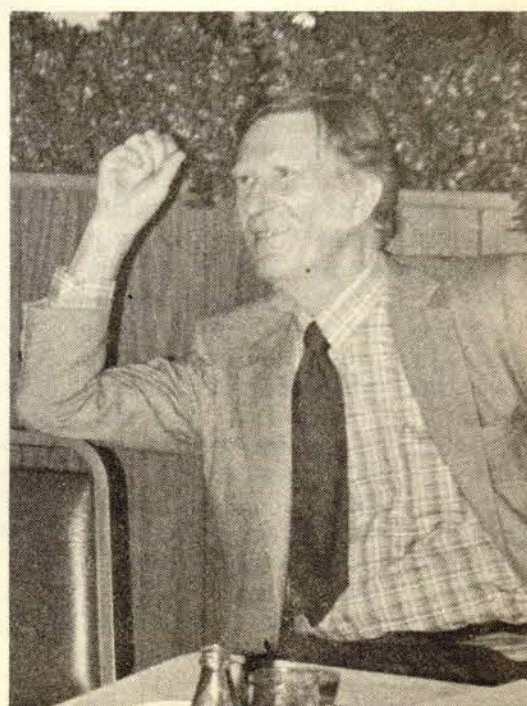
Council members, l-r, rear: Frank R. Locati, Jim Coe, Maurice E. Marcillac, and Perry Zimmerman. Foreground: Tony Gonsalves.



Retiring Business Manager Mert Walters receives standing ovation



Jan McCracken, center, and Maurice E. Marcillac, r, are sworn in.



L. L. Mitchell, former IBEW Local 1245 Business Manager, 1971-1977, was in the audience.

Rep

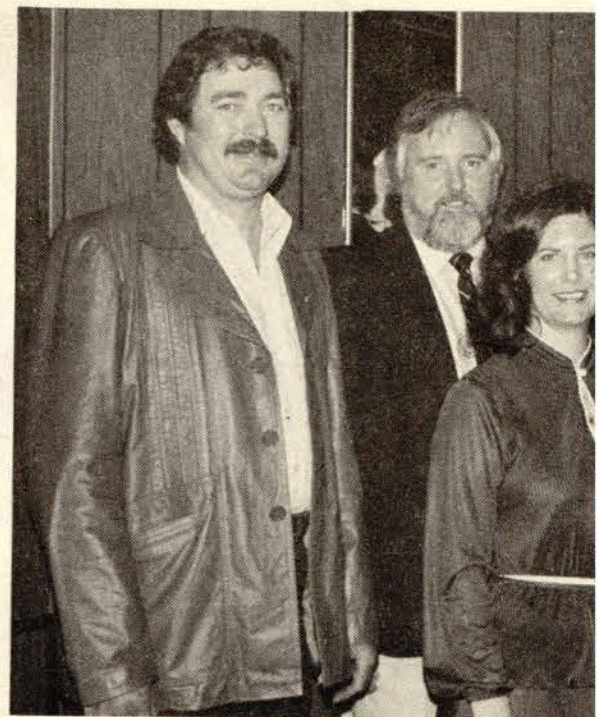
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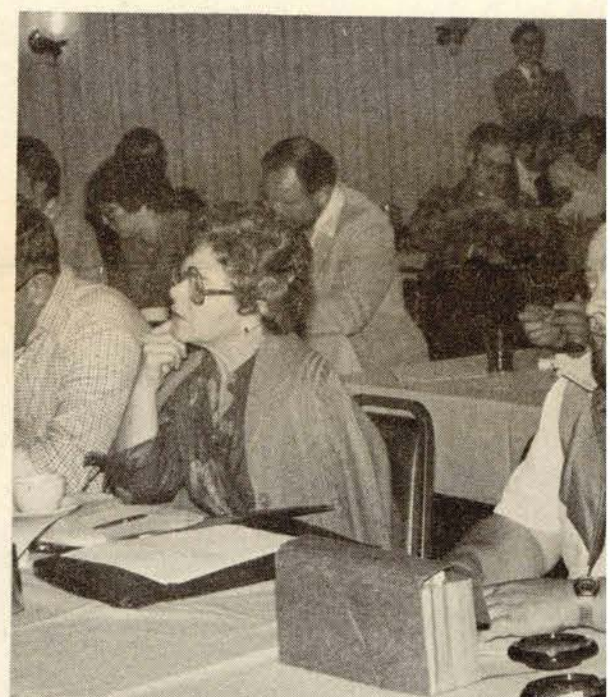
Fitzsimmons opens meeting



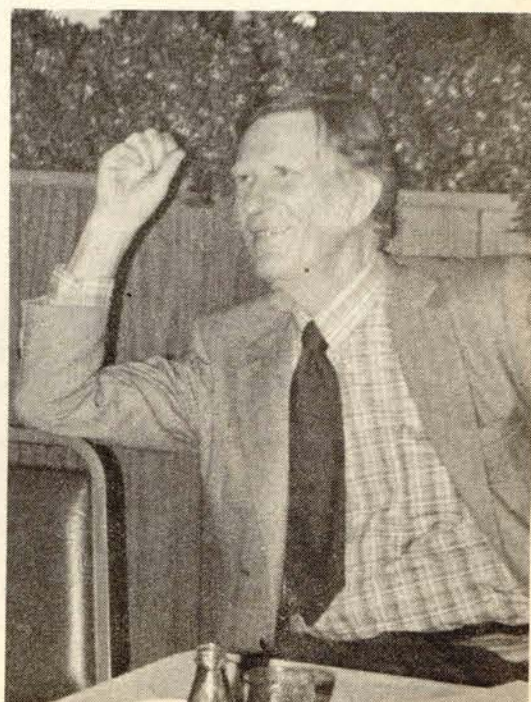
New Executive Board



Retiring Business Manager Mert Walters receives standing ovation.



Council participants, l-r, rear: Cindy Vallejo, Gary W. Ab Foreground, l-r, Ann Spencer, Deet James Steadman and



L. L. Mitchell, former IBEW Local 1245 Business Manager, 1971-1977, was in the audience.

Reports presented

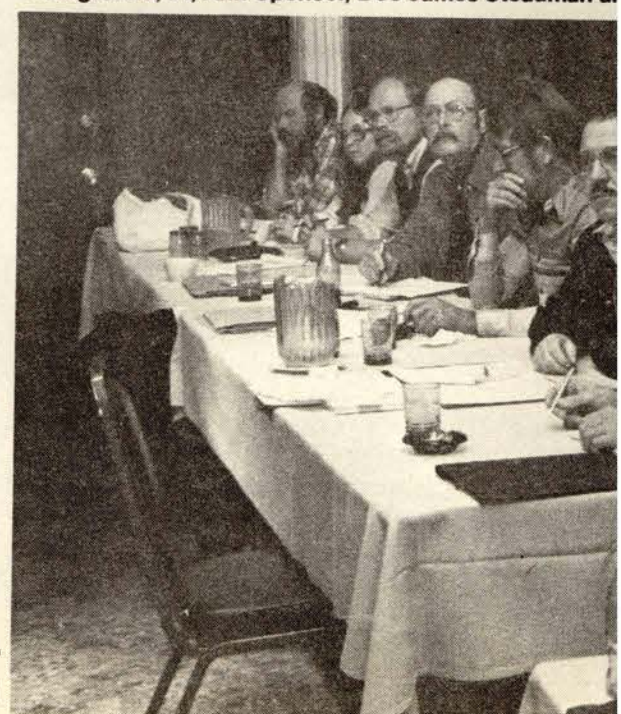
Some 26 Advisory Council members and alternates recently attended a quarterly Council meeting in Concord where IBEW Local 1245 staff brought the Council up to date on current Union activities.

Administrative staff presented full reports, and Business Representatives came in from surrounding areas to attend the two-day meeting.

Council members participating in the meeting, but missing the lens, included Jim Russell, Humboldt Division, and Will Rodriguez, Shasta Division.

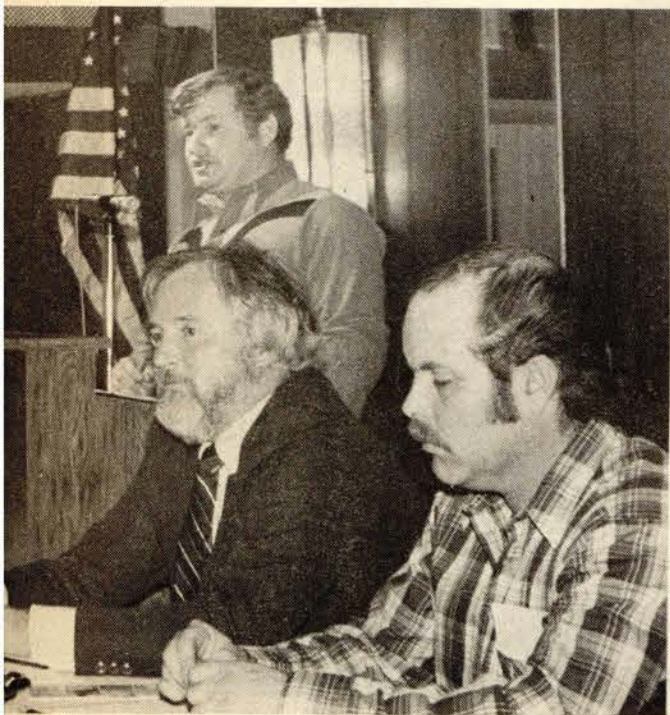
Photos in the top row show former President Ron Fitzsimmons, foreground left, presenting the gavel to new President Howard Stiefer while the Executive Board looks on, l-r, Ray Friend, Jack McNally, Business Manager; Nannette Brownlee, Kathy Tindall, Bill Peitz, Jay Burton, and Charles Kasper.

The next meeting of the Advisory Council is scheduled for the first weekend in May, the 2nd and 3rd, at the Concord Inn.



Council participants: l-r, rear, Daniel K. Melaneph, Wil Jan McCracken, Russell L. Frith, William R. Miller, Sta

Quarterly meeting in Concord

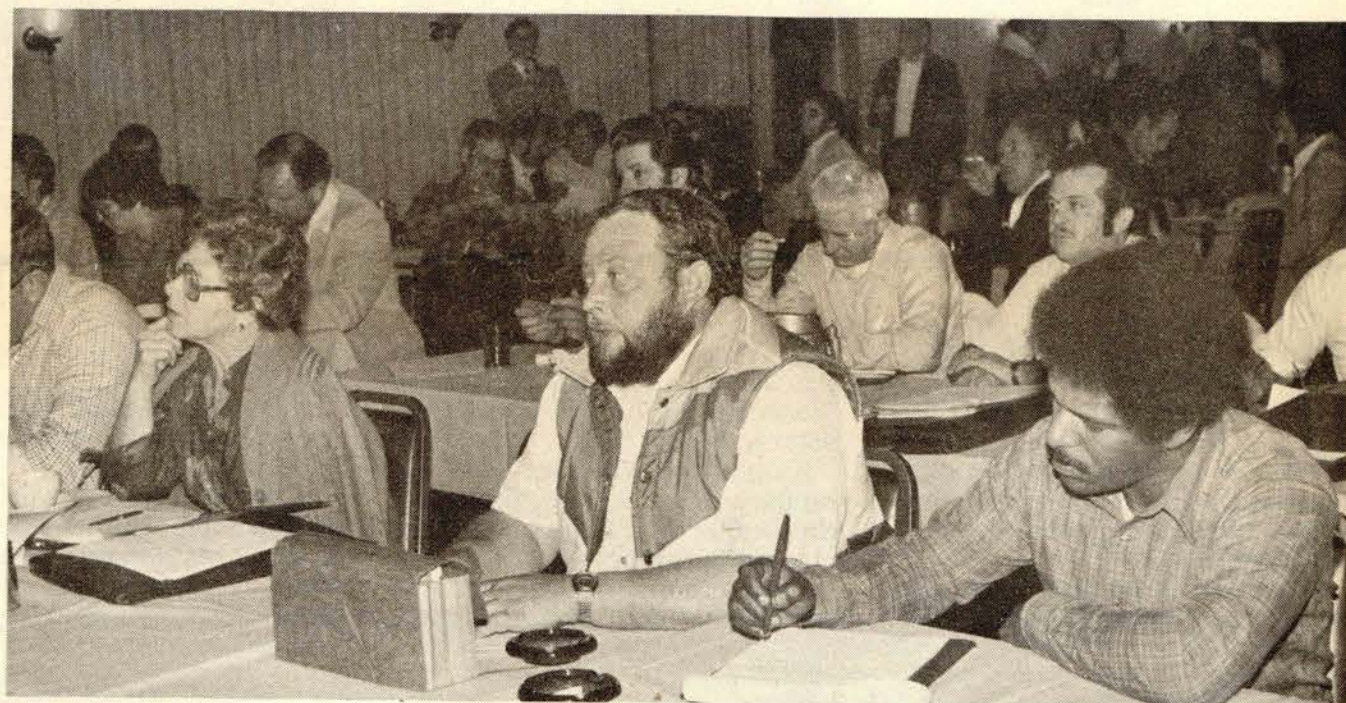


New Executive Board

Photos by Carol Bedsole



ation.



Council participants, l-r, rear: Cindy Vallejo, Gary W. Abrahamson, Jim Mitchell, Larry Casserly, and Frank R. Locati. Foreground, l-r, Ann Spencer, Dee James Steadman and Ernest K. Jones, Jr.

Reports presented

26 Advisory Council members and alternates attended a quarterly Council meeting in Concord where IBEW Local 1245 staff brought the Council up to date on current Union activities. Administrative staff presented full reports, and Business Representatives came in from surrounding areas to attend the two-day meeting. Council members participating in the meeting, but not in the photo, included Jim Russell, Humboldt Division, and Will Rodriguez, Shasta Division. Photos in the top row show former President Ron Simmons, foreground left, presenting the gavel to President Howard Stiefer while the Executive Council looks on, l-r, Ray Friend, Jack McNally, Business Manager; Nannette Brownlee, Kathy Tindall, Treasurer, Jay Burton, and Charles Kasper.

Next meeting of the Advisory Council is scheduled for the first weekend in May, the 2nd and 3rd, at the Sheraton Inn.



Council participants: l-r, rear, Daniel K. Melanephy, Wilfred Nunez, T. G. Brown and Ed Myall. Foreground, l-r, Tom Smiley, Jan McCracken, Russell L. Frith, William R. Miller, Stan Justis, Duane Bartlow, Richard Madden, and Jay Killgore.

Lightning strikes Local 1245 Lineman

by Jean Fudem

Roger Lopes, a PG&E Lineman, General Construction, was struck by lightning during emergency storm repair work and is alive to talk about it.

Amazingly he sustained only minor injuries in the freak accident.

Lopes, who'd only been back to work for three days following a year's Long Term Disability Leave, was re-stringing a fallen conductor in the early evening on a rain-drenched hill, in mountainous terrain outside of San Jose, during the rash of stormy weather in late January.

It was pouring. Lopes, 29, and Apprentice Lineman Steve Fowler, both drenched, were on top of a saturated pole while their heavy equipment crew, out of PG&E's G.C. Milpitas Yard, worked in an adjacent tree-clustered area.

Apprentice Lineman Mike Stiles was clearing up the line in a nearby tree. Lineman Charles Williams and Apprentice Lineman Brad Fransen were readying material on the ground while Russell Knight, Line Driver, was making tie wires.

Lopes and Fowler were alarmed when the sky first lit up with lightning in the immediate area.

"You could feel the static," said Lopes. "It was really strong."

The two men recall briefly discussing coming off the pole, but kept working along with the rest of the crew.

"That first strike felt like it was in my back pocket," Lopes said,

adding that he remembers thinking, "If it hits again, I'm going down."

Only an instant later a lightning bolt struck Lopes. He was knocked unconscious. He fell upside down on the slippery pole into his safety strap.

Fowler, uninjured, fearing the worst, quickly checked for his partner's vital signs and was relieved to discover Lopes had a pulse and was breathing regularly. Then he initiated rescue procedures.

Lopes had tangled into Fowler's safety strap, restricting him from moving freely. With some struggle Fowler undid his own safety and, holding onto the pole with one hand, reached around and tied the nearby handline through Lopes' D-rings.

On the ground Williams and Knight were steadying the handline, allowing Fowler to cut loose Lopes' safety strap.

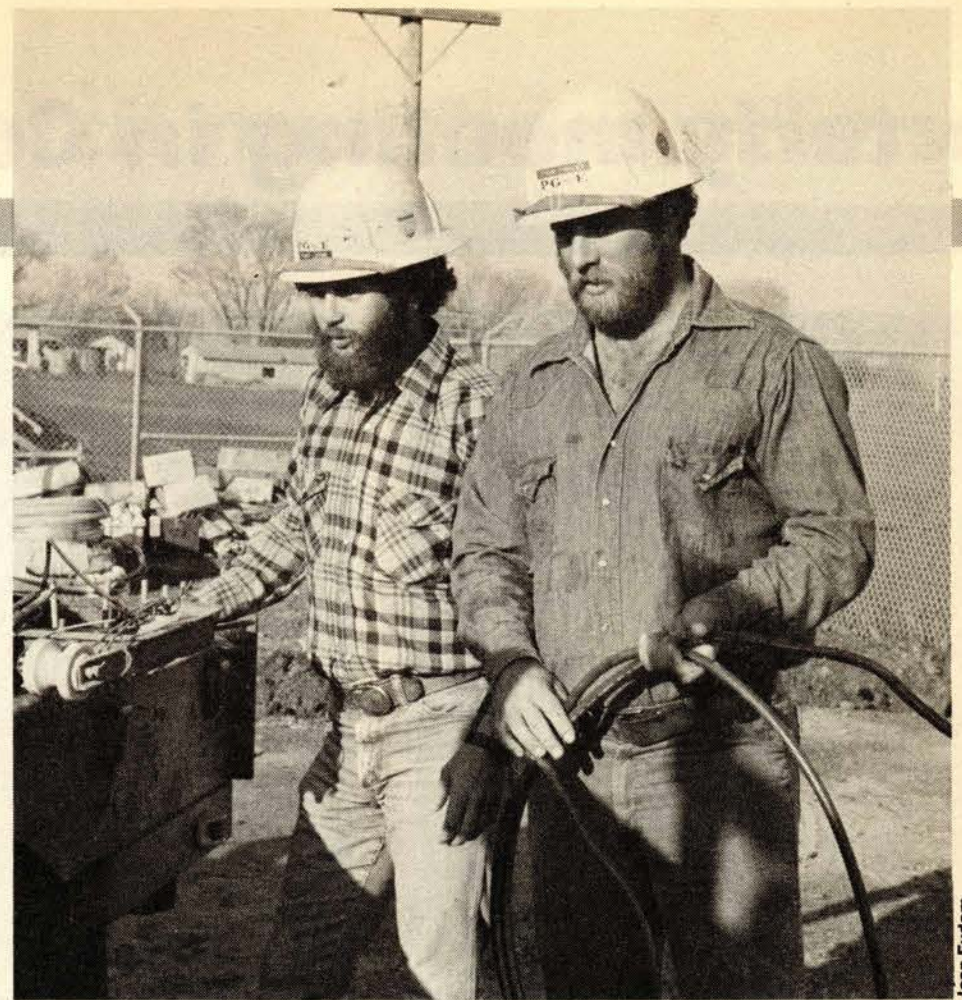
Barely a minute passed when

Rescue 'goes like clockwork'

Lopes regained consciousness and was slowly lowered to the ground as Fowler guided him away from the pole on the way down.

Knight and Williams, following established safety procedures, re-checked for vital signs when Lopes reached the ground.

Other crew members rallying to assist the rescue were Bo Glenn,



Roger Lopes, left, back at work with partner Steve Fowler.

Lineman; Jerry Sharp, Field Mechanic; Jeff Rubbo, Groundman; and Ron Glass, Equipment Operator. They wrapped Lopes in a blanket and carried him 300 feet to a waiting pickup truck, then drove him down to the edge of the road to meet paramedics, who had been

summoned by Kas Baracosa, Heavy Crew Foreman.

When the Medivac paramedics arrived they administered an IV to stabilize Lopes.

At the hospital it was discovered that he had sustained first degree burns on his left arm and left knee, where the lightning entered and exited.

Doctors at San Jose Hospital put a cast on his arm to immobilize it, which was later removed. He was in the hospital for four days before he returned to his home in Turlock.

"Everyone was really shaken-up," said Stiles. "We all felt the electric shock as it travelled on its path."

Crew member Williams was also taken to San Jose Hospital for treatment of minor burns, which he received on his hands while holding the bond wire.

The crew's quick action was praised by Lopes who said, "Everything went like clockwork, they just didn't miss a move."

"I sure came out a lot better than I expected," he said. "My leg was paralyzed at first and I was afraid it wasn't there anymore."

"They sure got me off the pole fast, and I think the safety program at PG&E really helped. The fact that I wasn't wearing any jewelry saved my hands. Any small accident can turn into a large mishap if you are wearing metal," he said.

Lopes had earlier broken his leg when last year he and Fowler were skiing at Kirkwood Meadows near Tahoe. Complications with that injury necessitated a long recovery.

Shop Steward Don McKinley visited Lopes in the hospital following the accident. McKinley said the Company requires everyone to attend safety meetings at least four times a year when they go over safety and first aid techniques, as well as pole-top rescue.

"Sometimes it seems boring to sit in the safety meetings for two hours," said McKinley, "but when an accident happens it all comes back to you. It is worth it all to be able to help."

Back at work shortly after the lightning incident Lopes said, "I'm still shaky... as long as there aren't any clouds in the sky it's all right... (otherwise) nobody wants to stand by me."



Weeks following the accident the crew can sit around the Bull Room and make a few jokes about "lightning always striking twice." Pictured left to right are Mike Stiles, lightning victim Roger Lopes, Steve Fowler, Brad Fransen, Charles Williams, and Russell Knight.

OUTSIDE LINE

by Bill Twohey
Business Representative

Dental Benefit Plan For All LINECO Participants

At a recent meeting of the trustees of LINECO, the decision was made to provide dental benefits to all eligible employees and their dependents at no cost to them. These benefits have an effective date of March 1, 1981.

Special claim forms will be available at the Dispatch Office. Descriptive booklets are being mailed out to the membership. If you do not receive your booklet, please contact this office. The eligibility rules for the dental plan are the same as for the medical plan: 120 hours worked in one month make you eligible in two months. For example, 120 hours worked in January 1981

make you eligible in March 1981. You may contact this office if you have any questions as to your eligibility, or the dental plan.

Increase in Death Benefits

Effective January 1, 1981, the amount of the life insurance benefit will be increased from \$2,500 to \$5,000, and the amount of the accidental death and dismemberment benefit will also be increased from \$2,500 to \$5,000. This will be effective in respect to all deaths occurring on and after January 1, 1981, except in respect to those individuals who were on permanent and total disability prior to that date and, therefore, qualify for the amount of death benefit which was effective on the date of their total disability.

APPOINTMENTS

Central Labor Council
Sacramento County
Ken Meyer

Sacramento Public Employees Council
Ken Meyer

Negotiating Committees
Davey Tree Wage Negotiating Committee
John Carajan
Carl Brown
James Turner

CP National - Lassen
Kelley Holmes

Local Union
Safety Committee Chairperson
Ron Fitzsimmons

Stress: How to spot it, what to do — free workshop set for members

by Aaron Black, Institute for Labor and Mental Health

Stress at work is one of the most dangerous and common occupational safety and health hazards in many workplaces. It is also a hazard that is often hidden because its effects show up in many different ways and we often think of its effects as personal problems.

The Institute for Labor and Mental Health is sponsoring a free Saturday morning workshop on occupational stress and what can be done about it. The workshop will include information on how to recognize stress, some basic stress reduction techniques, as well as discussions on

ways to change stressful working conditions.

The workshop is free to all Bay Area union members and their families, and will be held Saturday, April 11 from 10 a.m. to 1 p.m. at 3137 Telegraph Ave. in Oakland. Call 653-6166 for more information and to reserve a place.

Psychologists and social workers, long active in the labor movement head up the program.

If you live outside the Bay Area, and attending the workshop is inconvenient, you can request a free informative brochure on stress, and coping with it, by simply contacting the Institute.

include:

- job speed-ups
- shiftwork
- overtime
- lack of decision-making over the work we do
- job insecurity
- isolation from co-workers
- harassment
- In addition, the actual physical conditions we work in cause us stress; such as:
- constant noise
- machine vibrations
- eye strain
- poor ventilation

How Do We Bring Stress Home

One of the ways we commonly deal with the stresses at work is to say to ourselves that we can put up with work stress because our "real lives" are at home and it is there we can find refuge from the stresses and pressures of work. But instead we often come home drained and distanced, unable to give energy to the people we love.

Stress at work is brought home because we can't throw off the frustrations, tensions, that we experience on our jobs when we leave work.

What Can We Do About Stress

The first step in dealing with workplace stress is to recognize how stress affects you personally and identify the sources of stress on your job.

What Are the Stress Factors On Your Job

Below are a list of some of the main causes of stress at work. Check which ones you face at work. If you check more than one, You are facing stress at work.

1. lack of control over your work situation.
2. lack of opportunity to use your

own creativity and intelligence at your work.

3. lack of say over what you are producing and how.
4. excessive noise.
5. poor ventilation or heating.
6. poor lighting.
7. forced overtime.
8. shiftwork.
9. speed-ups.
10. conflicting job demands.
11. lack of job security and the fear of unemployment.
12. inadequate recognition for the good work that you do.
13. insensitivity or lack of respect from supervisors and managers.
14. racism and sexism.
15. isolation from fellow workers.
16. fear of accident, illness, or death from the job.

Here Are Some Of The Ways That Stress Shows Up In Your Body

- a. fatigue
- b. increased susceptibility to illness
- c. headaches
- d. neck and back pains
- e. insomnia
- f. arthritis
- g. colitis
- h. ulcers
- i. high blood pressure
- j. heart attacks and strokes

Stress Also Shows Up In Other Ways

- getting more angry with your children or spouse than the situation requires.
- feeling without energy to pursue activities after work or on weekends
- general apathy: no sense that you can make changes in your life, in the world, in your community, or in your union.
- desire to forget about everything by watching T.V. or using drugs or alcohol—tensions with fellow workers
- a general state of nervousness and unease

If any of the above applies to you — you can expect to suffer further symptoms of stress. Stress has serious consequences and can't be ignored.

It is a myth that stress is always the result of "personal problems." In fact, stress is a health problem which is often caused or aggravated by conditions at work. For increasing numbers of working people today, the one occupational hazard shared in common is stress on the job. The stresses we face on our jobs affect our health and the way we feel about ourselves both at work and at home.

Stress is often a difficult thing to pin down because the same stressful condition can affect people in different ways. One person might get headaches, another back aches or stiff muscles, or indigestion, or fatigue, or a whole host of other symptoms. All of these are early warning symptoms of stress and indicate that we are under more stress than we realize.

So what exactly is stress, where does it come from, and how do we deal with it?

What Is Stress

Most of us have had a frightening experience and can remember

saying to ourselves, "our adrenalin was really pumping." Our hearts pound, we break into a sweat, and breathe rapidly. Our entire body is mobilized against an outside danger, a "fight or flight" response. Our bodies' hormone and nervous systems gear up to provide us with extra energy to combat the stress.

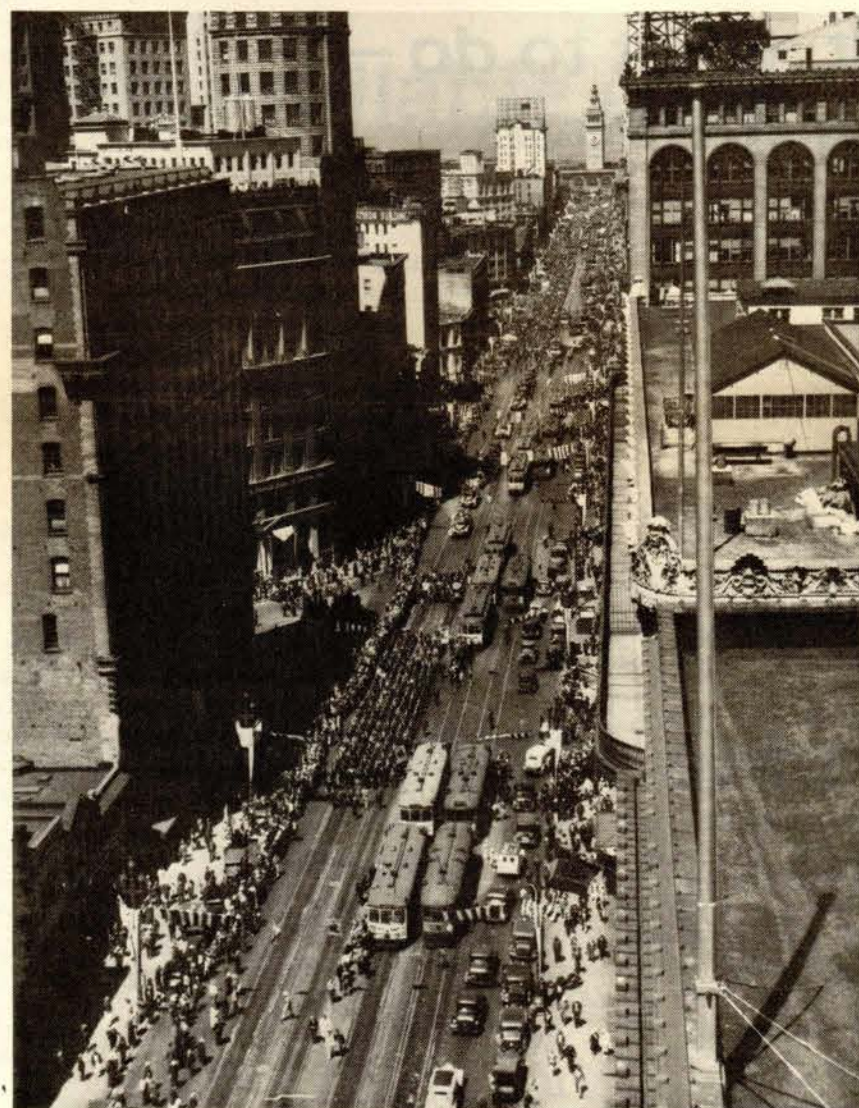
This stress reaction is a natural and positive response to an immediate or potential threat. But when our bodies have to respond to stress for prolonged and uninterrupted periods of time, day-in and day-out, this once positive response can cause problems. The mechanisms which our bodies have used to combat long term stress can lead to diseases such as high blood pressure, heart disease, ulcers, lowered resistance to other diseases.

Where Does The Stress Come From

Usually our jobs produce stress that is day-in and day-out, that slowly grinds us down. There are stresses that are common to all jobs and some of these causes of stress

100 years of labor

From COPE, Committee on Political Education, AFL-CIO.



Unionism has a valiant history on the West Coast. Two of these photos recount the early days of a General Strike in San Francisco in 1934 where two strikers were killed. Their funeral procession down Market Street where thousands of people lined the street is shown in the photo at right. Top photo shows picketers in the three-month strike by the then International Longshoremen's Association. Bottom photo details farm laborers' picketing caravan in California's Central Valley in the early 1930s.



Special centennial symbol will be used throughout 1981 to mark the 100th anniversary of the American labor movement. The theme of the year-long observance is "A Century of Achievement, A Challenge for the Future."

1881-1981: 100 YEARS

The American labor movement celebrates its centennial this year. From the beginning, politics has been a priority activity.

In November 1881, in Pittsburgh, Pa., the founders of the Federation of Organized Trades and Labor Unions (forerunner of the AFL formed in 1886) saw that political involvement was essential to the growth and strength of the national trade union movement they envisioned. In a declaration of principles and a 13-point platform, they set forth key goals for the fledgling organization and its members.

The first 12 planks stressed mostly legislative objectives. The 13th was a call for political action to achieve them:

"That we recommend all trades and labor organizations to secure proper representation in all law-making bodies by means of the ballot..."

Eventually, that one recommendation fathered the CIO Political Action Committee, the AFL Labor's League for Political Education and, when the two federations merged in 1955, COPE. It led to a national political program that involves millions of union members and their families in the democratic process.

The early goals listed on the inside pages have long since been won. But new ones continually emerge in our evolving society, and old gains must be defended vigilantly.

In the century since adoption of the Declaration of Principles, through victories and setbacks, the labor movement has strived always to help politically candidates and programs committed to the basic purpose stated in Pittsburgh in 1881: to secure for working people and their families "the recognition of the rights to which they are justly entitled."

From the NAM in the early days and still, to the "new right" of today, it has survived every attack. Indeed, the labor movement comes back each time stronger. So it has been for the past century; so it will be for the next.

FEDERATION OF ORGANIZED TRADES AND LABOR UNIONS OF THE UNITED STATES AND CANADA.

DECLARATION OF PRINCIPLES.

PREAMBLE.

WHEREAS, A struggle is going on in the nations of the civilized world between the oppressors and the oppressed of all countries, a struggle between capital and labor, which must grow in intensity from year to year and work disastrous results to the toiling millions of all nations if not combined for mutual protection and benefit. The history of the wage-workers of all countries is but the history of constant struggle and misery engendered by ignorance and disunion; whereas the history of the non-producers of all ages proves that a minority, thoroughly organized, may work wonders for good or evil. It behooves the representatives of the workers of North America, in Congress assembled, to adopt such measures and disseminate such principles among the people of our country as will

unite them for all time to come, to secure the recognition of the rights to which they are justly entitled. Conforming to the old adage, "In union there is strength," the formation of a Federation embracing every trade and labor organization in North America, a union founded upon a basis as broad as the land we live in, is our only hope. The past history of Trades Unions proves that small organizations, well conducted, have accomplished great good, but their efforts have not been of that lasting character which a thorough unification of all the different branches of industrial workers is bound to secure.

Conforming to the spirit of the times and the necessities of the industrial classes, we make the following:

PLATFORM.

1. RESOLVED, That an organization of workingmen into what is known as a Trades or Labor Union should have the right to the protection of their property in like manner as the property of all other persons and societies, and to accomplish this purpose we insist upon the passage of laws in the State Legislatures and in Congress for the incorporation of Trades Unions and similar labor organizations.

2. That we are in favor of the passage of such Legislative enactments as will enforce, by compulsion, the education of children; that if the State has the right to exact certain compliance with its demands, then it is also the right of the State to educate its people to the proper understanding of such demands.

3. That we are in favor of the passage of laws in the several States forbidding the employment of children under the age of fourteen years in any capacity, under penalty of fine and imprisonment.

4. That necessity demands the enactment of uniform apprentice laws throughout the country; that the apprentice to a mechanical trade may be made to serve a sufficient term of apprenticeship, from three to five years, and that he be provided by his employer, in his progress to maturity, with proper and sufficient facilities to finish him as a competent workman.

5. That the National Eight Hour law is one intended to benefit labor and to relieve it partly of its heavy burdens; that the

evasion of its true spirit and intent is contrary to the best interests of the Nation; we therefore demand the enforcement of said law in the spirit of its designers.

6. That it is hereby declared the sense of this Congress that convict or prison labor, as applied to the contract system in several of the States, is a species of slavery in its worst form; that it pauperizes labor, demoralizes the honest manufacturer and degrades the very criminal whom it employs; that, as many articles of use and consumption made in our prisons under the contract system come directly and detrimentally in competition with the products of honest labor, we demand that the laws providing for labor under the contract system herein complained of be repealed, so as to discontinue the manufacture of all articles which will compete with those of the honest mechanic or workingman.

7. That what is known as the "order" or "truck" system of payment, instead of lawful currency as a value for labor performed, is one not only of gross imposition, but of downright swindle to the honest laborer and mechanic, and calls for entire abolition, and we recommend that active measures shall be enforced to eradicate the evil by the passage of laws imposing fine and imprisonment upon all individuals, firms or corporations who continue to practice the same.

8. That we favor the passage of such laws as will secure to the mechanic and workingman the first lien upon property

the product of his labor, sufficient in all cases to justify his legal and just claims; that proper provisions be made for legally recovering the same.

9. That we demand the repeal and erasure from the statute books of all acts known as conspiracy laws, as applied to organizations of labor in the regulation of wages and the number of hours which shall constitute a day's work.

10. That we recognize the wholesome effects of a Bureau of Labor Statistics as created in several States, and we urge upon our friends in Congress the passage of an act establishing a National Bureau of Labor Statistics, and recommend for its management the appointment of a proper person, identified with the laboring classes of the country.

11. That we recommend to the Congress of the United States the adoption of such laws as shall give to every American industry full protection from the cheap labor of foreign countries.

12. That we demand the passage of a law by the United States Congress to prevent the importation of foreign laborers under contract.

13. That we recommend all trades and labor organizations to secure proper representation in all law-making bodies by means of the ballot, and to use all honorable measures by which this result can be accomplished.

NOVEMBER 1881

Proposed improvements detailed for members

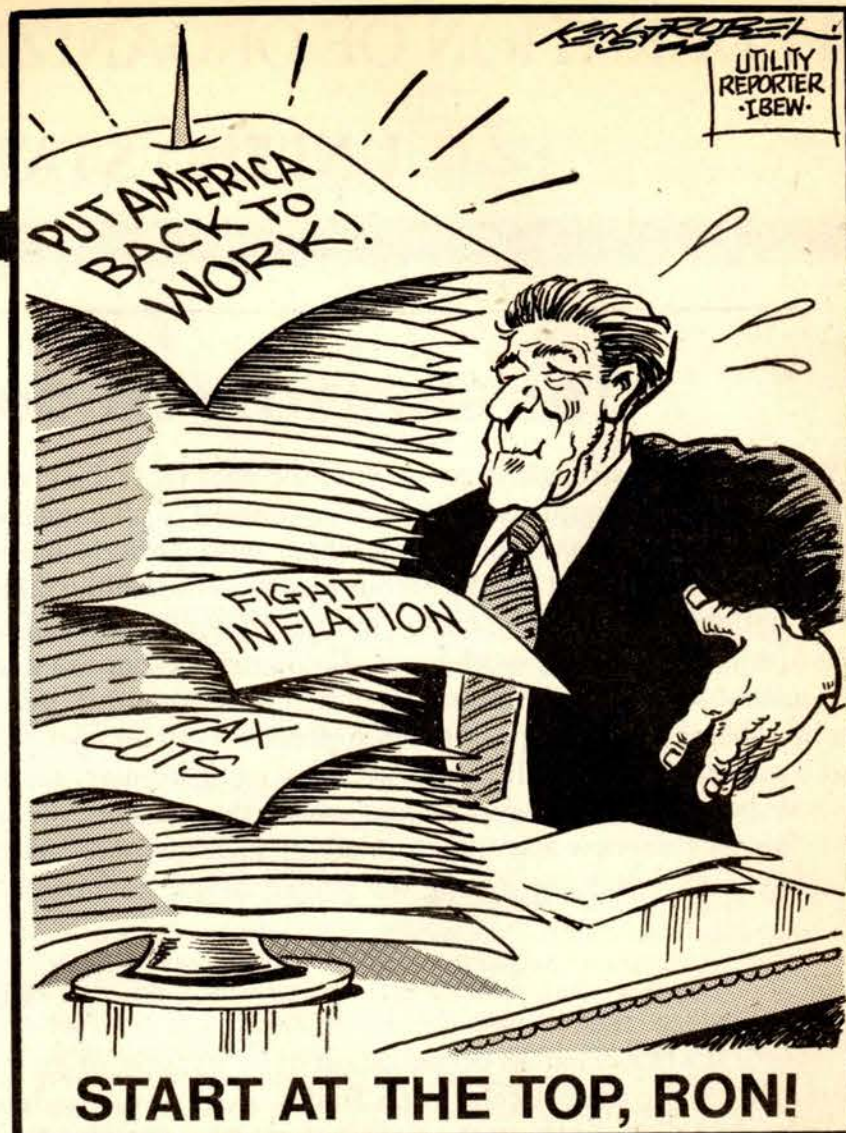
The following outlines the major items agreed to in bargaining and which are contained in the offer:

Retirement Plan:

1. From 1-1-81, the Retirement Plan, as proposed, will apply only to bargaining unit employees represented by IBEW, Local 1245 and by the Engineers and Scientists of California. Company has stated that it will notify the Unions of its retirement plan for non-bargaining unit employees as soon as it reaches that decision.
2. The term of the Retirement Plan will be two years retroactive to

January 1, 1981.

3. The Pension Plan will be converted to a Band system which is designed to improve all pensions during the term of the Agreement.
4. An Additional Retirement Income formula has been developed which will provide increased pensions by giving consideration, during an employee's 3 consecutive years of highest premium level (but not earlier than 1978), for shift, nuclear and Sunday premiums and temporary upgrades all at the straight-time rate of pay and for traveling adjustments.



START AT THE TOP, RON!

6. That within one year following ratification, any bargaining-unit employee hired prior to January 1, 1973 who did not join the pension plan when first eligible may buy back any number of months or years of such lost Credited Service. The cost for such buy back will be: for the first 5 years, 5% of the employee's current monthly wage for each month of restored Credited Service, and for all time beyond the first 5 years, 10% of the employee's current monthly wage for each month of restored Credited Service.
7. Two adjustments to the pensions of retired employees, surviving spouses or annuitants: A 5% adjustment, effective 12/31/81 for all those who retired prior to December 31, 1980; and again, a 6% adjustment effective 12/31/82 for all those who retired prior to December 31, 1981.
8. Company agrees to surrender their legal rights not to bargain for pension adjustments with Union for retired employees.
9. Effective 1-1-81, an employee who elects to work beyond age 65 will not be entitled to a pension until Actual Retirement Date, but that all Service beyond age 65 will count as Credited Service.
3. Add 3 new HMO's to those currently being offered: Health Plan of the Redwoods (Sonoma County), Bay Pacific Plan (San Mateo County) and Lifeguard Plan (Santa Clara and Southern Alameda Counties).
4. Effective March 1, 1981 remove Los Padres Health Plan from the available HMO's due to its declared bankruptcy and to place all of its PG&E employee/members into the Blue Cross Plan.
5. In all the Health Plans provide coverage, at no cost to the employee, for dependent children up to 24 years of age.
6. In the Blue Cross Plan increase the Mental Health Benefit from \$15/visit to \$30/visit or 50% of the cost, whichever is less.
7. In the Blue Cross Plan, include well baby care coverage.
8. In the Kaiser Plan, drop the \$1 charge for dependent's office visits.

Dental Plan

1. The term of the Dental Plan will be two years.
2. Effective 1-1-82, increase the amount of covered benefits from 80% to 85%.
3. Retroactive to 1-1-81 increase the annual maximum amount of benefit costs per year per person from \$1,000 to \$2,000.
4. Retroactive to 1-1-81 provides coverage for orthodontic work where the Plan pays 70% of the costs up to a maximum of \$700 per case.

Vision Plan

1. Provide Plan 'B' of the Vision Service Plan (VSP) at a deductible cost to the member of \$5 per visit. This Plan will provide examinations and lenses once a year, and frames once each two years as needed. This Plan will be effective no later than June 1, 1981 with the premium paid by the employer.

Health Plans

1. The term of the Health Plans will be two years.
2. Blue Cross Plan costs shall be fully paid by the Company for the term of the Agreement. A Blue Cross premium equivalent will be paid to the Health Maintenance Organizations (HMO), including the Kaiser Plan, and if this amount of payment does not fully pay the HMO premium the employee/member will pay the excess or be given an opportunity to transfer into Blue Cross.

Monthly Benefit Per Year of Service for Employees Retiring in:

Basic Weekly Pay as of 1/1/81	Pension Band	1981	1982*
Up to \$309.99	1	\$17.39	\$19.48
\$310-\$319.99	2	17.95	20.10
\$320-\$329.99	3	18.51	20.73
\$330-\$339.99	4	19.07	21.36
\$340-\$349.99	5	19.63	21.99
\$350-\$359.99	6	20.19	22.62
\$360-\$369.99	7	20.75	23.24
\$370-\$379.99	8	21.31	23.87
\$380-\$389.99	9	21.88	24.50
\$390-\$399.99	10	22.44	25.13
\$400-\$409.99	11	23.00	25.76
\$410-\$419.99	12	23.56	26.38
\$420-\$429.99	13	24.12	27.01
\$430-\$439.99	14	24.68	27.64
\$440-\$449.99	15	25.24	28.27
\$450-\$459.99	16	25.80	28.90
\$460-\$469.99	17	26.36	29.53
\$470-\$479.99	18	26.92	30.15
\$480-\$489.99	19	27.48	30.78
\$490-\$499.99	20	28.05	31.41
\$500-\$509.99	21	28.61	32.04
\$510-\$519.99	22	29.17	32.67
\$520-\$529.99	23	29.73	33.30
\$530-\$539.99	24	30.29	33.92
\$540-\$549.99	25	30.85	34.55
\$550-\$559.99	26	31.41	35.18
\$560-\$569.99	27	31.97	35.81
\$570-\$579.99	28	32.53	36.44
\$580-\$589.99	29	33.09	37.06
\$590-\$599.99	30	33.65	37.69
\$600-\$609.99	31	34.21	38.32
\$610-\$619.99	32	34.78	38.95
\$620-\$629.99	33	35.34	39.58
\$630-\$639.99	34	35.90	40.21
\$640-\$649.99	35	36.46	40.83
\$650-\$659.99	36	37.02	41.46
\$660 & Up	37	37.58	42.09

*Monthly Benefit Per Year of Service amounts for the last year of the Agreement continue unless amended thru bargaining.

5. The pension reductions provided for retirement before Age 65 (Early

Retirement Discounts) will be improved as follows:

EARLY RETIREMENT REDUCTIONS					
AGE	LESS THAN 15 YEARS	15 THRU 24 YEARS	25 THRU 29 YEARS	30 THRU 34 YEARS	35 OR MORE YEARS
64	3%	0%	0%	0%	0%
63	6%	0%	0%	0%	0%
62	9%	0%	0%	0%	0%
61	12%	3%	3%	0%	0%
60	15%	6%	6%	0%	0%
59	18%	10%	9%	6%	0%
58	21%	14%	12%	9%	0%
57	24%	18%	15%	12%	0%
56	27%	22%	18%	15%	0%
55	30%	26%	21%	18%	0%