



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

Members OK package in ratification vote

A strong "yes" vote was recorded as ballots were tallied in the recent ratification election where thousands of Local 1245 members considered newly bargained for benefits in Health, Dental and Retirement Plans.

Members at Pacific Gas and Electric, Pacific Gas Transmission, and Standard Pacific Gas Line, Inc. voted overwhelmingly in support of the new offer last month.

Members ok'd a wide range of improvements offered in the hard-fought-for package including the conversion of the Retirement Plan to a pension-band system which substantially increases pension entitlements for those currently retired, and for fully paid medical coverage, an expanded Dental Plan to include orthodontic coverage, and extended dollar limits, plus inclusion of a brand new Vision Care Plan.

Members voted by a 7 to 1 margin in approving the plans.

The plans are all effective retroactive to January 1, 1981, except the Vision Care program which will go into effect June 1, 1981.

Booklets detailing the new plans will be developed and will be available to the members.

Exact dates when booklets will be available will be announced in the

Utility Reporter. Key features of the plans were outlined in the March issue of the publication, and were included along with ballots which were mailed to each member two weeks prior to the March 27 voting cut off date.

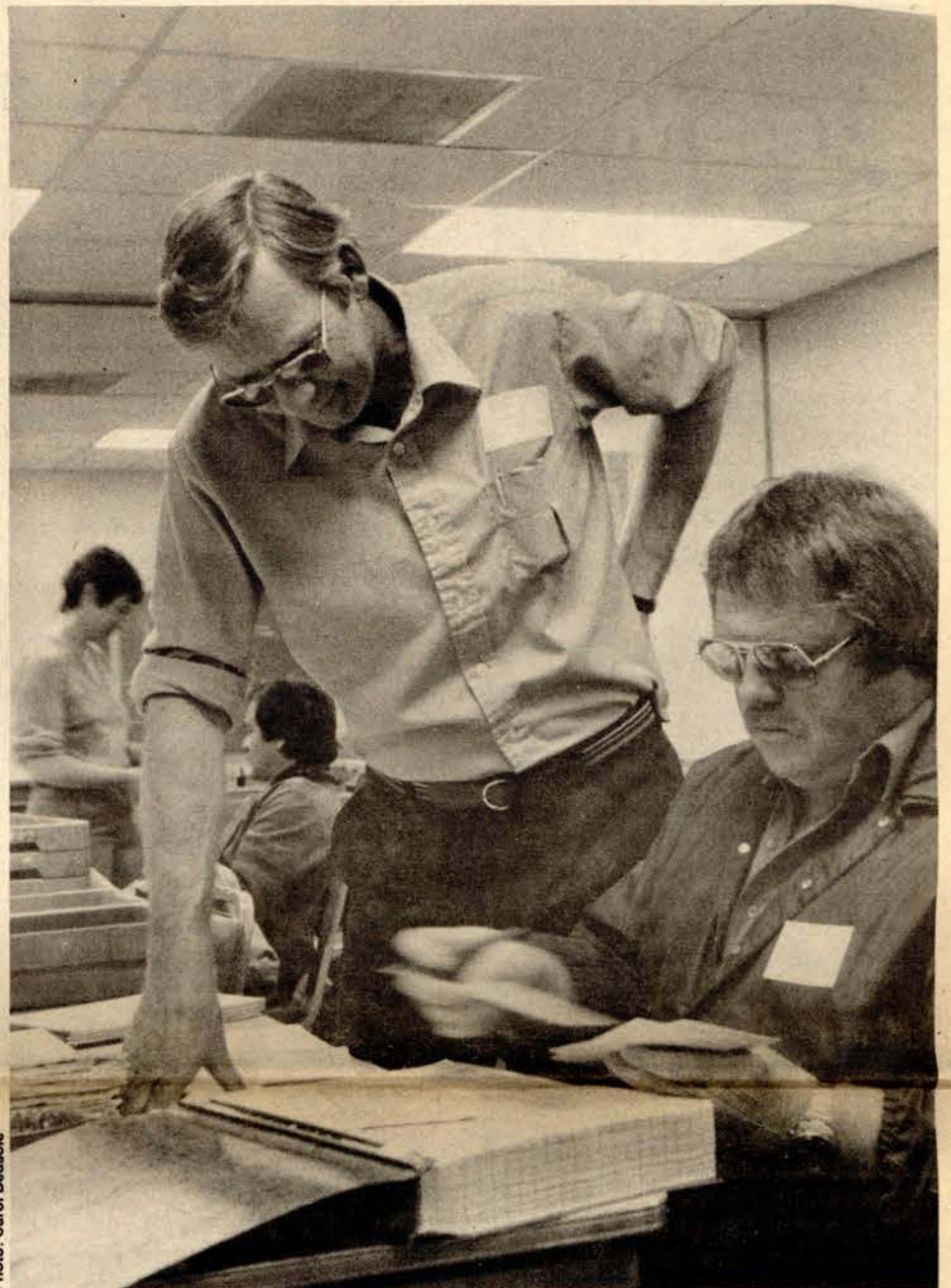
The Negotiating Committee was headed up by Business Manager Jack McNally and Assistant Business Manager Manny Mederos and included these Local 1245 rank and file members: Gary Abrahamson, Jerry Cepernich, Bob Dremel, Art Fahrner, Don McKinley, Stuart Neblett, Cortes Saunders, and Ed Seekamp.

The Committee had met for six months working to gain significant improvements to secure the future of the membership and to provide top flight Health and Dental plans.

"We're particularly pleased that we were able to establish ground rules for providing improved pension entitlements for both active and retired employees in the future having negotiated five percent increases for current retirees and surviving spouses or annuitants," Mederos stated.

"We are pleased with the results, and we're happy that the members have voiced with approval," Mederos added.

The final vote was 5,803 to 823.



BOB BURCHFIELD, IBEW Local 1245 trustee, standing foreground, oversees balloting check-off with Ron Blakemore, member of the Ballot Committee, PG&E 1981 Pension, Health and Dental Plans. Two of the other 10-member committee working in the background are Ocean, and right, Ben Valenzuela.

LINEMAN RECOVERING

Plastic surgery after 28' fall

Jerry Shott, 19-year member of IBEW Local 1245, and PG&E Troublemaker, North Bay Division, is home recovering after a devastating fall from a pole in mid February that left him with 475 fractures to his head and face.

Shott, 56, has undergone extensive plastic surgery and will be having further reconstruction within the next six months.

He fell 28 feet, head first, onto concrete on a job site in Santa Rosa when his left hook cut out. As he fell, a pole step caught him in the chest and struck his face before he landed.

Shott had just climbed the large diameter pole in preparation of operating a switch. He was lengthening his safety when he cut out.

"There were only two other men in the crew, and they were around the corner when I fell," Shott said. He was told later that when his crew

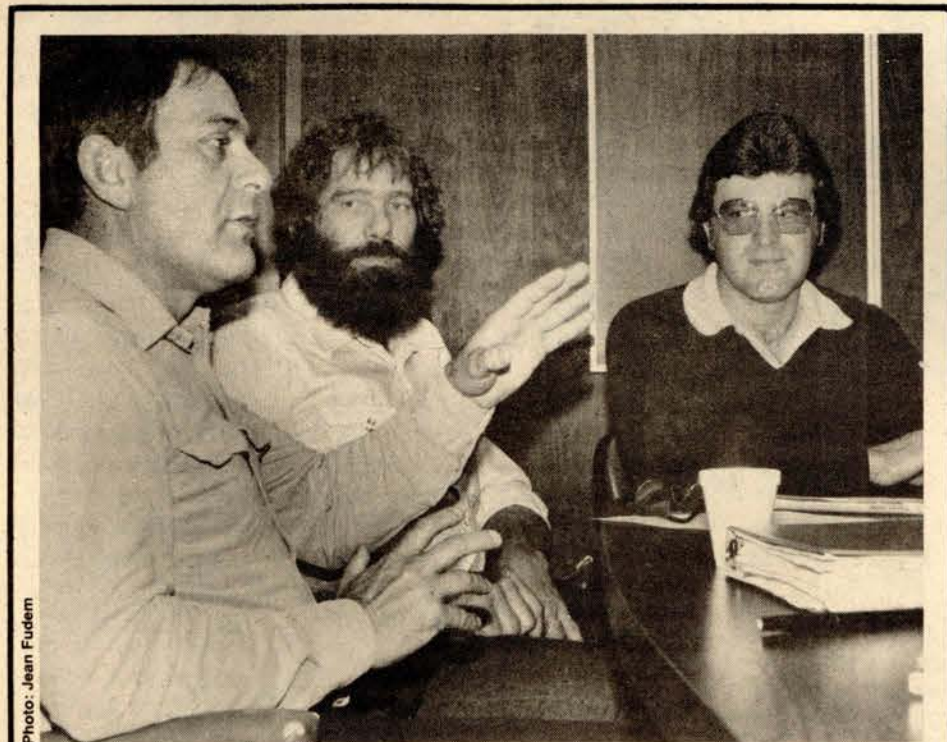
partners came around to check why the power hadn't been de-energized that they found him slightly bent over, and didn't realize that he'd been injured until he struggled to his feet and took several steps forward. Then realizing that Shott had been severely injured they administered first aid and summoned an ambulance.

Shott was rushed to Santa Rosa Memorial Hospital where doctors administered emergency services, and prepared him for surgery. He ultimately was in surgery for over seven hours.

Greg Grebnau, a Heavy Foreman, and friend of the family was notified and went to the Shott home to inform Shott's wife, Ruth, of the accident, and to accompany her to the hospital.

"I knew when I saw Greg stand-

See back page



Sierra Pacific tentative agreement balloting

IBEW Local 1245 Business Representative John Stralla, left, meets with members of the Sierra Pacific Negotiating Committee, Kurt Vanderbundt, center, and Gino Aramini. Prior to the recent ratification vote on a new tentative agreement which called for a 10.50 percent wage increase, the members were in the office preparing the ballot. Results of the vote will be announced in the next issue of the Utility Reporter.

Photo: Jean Fudem



YOUR LEGAL RIGHTS

By Frank Reilly - Neyhart, Anderson, Nussbaum, Reilly & Freitas, P.C.

Utility Reporter

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Business Manager
& Executive Editor

JACK McNALLY

Managing Editor

CAROL BEDSOLE

Executive Board

Howard Stiefer

Nannette Brownlee

Jay Burton

William Peitz

Charles Kasper

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CREDITS

Contributing Writer, Researcher
Jean Fudem, Communications
Intern

Vocational rehabilitation guarantees

Mandatory vocational rehabilitation is a benefit which the state legislature added to the Labor Code for industrial injuries sustained after January 1, 1975. To understand it one must be familiar with the problems before its existence.

Before 1975 a worker who, because of an industrial injury could not return to his former job, had no remedy against his employer other than a claim for disability benefits and medical care. The worker often lost his job; in some larger companies work might be found for him depending on the benevolent attitude of the employer.

The new law, under Labor Code 139.5, now requires the employer to report periodically the status of workers who cannot return to their jobs and to draw up meaningful alternative vocational goals. The plan must be approved by the worker and the rehabilitation bureau. Obviously each rehabilitation plan is going to be different and will take into account previous experience, age, and the worker's wishes. There is no requirement in the law that the new job pay the same amount as the one in which the worker was injured.

It is the worker's right to request rehabilitation benefits, not the employer's; that is, the employee may feel that he will be able, with the passage of time, to return to his former line of work, perhaps

after therapy or surgery.

The rehabilitation bureau, as well as most people concerned in this field, usually feel that it is in the best interests of the employee to remain with the company where he was injured rather than undergo retraining and re-employment elsewhere. Seniority rights, pension rights, and fringe benefits are fixed. On the other hand, a younger worker starting off in a construction-type job who is disabled may wish to use the rehabilitation option to choose an alternative goal. Other employees who may be disabled and who are older may decline rehabilitation benefits and elect to take early retirement rather than rehabilitation. For some, long-term disability may be the best option. The point is each case turns on its own facts; the worker should be aware that it is his benefit and he may decline it; he should be aware that he may well be entitled to long-term disability instead. Long-term disability benefits arise, not under the compensation acts, but under the collective bargaining agreement. A worker's entitlement hinges on his proving that he meets the requirements of eligibility. The eligibility requirements are, of course, spelled out in the benefits portion of the agreement.

The vocational rehabilitation plan is designed to equip the worker with new skills, or brush up old

ones to enable him to earn a productive living and not enacted for the employer to get rid of undesirable workers. There is no doubt that some employers have attempted to use the law in a punitive fashion to cut such workers off the rolls (and thus reduce their liability to pay them other employment benefits such as long-term disability or retirement benefits).

A disabling work injury is damaging enough to a worker. The prospect of changing employment or job skills is often an additional consideration which looms before him. A meaningful choice is dependent on an informed decision which weighs all the options available to him. Given the increasingly adversary system under which compensation benefits are now being delivered, any disabled worker faced with the prospect of being unable to return to his former line of work should be represented by an attorney.

Line Driver in fatality

Daniel A. Cheveres, 43, T&D Driver at PG&E was killed in an accident on the job in Oakland, Monday, March 30.

His death is the third fatality in IBEW Local 1245 jurisdiction this year.

Cheveres, a 14-year employee of the company, was standing near the controls at the rear of the crew truck while workers were attempting to remove a pole connected to a steel stub after removing the bands.

A digging bar, which was attached to the winch line from the truck, was being used to separate the stub from the pole. The bar slipped and was propelled approximately six feet to the rear of the truck, striking Cheveres in the throat with the blade end.

The accident occurred shortly after 9 a.m. Cheveres was transported to Highland Hospital where he was pronounced dead at 9:40 a.m.

He is survived by his wife and children.

Immediately following notification of the accident, Business Representatives Ron Fitzsimmons, Veodis Stamps and Joe Valentino initiated an investigation of the fatality.

Condolences were expressed to the family.



Scout Supporter Meets President Ford

Donald McDonnell, IBEW Local 1245's delegate to a recent Eagle Scout Awards dinner, had the pleasure of meeting former President Gerald Ford at the event. Scouting enthusiast McDonnell, Chairman of Fort Bragg Unit 3717, sent a letter of appreciation personally thanking Local 1245 President Howard Steifer and Local officers for the appointment as delegate to the event which attracted hundreds of Northern California scouting officials. "I hope that in some small way I have contributed to

the dignity and trust that you have placed in me," said McDonnell. "Our sponsored scout personally thanked me for the local's sponsorship. In the above picture, McDonnell, right, is shown with President Ford, center, and IBEW's-sponsored-scout Benjamin Buell. "It's seeing what kind of future leaders America will have that makes me feel very humble and proud to have experienced this event," said McDonnell, after the dinner in San Francisco.

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



A hard look at P.U.C.s; Local set to protect rights

In December of last year, Pacific Gas and Electric Company applied to the California Public Utilities Commission for a one billion three hundred million dollar rate increase to be effective in 1982. This is the largest rate increase ever applied for at one time by PG&E.

Hearings will begin shortly and will probably run through the end of 1981. This rate increase request is to offset rising costs of operating the Company. There will be many groups objecting to this increase request over the remainder of the year. Each time PG&E applies for a rate increase it opens the door for the C.P.U.C. to raise questions with respect to wages, benefits, and working conditions of our members.

At the end of 1980, PG&E received rate increases for their several water systems. In these cases, the staff of the C.P.U.C. raised questions involving the rates of pay of PG&E workers who clean and repair canals. The staff pointed out that PG&E could hire from the local labor market, workers who would work for \$5 per hour versus the higher rate paid to PG&E workers under our collective bargaining agreement. The commission staff stated they had concern over PG&E's "efficient use of Labor."

In a recent case involving General Telephone Company, the staff of the C.P.U.C. stated that General Telephone Company and the Communication Workers Union (C.W.A.) should put language into their collective bargaining agreement that would freeze promotion and transfer when not enough qualified personnel were available.

At Sierra Pacific Power Company, the Nevada Public Service Commission did in fact take away the employee discount and subsequently had to reinstate the discount as a result of a law suit brought by the Union and the Company. This decision is being appealed by the State of Nevada and is currently in the Nevada State Supreme Court.

In a current California case with Sierra Pacific Power Company, the Commission has raised the appropriateness of employee discounts and the rights under the collective bargaining process.

In the current PG&E case, the Commission asked for information regarding employee discounts which the Company provided in their exhibits. The issue is whether or not the PG&E employee who receives a discount has any incentive to conserve energy. PG&E submitted a comparison between the employee and two of his or her neighbors in order to determine whether or not the PG&E employee uses more or less energy. The comparison shows that the employee uses about the same.

The Commissions in both states take the position they can disallow certain benefits to employees if they feel it is not in the best interest of the rate payers, despite what the collective bargaining process provides under the National Labor Relations Act.

The Commissions sit between a rock and a hard place. The rate payers are irate because of the continuing rise in cost of energy, and the utilities are constantly requesting rate increases because of the gouging by the oil cartels.

As a result of this untenable position, they look where they can to reduce the heat from the rate payers. The workers become a potential candidate for their hatchet.

To date, we have successfully fended off attempts to eliminate the discounts. One strong argument is the fact that employees do conserve energy, and it is important that they continue to do so. Local 1245 has filed a lengthy brief in support of employee discounts and the labor management rights under the National Labor Relations Act in the Sierra Pacific Company's California case. If the case in the Nevada State Supreme Court is reversed, we are ready to litigate the issue in Federal Court. Local 1245 has filed as an interested party in the current PG&E case and is ready to challenge any intrusion of rights provided by the National Labor Relations Act.

Jack McNally



Photo: Bob Thomson

ORVILLE OWEN, IBEW Local 1245 Assistant Business Manager, standing center, presents a recognition scroll to Shop Steward Al Pacini, a 16-year member of the Local, at a recent Awards Presentation Banquet for PG&E workers in San Jose. Looking on is Business Representative Wayne Greer. Also honored during the evening were IBEW members, Ben Baldasano, seated far right, a 29-year-member; and Anthony Esposito, seated far left, a 31-year-member. Business Representative Bob Thomson was also among the more than 125 in attendance at the banquet.

Gamblers, get ready for Day on Delta

Captains and crews with gambling spirits: Get ready for a Day-on-the-Delta Poker Run. Sunday, May 17, sponsored by IBEW Local 1245's Antioch Unit.

The Poker Run will start and finish at Brannan Island State Recreation Area off Highway 12 east of Rio Vista, and north of Antioch. Sign in is from 7:30 a.m. to 10:30 a.m. with a small \$2 fee for each poker hand.

The boat route will include pick-up stops at King Island Marina, B&W Boat Harbor, Herman and Helen's Tower Park Marina, and Moore's Riverboat.

The object of the game is to

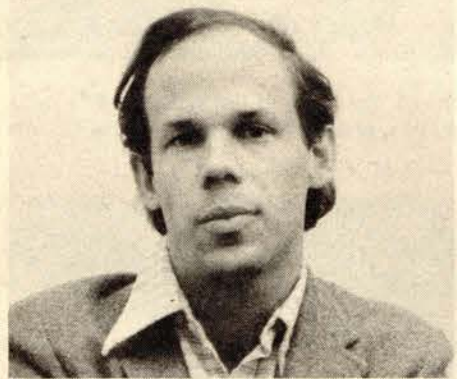
maneuver a boat to each of five locations, pick up a sealed envelope containing a single playing card and return to Brannan Island where holders of the highest hands are declared winners.

At 4 p.m., all boaters will meet at Brannan Island for the unsealing of the envelopes.

Snappy prizes will be given in two categories: one for children under 16; and one for adults. There will also be a ramp raffle in addition to the free hot dogs and beans.

It promises to be a fun day with anywhere from 100 to 200 participants expected to join in the activities.

Attorney appointed to Local 1245 Staff



Tom Dalzell is the newly appointed Staff Counsel of IBEW Local 1245.

His assignments will focus on public agencies and he will be registered as Local 1245's Legislative Advocate. He will be assuming some of the duties of former Assistant Business Manager Mert Walters, who recently retired after 33 years with the Local.

A graduate of the University of

Pennsylvania he took the Bar in California in 1976 after apprenticing with Jerry Cohen, General Counsel for the United Farm Workers.

His interest in the labor movement began in the late 60s when he travelled to California from Pennsylvania to do volunteer work with the UFW. Following college he worked with the UFW on grass roots efforts concentrating on strikes from 1972-1975, and representational elections from 1975-1977.

Dalzell is 30 years old and is single.

His first day on staff, March 30, he met with Walters who detailed key features of the new Staff Counsel's assignments.

After a day with his predecessor Dalzell commented that he has "some very big shoes to help fill," and that he is looking forward to working with staff and the membership.

Community outreach in Modesto

Members from IBEW Local 1245 and IBEW 684 recently joined forces with volunteers from the Modesto Irrigation District and Modesto, and North Modesto Kiwanis clubs as they extended helping hands in a joint community effort.

The volunteers got together on a Sunday in the middle of February to replace and repair lights on the Salvation Army's Red Shield Community Center baseball field.

Dozens of local baseball and soccer teams have league play on the field which has been without adequate lighting for some time.

The Kiwanis groups had been organizing the project for over a year and worked closely with Gil Sturgis, Business Manager IBEW Local 684, who drew up the necessary plans and materials lists. Sturgis is a former lineman and Local 1245 member.

The Kiwanis purchased the required material, the Irrigation

District provided a line truck, and dozens of volunteers both from labor and management groups met to get the job done.

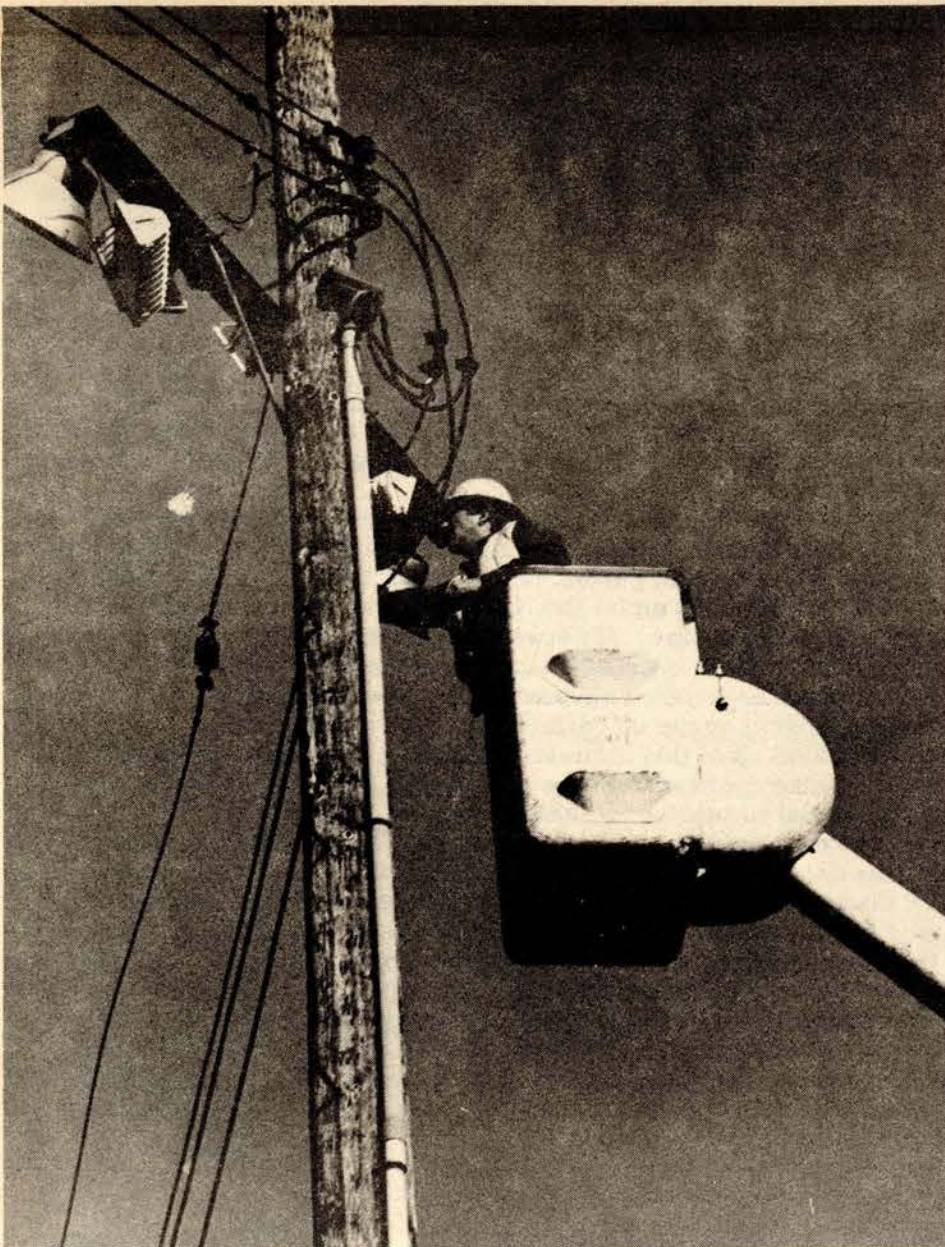
Arriving at the worksite shortly after sunrise, the volunteers were provided a hearty breakfast prepared by the Salvation Army staff and worked beyond sunset to finish up the job.

Turning out in force were Local 1245 members: Ken Raven, Lineman Foreman, Grade One, and Dave Pittman, Lineman, both Shop Stewards; and Perry Kavelaars, and Steve Harvitt, Apprentice Linemen, and Pete Dutton, Business Representative, and Bill Peitz, Executive Board member, Northern Area. Dutton is also a Kiwanis member.

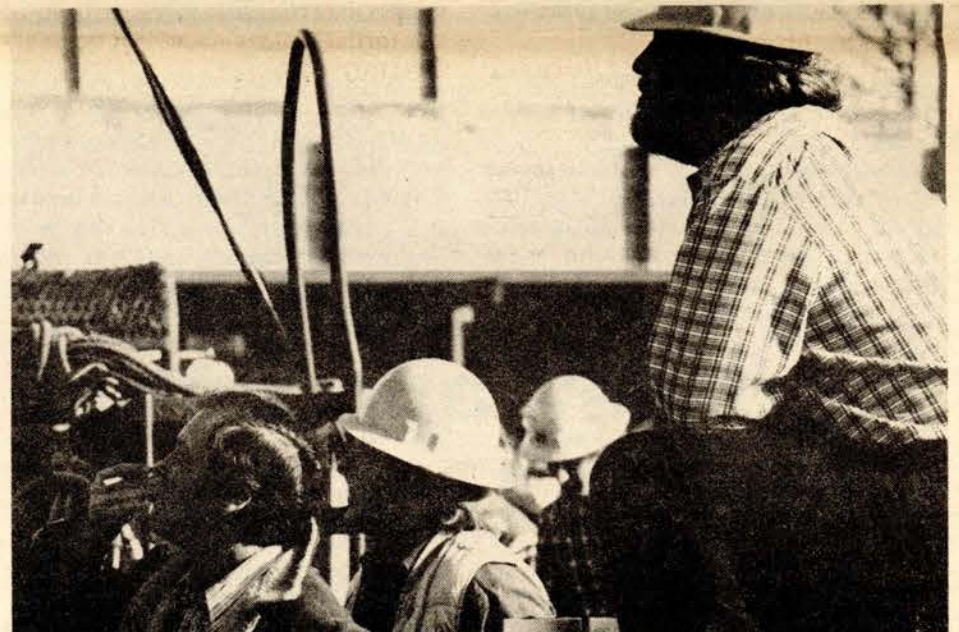
Word has it that everyone came away from the work satisfied that it had been a job well done, and a pleasure to have teamed up for such a worthwhile community project.



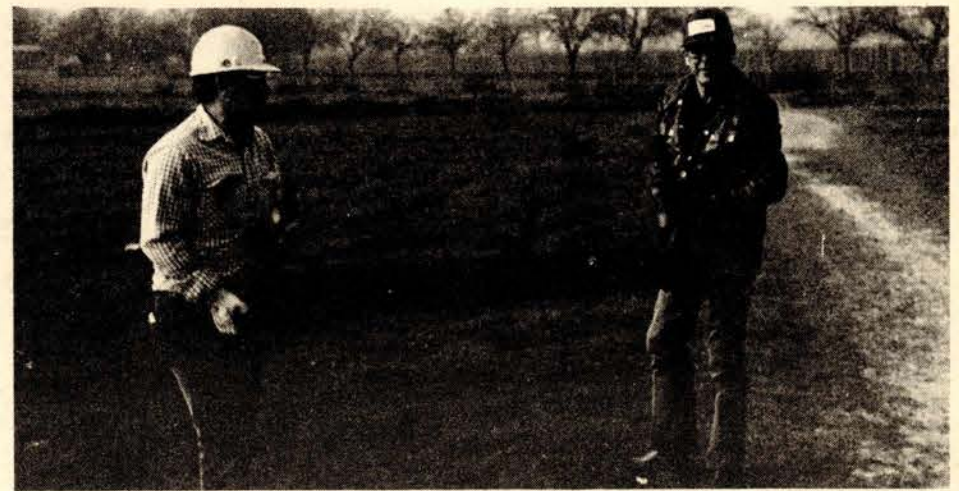
WORKING HARD... Shop Steward Dave Pittman, Modesto Irrigation District Lineman, replaces wires.



IN THE BUCKET... Ken Raven, a Shop Steward for Modesto Irrigation District is installing lights. Raven is a Lineman Foreman, Grade One.



VOLUNTEER TRIO... Gil Sturgis, left, Business Manager of IBEW Local 684, and Ken Raven, center, Shop Steward for Local 1245, and Dave Pittman, another Shop Steward for Local 1245.



TOTING A SECONDARY CROSS ARM... Bob Beck, right, member to the Board of Directors of the Modesto Irrigation District is hard at work alongside Pete Dutton, Business Representative for IBEW Local 1245.

Photos: Bill Peitz

WOMEN AT WORK

California AFL-CIO-backed legislation calling for an end to wage discrimination against women workers won the approval of the Assembly Public Employees and Retirement Committee by a 5 to 0 vote at a Sacramento hearing jammed by representatives of the bill's supporters.

The bill, **AB 129** introduced by Assemblyman Bill Lockyer (D-San Leandro), would tackle the chronic problem of low female wages by requiring equal pay for work of comparable value.

Specifically **AB 129** would require the State Personnel Board to take into account the doctrine of comparable worth in determining salary schedules for all state job classifications which are composed of at least 70 percent female workers.

Voting for the bill, which was vigorously opposed by representatives of the California Manufacturers Assn., the State Chamber of Commerce and the California Taxpayers Assn., were:

Committee Chairman Curtis R. Tucker (D-Inglewood); Dave Elder (D-Long Beach); Lockyer; and Gwen Moore (D-L.A.)

None of the three Republicans on the committee—Dave Stirling of Whittier, Marion Bergeson of Newport Beach and John R. Lewis of Orange—were present.

In view of the strong turnout

of supporters of the bill, the committee heard only the testimony of opponents and accepted the written statements of proponents as part of the record before approving the bill unanimously and sending it on to the Assembly Ways and Means Committee.

In a statement submitted by the California Labor Federation, Charles Jeszeck, the Federation's research director, pointed out that "despite the past legislative and legal advances made toward the elimination of sexual discrimination, women still receive less than 60 percent of average male earnings" and suggested that "this differential persists because of a long, ingrained sexual bias in both public and private sector internal wage structures."

The California Labor Federation, he said, "believes that not only is it possible to assess fairly the relative worth of different jobs but that it is imperative that such an assessment be undertaken to eradicate the sexual discrimination that continues to exist."

"Efforts to implement the comparable worth doctrine in the state of Washington," he said, "suggest that the appropriate starting point should be in the public sector and especially at the state level. Sexual wage discrimination, regardless of the form it takes, must not be tolerated any longer."

OUTSIDE LINE

By Bill Twohey, Business Representative

Council of Industrial Relations #4043

In accordance with CIR Decision #2 in the above referred to case, this language is to replace Section 4.6 in the current agreement with the following language:

Meal Periods

4.6 When an employee works overtime after the regular day or shift, or when the employee is called out to work at night, Sundays, or on holidays, the Employer shall provide all meals, unless the workmen complete the job on or before meal time.

If the job is started not more than one (1) hour before breakfast time, then, when workmen are notified the day previous, no breakfast is to be provided by the Employer. When instructed before quitting time to report for the next regular daily starting time, the workmen shall provide their own lunch the same as they do on other days.

When not previously instructed of overtime work hours and a workman is required to work more than two hours past his regular work hours he shall be entitled to a mealtime as provided for in this

section. A workman will be entitled to a mealtime at intervals of approximately 4 hours thereafter but not more than 5 hours for as long as he works. Mealtimes and types of meals:

Breakfast: After Midnight until 8:00 a.m.

Lunch: After 8:00 a.m. until 4:00 p.m.

Dinner: After 4:00 p.m. until Midnight

In the event the Employer does not provide meals as set forth above, the Employer shall pay \$4.00 for breakfast, \$5.00 for lunch, and \$7.50 for dinner. A meal taken at midnight, the allowance will be \$7.50.

Special notice to apprentices

We want to notify all apprentices in Outside Line Construction that if you have any problems or questions on the Apprenticeship Program, contact Ron Fitzsimmons who is a member of the California-Nevada Joint Apprenticeship Training Committee.

Contact him at IBEW Local 1245 headquarters in Walnut Creek at (415) 933-6060.

APPOINTMENTS

PG&E

Clerical Job Evaluation

Jim Kosta Stockton
May Wise General Construction
Donna Ambeau East Bay
Fred Wannamaker DeSabra
Arlene Cook Sacramento

Joint Grievance Committee

North Bay Division

Howard Walker

Humboldt Division

Steven Gable

DeSabra Division

Marcia Mearne

Negotiating Committee

Concord TV

W.B. Fleimat Robert Powers

Ballot Committee

1981 Pension, Health and Dental

Mike DelRio San Joaquin
Bob Burchfield East Bay
Ocean North Bay
Ron Blakemore Stockton
Frank Arriaza San Francisco
Ben Valenzuela Coast Valleys
Sandy Rankins East Bay
Harvey Iness Shasta
Jack Osburn Colgate
Jan McCracken General Construction

Fieldman Committee

Louis Anzaldo Mike Emerson Harold A. Zirpel

Conference Delegates

Telephone Conference

Lee Thomas Dorothy Gutierrez

AFL-CIO Leadership Conference

Jack McNally Nannette Brownlee

Western Labor Press Association

Carol Bedsole

American Industrial Hygienist Association

Juliann Sum

Joint Executive Conference of Northern California Electrical Workers

Jack McNally Bill Twohey Kathy Tindall

California Labor Federation Legislative Update

Jack McNally Barbara Symons
Larry Foss Jay Burton
Nannette Brownlee Ruben Arrendondo

A. Phillip Randolph Institute Recognition Dinner

Veodis Stamps Dorothy Fortier

Journeyman Lineman

Examining Board Advisory Committee

Jack McNally Ron Fitzsimmons Ron Blakemore

ByLaw Ballot Committee

Bill Pietz Jay Burton Howard Stiefer

Call-Out Procedure Committee

Earl Hall DeSabra Division
Robert Choate East Bay Division
Jeff Raymond Coast Valleys Division

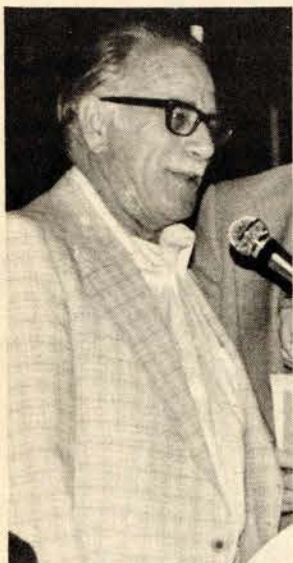
Mert Walters Man of the hour



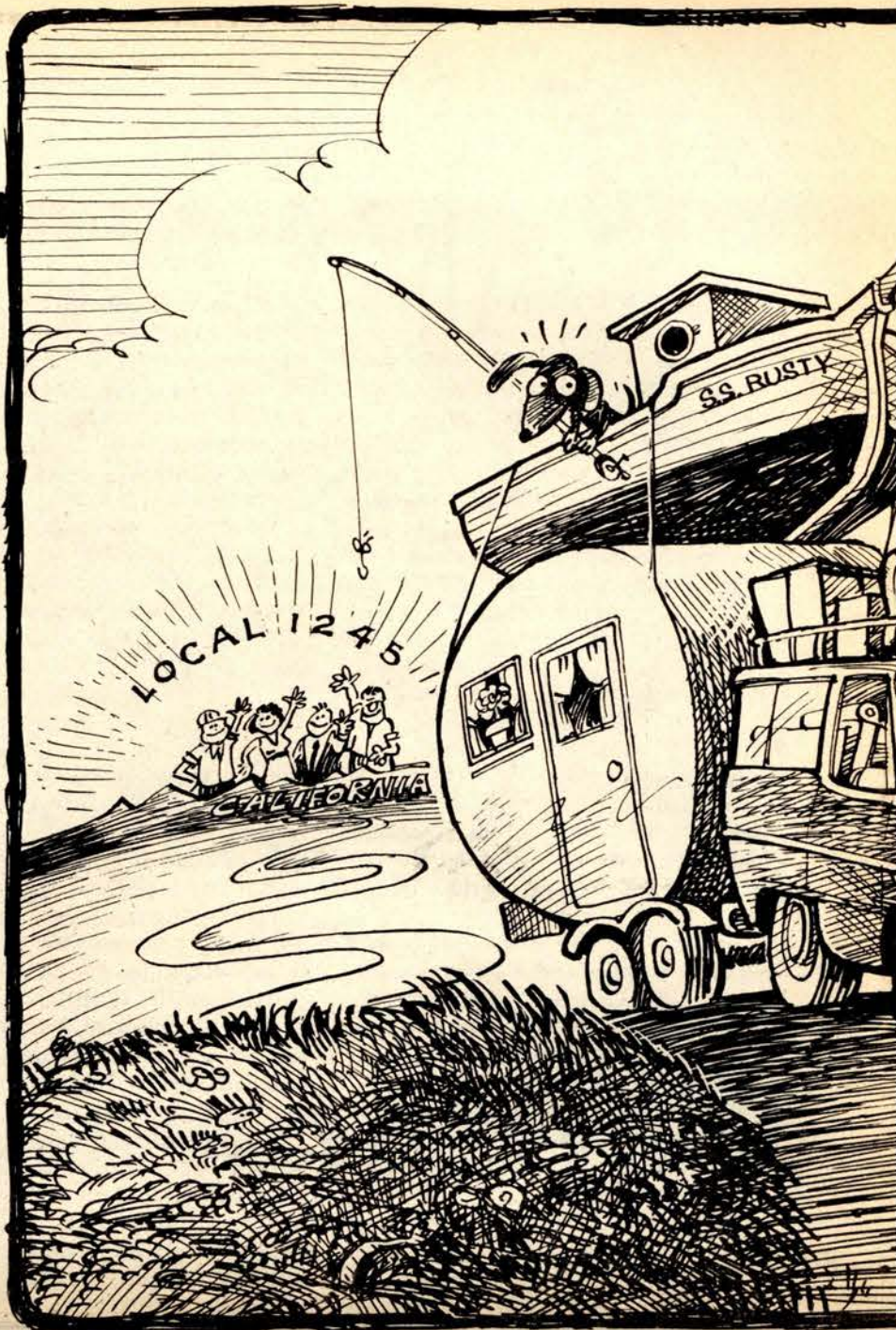
Happy couple, Fay and Mert Walters at retirement dinner honoring his 33 years on IBEW Local 1245 staff.



Honored guests included officers of the California Federation of Labor, AFL-CIO, John Henning, Secretary-Treasurer, at podium, and Albin J. Gruhn, President, far right.



Master of ceremonies was Larry Foss, Local 1245 Assistant Manager, left. Local 1245 Business Manager Jack McNally, center at podium, presented appreciation plaque to Walters and announced presentation of \$2,500 to Walters for purchase of a "retirement fishing boat." Local 1245 Business Representative Veodis Stamps, right, coordinated retirement party arrangements.



an evening

Mert Walters is a person of many dimensions, who for the past 33 years has held a single vision: improving and protecting the rights of workers through strong, active Unionism.

In early April some 300 labor leaders, colleagues, and friends came to honor Walters at IBEW Local 1245's testimonial dinner for this highly respected retiring Assistant Business Manager.

Recognition for his outstanding efforts during his three decades of Local 1245 staff came from far and wide including Charles Pillard, President, IBEW International; dozens of Local 1245 Units throughout the membership, and IBEW Locals in the Western states.

Guests of honor on the dias at the festive occasion were officers of the California Labor Federation, AFL-CIO, John Henning, Secretary-Treasurer, and Albin J. Gruhn, President.

Over the years Walters had gained the respect of many legislators and others in the government. He spent many years of involvement with the Public Utilities Commission, General Safety Orders, and served on Advisory Committees developing safety procedures.

Among the many presentations during the evening highlighting Walter's career was a resolution from the California State Senate honoring him for his many years of outstanding work. State Senator Nicholas Petris (D-Oakland) had introduced the resolution on

—Recollections—

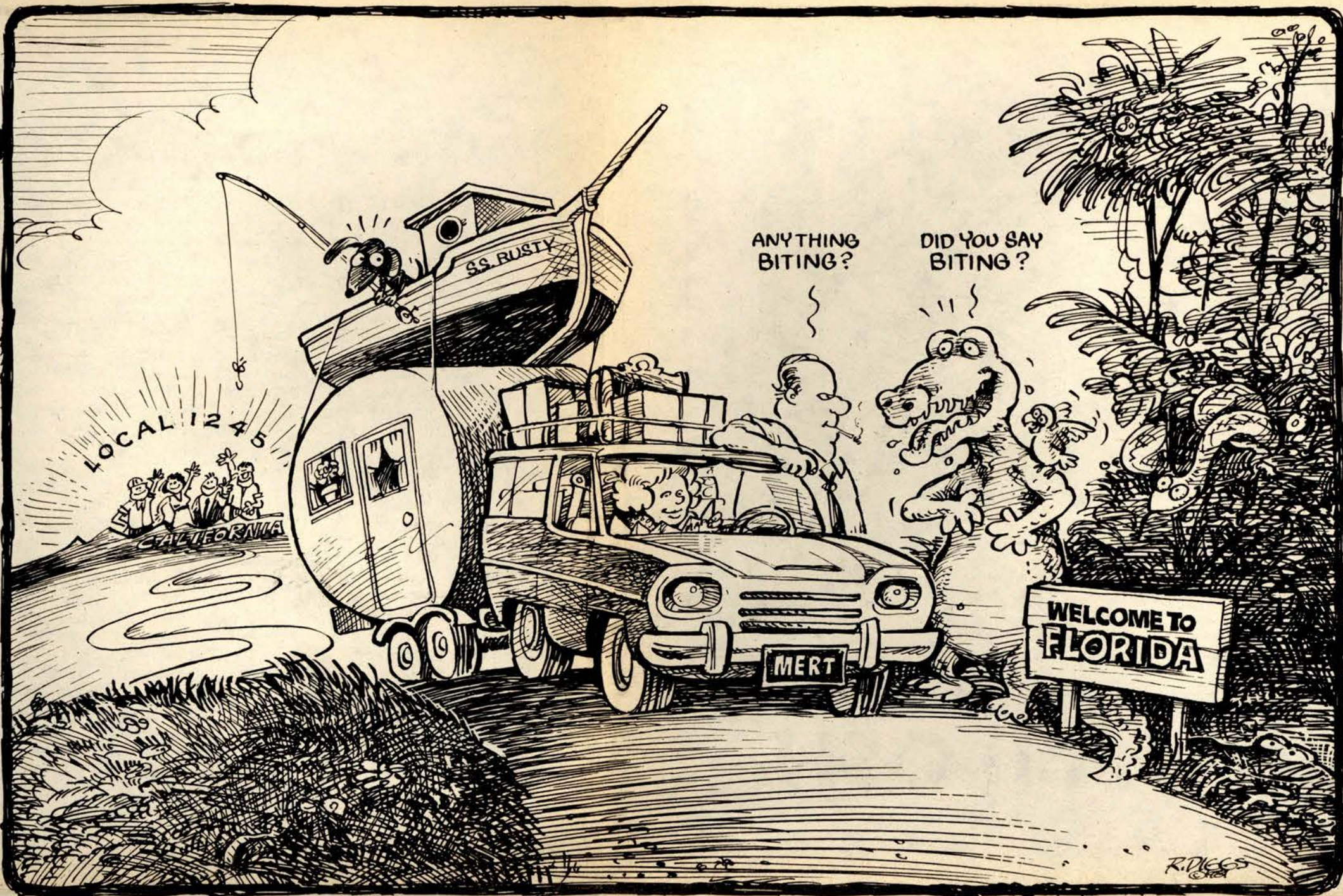
He began working as a Groundman in June of 1944 for PG&E, and advanced to Lineman. He then became a Business Representative for Utilities Workers Union of America, CIO, Local 1324 in 1952.

In looking over the span of years, Walters recalls when he and a number of leaders banded together and petitioned the IBEW for a separate charter, which was subsequently granted.

Over the years Local 1245's membership has grown to over 20,000. In looking back, Walters remembers admiring the way the initial administration set long range goals.

"The Local Union, from its early days, has always been aggressive, well respected in labor and political arenas," said Walters, "and wherever we go, we are looked up to."

Photos: Carol Bedsole, Jean Fudem



an evening to remember

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behalf of Walters.

Telegrams by the score were read saluting Walters. Colleagues from Labor, and representatives from Companies came to praise his diligence and perseverance over the years.

By the close of the evening gifts and recognition plaques were piled high, among them a scrapbook prepared by Joyce Peitz, wife of Local 1245 Executive Board member, Bill Peitz, which contained nostalgic remembrances of Walters' years with the Local.

Both Walters and his wife Fay, who was bedecked with two beautiful orchid corsages, were deeply moved by the outpouring of affection from the group, and lingered long after the last speeches to grasp hands, and express their thanks for a memorable evening.

Business Manager Jack McNally had the pleasure of announcing the presentation of a \$2500 retirement gift to Walters for the purchase of that long-dreamed-for fishing boat.

After the announcement, the man who earlier had been described by master-of-ceremonies, Larry Foss, Local 1245 Senior Assistant Business Manager, "as having all the diplomacy of a hand grenade," showed a most gracious side of his nature when he invited to teach bass fishing to IBEW members who happen to venture into Florida waters where Walters and his wife plan to spend a lot of time fishing in the future.

Being raised in a union-oriented family, Walters was early exposed to union ideas. His father was an organizer and activist in the web-newspaper press union and Walter's youngest brother followed his father's trade, and another brother is currently active in IBEW Local 617 in San Mateo, California.

There is one statement which characterizes the kind of unionist Walters is:

"I believe radically in the rights of individual members. Providing they are willing to fight for themselves, I'm willing to fight right along side of them up to the end."

Walters and his wife Fay have moved to Florida to enjoy retirement with a heavy emphasis on fishing, hunting and gardening.

Happy Retirement...



Among the proud family members attending the dinner included the Walters' daughter Vicki, above, foreground, and her husband Charles McCarthy, and far left, Mert's mother, Minnie A. Walters.



Standing ovations were the order of the evening as guests saluted Walters.



Retired IBEW Local 1245 Business Representatives Roy D. Murray, above, recovering from surgery was unable to attend, but sent best wishes.

to remember

behalf of Walters.

Telegrams by the score were read saluting Walters. Colleagues from Labor, and representatives from Companies came to praise his diligence and perseverance over the years.

By the close of the evening gifts and recognition plaques were piled high, among them a scrapbook prepared by Joyce Peitz, wife of Local 1245 Executive Board member, Bill Peitz, which contained nostalgic remembrances of Walters' years with the Local.

Both Walters and his wife Fay, who was bedecked with two beautiful orchid corsages, were deeply moved by the outpouring of affection from the group, and lingered long after the last speeches to grasp hands, and express their thanks for a memorable evening.

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Local 1245 alerts OSHA on materials standard

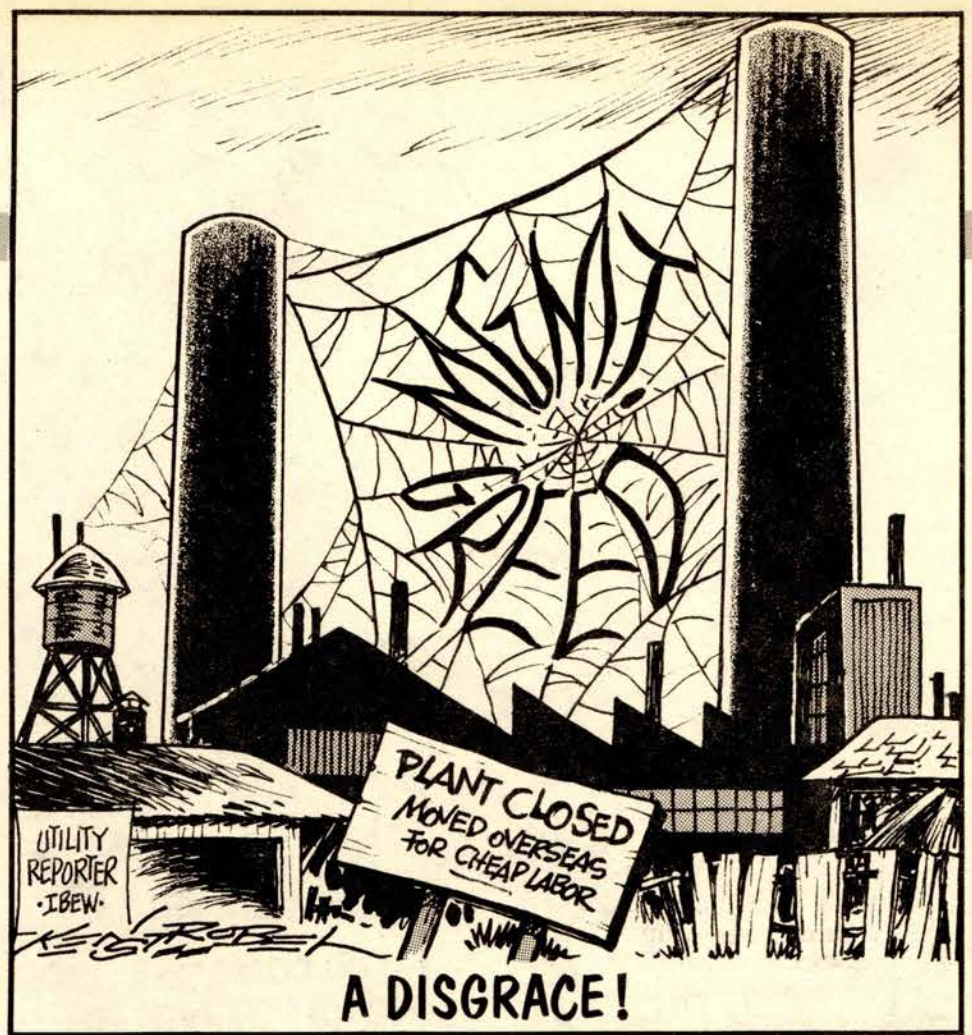
IBEW Local 1245 has alerted the Occupational Safety and Health Administration to the need for a national standard which will be used to protect workers from pesticide exposures.

At OSHA's first public meeting on a proposed pesticide standard, held in February, Local 1245's Industrial Hygienist Juliann Sum and California state officials endorsed OSHA's proposal which would include requirements for medical examinations, information and training, protective clothing and equipment, and environmental monitoring.

Sum also requested that any

OSHA pesticide standard include worker exposures after the pesticides have been manufactured and formulated.

Local 1245 members' exposures include pentachlorophenol, arsenic, and creosote exposures to members who climb and handle utility poles, fumigant exposures to gas service workers, tree growth inhibitor exposures to tree trimming workers, and farm pesticide exposures to irrigation workers and others who are incidentally exposed while working outdoors near pesticide applicators.



Reagan crackdown on OSHA

By Jamie Robinson

Center for Labor Research & Education

Institute of Industrial Relations, UC Berkeley

In his first months in office President Reagan has dealt a series of hard blows to the Occupational Safety and Health Administration's program to reduce health and safety hazards on the job. Prominent victims of the President's attack were union-supported regulations designed to increase the participation of workers in controlling job dangers.

Reagan's newly appointed Secretary of Labor Raymond Donovan suspended OSHA regulations that would have required firms to identify hazardous chemicals used on the job, and to pay employees for time spent accompanying OSHA officials on inspections of the workplace. The Secretary of Labor also took actions to impede and possibly kill OSHA's proposed new standards on noise and cancer-causing chemicals.

On February 17 President Reagan issued an executive order requiring all Federal agencies, including OSHA, to subject proposed regulations to cost-benefit analyses. If a safety standard's cost to business was judged to be high relative to its benefit to workers, the standard would not be adopted.

The AFL-CIO Executive Council strongly criticized the President's regulatory policy, calling it "a high-risk gamble with the future of America" which ignores the contributions health, safety, environ-

mental, and consumer laws have made to the higher quality of life.

Under the new policy, the AFL-CIO stated, the "workers and the poor take the lion's share of the risk" and the "only sure winners are the wealthy, whether they are individuals or corporations."

Unions and environmental groups have formed a coalition to fight these and other attacks against workplace and environmental laws. The new OSHA and Environment Network, which includes the AFL-CIO Industrial Union Department, will operate initially in a dozen states, including California, to mobilize labor and environmental activists toward lobbying campaigns directed at federal legislators.

The recent suspensions of OSHA regulations are only the first salvo in what has been billed as a major attack on OSHA by the new Republican administration. Reagan's business advisors have picked out OSHA as one of their most detested federal agencies, and want to reorient it totally to emphasize cooperation rather than confrontation with industry.

Although earlier Republican statements had favored either an outright abolition of OSHA or a major revision of the original 1970 Act, it now appears that the crackdown will come via administrative changes in the operation of the agency. Murray Weidenbaum, director of the Center for Study of American Business and chair of Reagan's Council of Economic Advisors, proposed a one-year moratorium on all regulations, regard-

less of urgency, to give industry a "breathing spell."

Senator Dan Quayle, a newly elected member of the Senate Labor and Human Resources Committee which oversees OSHA, said that a major intent of the new Republican campaign will be to shift the burden of proof from industry, which currently has to show that its workplaces are safe, to labor and OSHA, which will have to prove they are unsafe. In his talk sponsored by the Formaldehyde Institute in Washington, D.C., Quayle said the result of this "dramatic shift" is likely to be "much slower" rulemaking to protect workers.

The suspended regulations have the strong support of the AFL-CIO, and the attack on OSHA is generally seen as part of a larger anti-union mood in the new Administration.

The walkaround pay rule would have provided stewards and members a chance to obtain an overview of the hazards faced throughout their workplaces. Until this regulation was proposed, firms were only required to allow individual workers at particular work stations to talk with the OSHA inspector, but not to accompany the inspector on the complete tour of the plant. Glen Watts, president of the Communication Workers of America, said his office has received "much communication" from CWA members concerning the refusal of employers to pay walkaround compensation, and noted that this behavior "has a chilling effect on CWA members' participation" in inspections.

The chemical hazards labelling

regulation would have allowed workers to find out the dangers of the materials they use and thus to demand protective measures, rather than waiting for medical symptoms of disease to appear. George Taylor, director of health and safety at the AFL-CIO, said that the labor federation supported the proposed regulation even though it was a compromise that covered only manufacturing industries.

General support for the policies adopted by OSHA during the Carter years was voiced by AFL-CIO Legislative Director Ray Denison. For the first time, Denison said, workers and unions were consulted on the administration and enforcement of the law.

Under Reagan, OSHA will be run by business executives with limited sympathy for the perspectives held by the Carter appointees. Secretary of Labor Donovan worked as an executive for a construction company that has been inspected by OSHA 49 times in the past seven years. As a result of these inspections, OSHA proposed 57 serious citations and one repeated citation for violation of federal health and safety laws.

Dr. Eula Bingham will be replaced as head of OSHA by construction contractor Thorne Auchter. Mark deBernardo, an attorney for the U.S. Chamber of Commerce, said that Auchter is a "strong man with good administrative skills and business ties" and has a "philosophical attitude compatible with that of the Chamber."

FINANCIAL STATEMENT

February 6, 1981

To The Officers and Members Of The
International Brotherhood of Electrical
Workers Local No. 1245
Walnut Creek, California

I have examined the statements of cash receipts and disbursements of your local union for the year ended December 31, 1980 and the related statement of assets, liabilities and equity at December 31, 1980. My examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as I considered necessary in the circumstances.

Generally accepted accounting principles have not been established for labor organizations. The local records receipts and disbursements on a cash basis. The basis for its statement of assets, liabilities and equity is described in the note thereto.

The savings accounts and stock fund account which make up the Supplemental Retirement-Severance Fund are included in these statements as they are carried in the name of the local and are considered an asset of the local. However, as of December 31, 1980 the entire amount in the fund was a liability to present and former employees and the local had no equity in the fund.

In my opinion, the above mentioned financial statements present fairly the cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1980 and the equity of Local No. 1245 at December 31, 1980 in accordance with the accounting principles stated in the note to the statement of assets, liabilities and equity applied on a consistent basis.

SIDNEY RUBIN
CERTIFIED PUBLIC ACCOUNTANT
650 E. Blithedale Ave. Room C-1
Mill Valley, California 94941

EXHIBIT A
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1980

GENERAL FUND

Cash Balance December 31, 1979	\$1,765,652.24
Receipts:	
Local Union portion of receipts:	
"A" members' dues	49,315.08
"BA" members' dues	3,228,115.60
Initiation fees	21,300.04
Reinstatement fees	213.00
Agency fees	21,088.60
Working dues — Outside Line	30,131.91
Difference in dues	413.00
Total	3,350,577.23
Reimbursements to General Fund:	
Receipts held for credit or to refund	4,417.76
Members' credits applied to dues, etc.	(4,068.92)
Interest	129,283.86
Dividends	256.00
Refunds and reimbursements:	
Loan payments — Energy Workers Center:	
Interest	20,211.85
Principal	10,988.15
Experience rating refund — members life Insurance	21,998.17
Workmens compensation insurance	24,095.48
From Replacement fund for auto purchases	52,412.91
From Supplemental Retirement-Severance Fund to forward to former employee	166.02
Sale of baseball caps	1,999.75
Staff expenses	6,802.08
Office expenses	2,314.25
International per capita	1,241.70
Health & Welfare	2,354.28
Sale of auto	400.00
Others, detail in quarterly financial statements	6,538.50
Total	281,411.84
International portion of Receipts:	
"A" members' per capita	84,563.70
"BA" members' per capita	795,433.70
Initiation fees	21,300.02
D.B.A.F. Fees	142.00
Reinstatement fees	213.00
Agency fees	6,475.00
Pension Reinstatement fees	270.00
Difference in per capita	124.30
Total	908,521.72
Total Receipts	4,540,510.79
* Disbursements, Total	4,965,346.50
Cash Balance December 31, 1980 (Details in Statement of Assets, Liabilities and Equity)	1,340,816.53

Continued next page

Court-stay conditions on PCBs outlined

The court decision which overturned certain of the Environmental Protection Agency's PCB regulations will not take effect for a year and a half.

On October 30, 1980, the U.S. District of Columbia Circuit Court of Appeals ruled that EPA's standards and enforcement were not effective in controlling leaks and ruptures from PCB equipment and that EPA should not have arbitrarily excluded from regulation fluids containing less than 50 parts per million of PCBs.

As a condition of the 18-month stay, which the court granted to EPA, the Environmental Defense Fund, and certain industry groups on February 12, 1981, all companies must inspect and correct PCB leaks from transformers as of May 11, 1981:

1. PCB Transformers (those that contain 500 ppm PCBs or greater) and PCB-Contaminated Transformers (those that contain between 50 ppm and 500 ppm PCBs) posing an exposure risk to food and feed products must be inspected for leaks once every week.

2. All other PCB Transformers

must be inspected for leaks at least once every three months.

3. Any "moderate leak" discovered by the inspection must be repaired and cleaned or the transformer replaced beginning within 2 days from the time the leak is observed. Moderate leaks from transformers posing an exposure risk to food or feed products must be reported to EPA within 5 days from the date the leak is observed.

4. Records must be kept of the following:

(a) The location of each transformer subject to the Program.

(b) The date of each inspection and the name of the inspector.

(c) All leaks observed.

(d) A description of all servicing on the transformer after the date of the first inspection.

As further conditions of the stay, the Edison Electric Institute must conduct a study of PCB usage, contamination, and control measures in industry, and EPA must develop and issue appropriate PCB regulations.

The original regulations remain in effect through the period of the stay.

Local works to develop State PCB standards

A California standard that will be used to control worker PCB exposures is still being developed by a state-appointed Advisory Committee.

PCBs, or polychlorinated biphenyls, are a highly toxic liquid that are frequently released in leaks and ruptures from PCB electrical equipment. Health effects from PCB exposure may include cancer, liver injury, skin lesions, birth defects, and reproductive damage.

The current California regulation on PCBs defines permissible concentrations in air and provides a general requirement that skin protection be used, since PCBs can penetrate human skin.

Exposure monitoring requirements were developed by labor and management representatives in March, at the fifth meeting in a series of meetings that the PCB Advisory Committee has held since last October. Industrial Hygienist Juliann Sum represents Local 1245 on the committee.

Thomas Forrester, PG&E's Senior Industrial Hygienist, officially rep-

resents the California Chamber of Commerce rather than PG&E on the committee. PG&E has instead hired an outside consultant, Dr. Thomas Milby, to represent PG&E on the committee.

At the March meeting, the committee also debated record keeping, decontamination, medical surveillance, and labelling requirements.

A final meeting, scheduled for late April, is expected to include discussions on respiratory protection requirements and subcommittee recommendations regarding training and protective clothing.

The subcommittee on protective clothing is focusing on scientific information and legal requirements regarding protective clothing that allows PCBs to seep through.

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.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1980

GENERAL FUND

Affiliation Fees:	
International Brotherhood of Electrical Workers	\$1,009,527.04
San Francisco C.L.C.	2,880.00
Santa Clara C.L.C.	2,444.00
Alameda C.L.C.	4,800.00
Northern Nevada C.L.C.	1,650.00
Nevada State AFL-CIO	2,940.00
Nevada State Electrical Assn.	420.00
Sacramento C.L.C.	3,360.00
Contra Costa C.L.C.	3,600.00
California Federation of Labor	31,500.00
California State Assn. of Electrical Workers	6,300.00
Marin County C.L.C.	682.50
San Joaquin & Calaveras C.L.C.	2,100.00
Butte-Glenn C.L.C.	975.00
Napa-Solano C.L.C.	1,284.00
Kern-Inyo-Mono C.L.C.	1,350.00
Fresno-Madera C.L.C.	2,160.00
Sonoma, Mendocino, Lake C.L.C.	1,920.00
Merced-Mariposa C.L.C.	780.00
Stanislaus-Tuolumne C.L.C.	1,116.00
Marysville C.L.C.	240.00
Humboldt-Del Norte C.L.C.	603.00
Five Counties C.L.C.	681.60
Monterey County C.L.C.	576.00
Joint Ex. Conference of Northern California Elect. Workers	100.00
Government Coordinating Council	100.00
TOTAL	1,084,089.14

Staff Expenses:	
Salaries	1,314,408.08
Hotels	33,533.84
Meals	48,634.81
Other transportation	14,014.94
Automobile Expenses	101,609.27
Parking and tolls	4,677.20
Mileage	3,386.25
Transfer to Replacement Fund	41,400.00
Auto Licenses	2,129.00
Moving expenses	3,829.42
Auto Insurance	18,332.68
Auto rentals	2,773.99
Health and safety	4,304.62
Total	1,593,034.10

Research and Education:	
Utility Reporter	\$ 74,027.96
Public relations	243.66
Subscriptions and publications	9,286.25
Miscellaneous Meeting expenses	583.05
Shop Stewards' Conference	50,791.62
Membership Survey	4,734.51
Educational	992.15
Film & recorder	532.16
Industrial Hygienist Program	5,505.58
Scholarship awards and related expenses	2,911.92
Unit officers' conference	21,426.26
Dues for memberships, details in quarterly financial statements	1,140.00
Total	172,175.12

Office Expenses:	
Clerical salaries	278,945.23
Rent	76,800.00
Telephone	73,486.26
Postage and meter expense	61,434.04
Supplies and printing	68,816.42
Equipment Maintenance	12,499.02
Data processing	67,427.06
Mileage	45.90
Equipment Rental	345.60
Furniture and equipment	13,710.58
Meals	51.60
Total	653,561.71

	Salaries Paid or Reimbursed	Expenses	Total
Committee Salaries and Expenses:			
Executive Board	\$18,381.71	\$ 10,883.25	\$ 29,264.96
Executive Board Committees:			
Communications	269.25		269.25
Ways and Means	1,442.13	797.65	2,239.78
Benefit		82.08	82.08
Advisory Council	12,774.21	20,640.52	33,414.73
Trustee Committee	5,132.88	817.19	5,950.07
Conference and convention	7,863.77	35,846.15	43,709.92
Grievance Committee	6,105.09	11,117.84	17,222.93
Review Committee	3,325.74	4,397.31	7,723.05
P.G. & E. Arbitration	1,539.51	10,488.87	12,028.38
Local Investigating Committee		1,166.01	1,166.01
Industrial Safety	5,653.56	8,008.39	13,661.95
Safety Advisory		392.50	392.50
NLRB Hearings	39.90	657.53	697.43
Organizing Committee	51.60	799.11	850.71
P.G. & E. Apprenticeship	803.60	1,096.59	1,900.19
Joint Labor Management Meeting	926.88	406.05	1,332.93
Picket duty		59,095.75	59,095.75
SMUD Arbitration		361.34	361.34
By-Law Revision	598.70	169.81	768.51
P.G. & E. Ballot	12,088.04	8,908.25	20,996.29
Dept. of Interior — W.P. & R. arbitration	46.32	2,647.71	2,694.03
Citizens Utility Ballot	186.34	872.00	1,058.34
JATC	158.17	252.00	410.17
Davey Tree Safety	406.45	76.02	482.47

	Salaries Paid or Reimbursed	Expenses	Total
Davey Tree Ballot	248.32	66.44	314.76
City of Oakland Arbitration		568.37	568.37
City of Redding Arbitration		487.50	487.50
Election Committee	12,825.91	17,248.81	30,074.72
Outside Line Apprenticeship		215.00	215.00
Sacramento Regional Transit Arbit.		1,588.90	1,588.90
Dept. of Interior — W.P.R. Apprent.		41.06	41.06
Pacific Tree Ballot	123.76	81.88	205.64
SPP Ballot		246.60	246.60
Pacific Gas Transmission Ballot		26.75	26.75
Political Education	138.96	281.39	420.35
Utility Tree Safety	247.84		247.84
C.P. National Benefit		172.00	172.00
Citizens Utility Arbitration	317.05	740.41	1,057.46
Totals	91,695.69	201,745.03	293,440.72

Various Negotiating Committees:			
Sierra Pacific Power	\$24,511.52	\$ 8,157.78	\$ 32,669.30
C.P. National	4,061.27	6,236.53	10,297.80
State Cable T.V.	120.80	1,451.05	1,571.85
Outside Line Construction	834.96	3,905.46	4,740.42
City of Oakland		169.37	169.37
City of Chico	1,219.14	385.76	1,604.90
U.S. Dept. of Interior — Water, Power & Resources	3,742.10	3,207.80	6,949.90
Merced Irrigation District		554.27	554.27
City of Gridley		7.00	7.00
Davey Tree	1,388.98	1,874.58	3,263.56
Citizens Utility	9,211.02	6,997.82	16,208.84
Sacramento Municipal Utility Dist.	3,414.00	5,219.29	8,633.29
Nevada Irrigation Dist.		106.50	106.50
Lynch Communication		13.80	13.80
Modesto Irrigation Dist.	159.60	505.66	665.26
Paradise Irrigation Dist.		31.00	31.00
Pacific Tree Expert	1,038.64	2,005.92	3,044.56
City of Roseville		218.57	218.57
Tri-Dam		100.50	100.50
Yuba City Water Agency		6.53	6.53
Standard Pacific Gas Lines	75.56		75.56
Pacific Gas Transmission	2,460.41	3,513.02	5,973.43
Sonic TV Cable	1,051.53	513.80	1,565.33
Monterey Peninsula Cable TV		119.39	119.39
Western Cable TV		48.70	48.70
City of Healdsburg		40.30	40.30
Outside Telephone Construction		51.08	51.08
Plumas Sierra REC	74.96	59.89	134.85
Mt. Wheeler Power		9.80	9.80
Tele-Vue		45.90	45.90
Truckee Donner PUD	366.82	38.01	404.83
Teleprompter	5,130.58	6,358.15	11,488.73
City of Santa Clara		511.99	511.99
City of Alameda		190.20	190.20
Orange Cove Irrigation Dist.		15.00	15.00
Oroville — Wyandotte Irrigation Dist.	148.16	185.42	333.58
Shasta Dam PUD		50.83	50.83
Thermalito Irrigation Dist.		52.02	52.02
Glenn-Colusa Irrigation Dist.		20.75	20.75
Totals	59,010.05	52,979.44	111,989.49

P.G. & E. Negotiating Committees:			
Wage and Contract	\$128,041.92	\$46,198.73	\$174,240.65
Pension and benefit	3,062.05	8,200.82	11,262.87
Departmental:			
PLO Reorganization	87.24	53.05	140.29
Geysers Power Plant		1,067.70	1,067.70
Clerical Lines of Progression		19.58	19.58
Nuclear Power Plant Operators		560.10	560.10
General Const. Lines of Progression	2,384.33	320.60	2,704.93
Substation operations	830.60	566.43	1,397.03
Computer Operations	99.30		99.30
Technicians		45.20	45.20
Gas Service	996.74	663.71	1,660.45
Water Department		108.10	108.10
Totals	135,502.18	57,804.02	193,306.20

Membership Supplies:	
International supplies	1,171.75
International convention supplies	883.00
Membership Cards and handbooks	7,740.43
Election expenses	187.50
Dues buttons and decals	3,016.69
Scrolls & IBEW Pins	5,569.34
Agreements:	
P.G. & E.	31,175.31
Others	7,768.12
Total	57,512.14

Membership Benefits:	
Group Life Insurance	\$ 99,059.22
Flowers	147.24
Pin award Dinners	10,262.13
Unit Meeting Prizes	600.00
Local Union Unit Social Fund	600.00
Unit refreshment fund	8,462.28
Memorial Bibles	761.80
Donations in lieu of Flowers	55.00
Total	119,947.67

Donations:	
Candidates for California Assembly	10,940.04
Candidates for California Senate	3,300.00
Other candidates	1,236.90
Nevada State Assn. of Elect. Workers	1,000.00
American Cancer Society	500.00
Others, details in quarterly financial statements	1,418.50
Total	18,395.44

Payroll Taxes:	
Employee portion:	
US Income Tax withheld	(329,045.36)

California income tax withheld	(71,312.58)
FICA withheld	(87,884.15)
SDI withheld	(7,924.85)
US Income Tax forwarded	329,174.19
California income tax forwarded	62,576.50
FICA forwarded	87,857.40
SDI forwarded	8,115.85
Local Union Portion:	
FICA	87,857.40
California Unemployment	11,752.46
Nevada Unemployment	472.11
U.S. Unemployment	3,252.99
Total	<u>94,891.96</u>
Employee Benefits:	
Health and Welfare plans	\$ 97,425.45
Group Life Insurance	16,416.16
Staff pension plan	190,224.15
Clerical Pension plan	37,031.29
Total	<u>341,097.05</u>
Other Disbursements:	
Legal fees	53,296.83
Audit fees	4,100.00
Hall rentals	26,551.04
Refunds	5,917.37
PRD service charges	2,710.48
Workman's Comp. Ins.	53,061.58
Bond and other insurance	3,391.65
Hearing transcript	49.50
Consultant fee	241.08
Auto purchases	82,020.21
Forward auto sale proceeds to Replacement Fund	400.00
Forward amount received for former employee for Supplemental Retirement-Severance Fund	166.02
Total	<u>231,905.76</u>
* Total General Fund Disbursements	<u>4,965,346.50</u>

EXHIBIT B
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1980

REPLACEMENT FUND

Cash Balance December 31, 1979	<u>\$ 84,046.21</u>
Receipts:	
Transfers from General Fund	41,400.00
Interest	3,739.45
Sale of used autos	3,600.00
Insurance recovery for auto	7,553.01
Total receipts	<u>56,292.46</u>
Disbursements:	
Transfer to General Fund for purchase of new autos	<u>52,412.91</u>
Cash Balance December 31, 1980 — Wells Fargo savings account	<u>87,925.76</u>

EXHIBIT C
SUPPLEMENTAL RETIREMENT-SEVERANCE FUND

Balance December 31, 1979	<u>93,666.53</u>
Receipts:	
Interest	9,428.00
Dividends	573.57
Total Receipts	<u>10,001.57</u>
Disbursements:	
Transfers to General Fund to pay benefit	<u>166.02</u>
Balance December 31, 1980	<u>103,502.08</u>
Details of Balance:	
Eight American Savings and Loan Accounts	95,154.28
One Dodge & Cox Stock Fund account — at cost	8,347.80
Total As Above	<u>103,502.08</u>

EXHIBIT D
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
STATEMENT OF ASSETS, LIABILITIES AND EQUITY
DECEMBER 31, 1980

ASSETS

Cash Accounts and Stock Fund at cost:	
General Fund:	
Wells Fargo Bank — checking account	\$ 140,329.21
Wells Fargo Bank — savings account	1,195,287.32
Cash funds	5,200.00
Total General Fund	<u>1,340,816.53</u>
Savings Account — Replacement Fund	87,925.76
Savings Accounts and Stock Fund at cost — Supplemental Retirement-Severance Fund	<u>103,502.08</u>

Total Cash and Stock Fund at cost	<u>\$1,532,244.37</u>
100 shares P.G. & E. common stock — at cost	3,388.17
Air Transportation Deposit	425.00
Loan Receivable from Energy Workers Center, Inc.	231,777.19
Fixed Assets:	
Automobiles (35) at cost	229,580.61
Less allowance for depreciation	<u>108,000.00</u>
	121,580.61
Furniture & office equipment — at cost	197,529.96
Less allowance for depreciation	<u>77,924.00</u>
	119,605.96
Total Assets	<u>2,009,021.30</u>

LIABILITIES AND EQUITY

Liabilities:	
IBEW per capita portion of November and December receipts to forward	151,675.12
Payroll taxes	17,274.52
For Supplemental Retirement-Severance	<u>103,502.08</u>
	272,451.72
Equity:	
General Fund	1,648,643.82
Replacement Fund	<u>87,925.76</u>
Total Liabilities and Equity	<u>2,009,021.30</u>

Note: The accounts are maintained on a cash basis. Assets and liabilities consist of those arising from cash transactions and all other material assets and liabilities. Depreciation has been computed on depreciable assets, at 30% per year on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid operating expenses are not included in this statement.

February 6, 1981
To The Board of Directors
IBEW Local Union 1245
Energy Workers Center, Inc.
Walnut Creek, California

I have examined the balance sheet of the IBEW Local 1245 Energy Workers Center, Inc. at December 31, 1980 and the related statement of income and expense for the quarter then ended. My examination was made in accordance with generally accepted auditing standards and included such tests of the records and such other auditing procedures as I considered necessary in the circumstances.

In my opinion, the above mentioned financial statements represent fairly the financial position of the IBEW Local Union 1245 Energy Workers Center, Inc. at December 31, 1980 and its income and expense for the quarter then ended in accordance with generally accepted accounting principles applied on a consistent basis.

SIDNEY RUBIN
CERTIFIED PUBLIC ACCOUNTANT
150 E. Blithedale Ave. Room C-1
Mill Valley, California 94941

I.B.E.W. LOCAL UNION 1245
ENERGY WORKERS CENTER, INC.
BALANCE SHEET
DECEMBER 31, 1980

ASSETS

Wells Fargo Bank:		
Commercial account	\$ 1,500.00	
Savings account	57,746.39	\$ 59,246.39
Prepaid Insurance		1,401.00
Fixed Assets:		
Land		78,077.78
Building	357,525.61	
Less Depreciation	(37,590.00)	<u>319,935.61</u>
Total Assets		<u>458,660.78</u>

LIABILITIES AND NET WORTH

Liabilities:	
Loan payable to IBEW Local Union 1245	231,777.19
Net Worth:	
Gain through September 30, 1980	226,243.25
Gain for quarter, per statement of income and expense (Below)	640.34
Total Liabilities and Net Worth	<u>458,660.78</u>

STATEMENT OF INCOME AND EXPENSE QUARTER ENDED DECEMBER 31, 1980

Income:	
Rent	18,000.00
Interest	800.52
	<u>18,800.52</u>
Expense:	
Property tax	2,021.79
Depreciation	2,235.00
Utilities	3,075.60
Janitorial service	2,100.57
Insurance	700.00
Maintenance and supplies	1,394.30
Interest	6,632.92
	<u>18,160.18</u>
Gain for quarter	<u>640.34</u>

Kirkland addresses regional delegates



Local 1245 at conference

Lane Kirkland, AFL-CIO president, has recently met with thousands of union delegates across the country in a string of regional AFL-CIO conferences aimed at re-examining labor's aspirations and challenges, and to, "strengthen and nourish the local roots of our movement."

In March Kirkland was in San Francisco to meet with Western area union representatives. IBEW Local 1245's Business Manager Jack McNally, and Vice President Nanette Brownlee represented the Local at this significant meeting.

Key to the mood of the conference was the day-long open discussion ses-

sion where delegates were able to offer suggestions and criticisms to the AFL-CIO officers in attendance. Workshops on specific union topics were also held during the three-day conference.

Delegates and the national AFL-CIO representatives agreed that with the current attack on Labor during the existing legislative climate, that union members will have to defend many of Labor's previously attained gains.

Kirkland indicated that the AFL-CIO will schedule subsequent regional conferences in 1982 in an effort to continue to unify the efforts of the federation.

Photos: Carol Bedsole

ABOVE, LANE KIRKLAND, President AFL-CIO. Pictures right show Local 1245's Vice-President Nannette Brownlee, and Business Manager Jack McNally, far right, with other regional delegates at the conference.

Lineman recovering

from page 1

ing at the door shortly after 7 a.m. that something had happened to Jerry," Mrs. Shott said.

"When we got to the hospital and I saw how extensive the injuries were I thought Jerry was gone. I had no idea that he'd be home recovering two weeks later," she said.

"Doctors tell us that his recovery is amazing, and that we have to take each day at a time," she added.

His wife, and his mother, Josephine, and dad, Arthur McRee, have all been joining efforts to speed Shott's recovery. "His mother is a retired nurse, and she has been a tremendous source of strength," Mrs. Shott said.

Shott's jaw is wired into a fixed position and he must eat through a straw. His diet is high protein to help hasten his healing, and Shott says he's getting some "very appetizing meals" from a blender.

He goes to physical therapy sessions three times a week for treatment to an injured left shoulder and right wrist. He's not able to do a lot of reading or watch much TV due to eye stress so Mrs. Shott is reading to him to keep him caught up on current events, and friends are dropping by to visit.

Shott says he's been listening to the radio quite a bit and is looking

forward to baseball season because he's quite a fan.

"People have really been wonderful," Mrs. Shott commented. She pointed out that Business Representative Frank Hutchins called to offer his help.

"As severe as these injuries were to Shott we're really happy to know that he's a strong, determined person, on the road to recovery," Hutchins stated.

Slowpitch tournament planned

It's that time of year again for spring training, time for members to sharpen up those pitching arms, those batting averages—in preparation for IBEW Local 1245's 4th Annual Slowpitch Softball Tournament.

This year's big event for the first time will be sanctioned by the United States Slowpitch Softball Association.

Because of the large turnout at

last year's game, and the number of members wanting to play, this year's tournament has been set for two days, Saturday and Sunday, June 6 and 7, beginning at 8 a.m.

Members throughout the system are invited to play on a team. There will be 36 teams, with a limit of 15 people per team, with the winners going to a State Tournament at a later date. Professional umpires will referee 88 games in the two day period.

Team trophies will go to first and second place teams, with individual trophies going to each member of the first place team.

Free drinks and hot dogs will be provided.

Shop Stewards can provide detailed information to members interested in the tournament.

Last year, approximately 2,000 union members and their families came out to Willow Pass Park in Walnut Creek. This year, at the same location, an even larger turnout is anticipated.

The first place winner last year was Team #6, Charles McDowell & Sons from Walnut Creek, and the second place team was Team #25, G.O. Thermal Junkies from the Geysers.

Business Representatives Joe Valentino and Ron Fitzsimmons are coordinating this year's event.

Announcements

NEW LOOK, NEW PAPER

In an effort to hold the line on inflation, the *Utility Reporter* is being printed on new paper stock. We'll continue to work to constantly upgrade the content for members.

WE NEED YOUR NUMBER

The Local office of IBEW 1245 in Walnut Creek is switching some of its paperwork to computer within the next month.

To assist office workers, members must submit their Social Security numbers when making cash payments for their dues.

This effort by the membership

will greatly speed-up the process of sending members receipts.

LEGAL SERVICES, TOLL FREE

Members are reminded of the toll free number for the Legal Services Plan for IBEW Local 1245 in California: (800) 652-1569.

ADVISORY COUNCIL MEETING

The next meeting of the Local 1245 Advisory Council is on Saturday and Sunday, May 2 and 3, 1981 at the Concord Inn, beginning at 9 a.m. each day.