



# UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

## Wage hike ratified in Nevada

By Orv Owen,  
Assistant Business Manager

On April 24, 1981, Sierra Pacific members, by a 4 to 1 margin, ratified the settlement reached at the bargaining table. The new one year Agreement went into effect on May 1, 1981. The newly negotiated Agreement provides a 10.5 percent wage increase to all employees which increases the Journeyman rate to \$12.92 per hour.

The newly negotiated Agreement also provides improvements in the areas of transportation, Meter Reader vehicle allowance, working hours, shift premium, holidays, expenses, double time for all call-outs as well as improvements in the retirement plan.

Our negotiating committee was successful in having the Company withdraw their proposal to eliminate discounts. The issue of employee discounts has been referred to interim discussions during the term of this Agreement.

However, in all candor, this issue has not been laid to rest and we expect the Company, during these interim discussions, to once again make proposals to "eliminate employee discounts" by offering equal or better benefits than currently provided with employee discounts.

Sierra Pacific is under extreme pressure from the Public Service Commission and a small group of vocal irate rate payers to eliminate "employee discounts." Management employees lost their employee discounts on January 1 of this year.

Your negotiating committee



**On-the Job...** Gathering after a rainy work day, the Power Division of the Oroville-Wyandotte Irrigation District gets together for a crew photograph. Recently Business Representative Ed Fortier met with Local 1245 members from both the Power and Water Divisions in the District and learned about current projects the members

are working on. Pictured, L-R, Sam Battley, Hydroelectric Maintenanceman; Fred Ercolini, Mechanic and Equipment Operator; Norman Williams, Hydroelectric Maintenanceman; Bill Barnes, Building Maintenanceman; Bill Paul, Sub-Foreman; Jim Higgins, Roving Operator, and Gay Venson, Electric Technician. (See 'On the Job' pages 10-11.)

Photo: Bob Jacobs, Sacramento, New York

would like to express their gratitude to our members and Shop Stewards in Sierra Pacific for their steadfast support during these negotiations. Membership unity and participation are necessary components in the making of a Union and the members at Sierra Pacific Power should congratulate themselves on both counts. Their unity and support contributed to the successful conclusion to this

year's negotiations.

As a result of our recent negotiations and the issues related thereto, Local 1245 membership increased from 564 to 625 at Sierra. The Union Security provisions of the Sierra Agreement provides a modified maintenance of membership during the term of Agreement. That coupled with the continuing organizing efforts of See back page

### Announcement

#### PG&E, Standard Pacific Gas Line, Inc., PGT

The recently negotiated Vision Service Plan is in effect starting June 1.

Forms and brochures describing the plan in detail are now available at your Personnel Departments.



Scene of the accident at Janesville where IBEW Local 1245 Business Representatives and members of the State Occupational Safety and Health Administration investigated the injury and fatality.

### Outside Line

## Accident claims one life; survivor severely burned

Don Sparks, 38, an Apprentice Lineman, Outside Construction, from Redding, became the fourth fatality in Local 1245 jurisdiction this year when he suffered burns after accidentally contacting an energized 7.2KV conductor.

Sparks, a member of IBEW Local 47, Los Angeles, and two other crewmen working for Tyee Construction Company had set out early Friday, April 24 from the Susanville Yard of CP National.

The accident occurred on the job site in Janesville, some 12 miles south of Susanville, at approxi-

mately 8:20 a.m. when Sparks, and Journeyman John Valena, 63, a 21-year member of IBEW Local 1245, were in an aerial lift bucket engaged in converting a 7.2KV system to 12KV.

While installing the new conductor Valena contacted an energized line with his neck and shoulder while he was simultaneously in contact with Sparks who was holding a grounded line which he'd placed through a cross arm.

The crew members below, Foreman Mike Garner, and Groundman See back page





# YOUR LEGAL RIGHTS

By Alan N. Kopke - Neyhart, Anderson, Nussbaum, Reilly & Freitas, P.C.

## Utility Reporter

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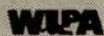
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### CREDITS

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Intern

## Employee files: use and abuse

### USE AND ABUSE OF INFORMATION BY THE EMPLOYER

What kind of records about me can my employer obtain or keep? Can I look at my personnel file? Can my boss get arrest reports and use them to fire me?

The answers to questions of this sort are found in three areas. First, the collective bargaining agreement may contain provisions dealing with the employee's files and related matters. Second, the Union has the right to act for the worker in many situations. This includes the right of access to information related to disciplinary or grievance disputes. Third, the individual worker in California has important rights directly spelled out by law.

### PERSONNEL FILES

Every worker in California has the right to see his or her own personnel files. The employer must make these files available for inspection, during regular business hours, "within a reasonable period of time after a request." Moreover, the employer must make the files available "at the place the employee reports to work." And the employer may not provide access only to the "official" file, while withholding other papers. Labor Code section 1198.5 spells out what must be revealed: *all* papers and files "used to determine that employee's qualifications for employment, promotion, additional compensation, or termination or other disciplinary action." The only exceptions are (1) letters of reference and (2) records "relating to the investigation of a possible criminal offense"; this particular law does not require that these be shown. (Of course, the Union has the right to see the "investigation" records if the employer takes any disciplinary action.)

An employer who violates this law commits a misdemeanor. A worker denied access to all his or her records may complain to the Union or to the state Labor Commissioner.

### FALSE OR DEROGATORY FILES

Since 1972, the California Constitution, Article I, section 1, has specifically protected the "privacy" rights of all employees, both public and private. Every Californian has a legal and enforceable right to be free from:

- 'government snooping' and the secret gathering of personal information;
- the extensive collection and retention of unnecessary personal information by government and business interests;
- the improper use of information

properly obtained for a specific purpose, for example, the use of it for another purpose or the disclosure of it to some third party; the lack of a reasonable check on the accuracy of existing records. Enforcement of these rights, as with all rights, may require a struggle. The Union or a lawyer can help workers whose employer is violating these privacy rights.

### ARREST RECORDS

One specific kind of information is particularly liable to be misused. This is information concerning an arrest or detention which did *not* result in a conviction. Employers often assume that being stopped or arrested for something is grounds for discipline or discharge. In California, that is a false assumption.

Labor Code section 432.7 specifically forbids the receipt or use of such arrest information to discipline or fire or refuse to hire a worker. Any public or private employer who violates this law may be sued for damages. If the violation is intentional, the employer is guilty of a misdemeanor and is also liable for treble damages (e.g., three times the amount of wages lost).

It is very important to keep this law in mind when a worker is arrested. There is a natural tendency to plead guilty to some charge so as to avoid attorney's fees or repeated trips to court. But such a guilty plea is a conviction; the protection of this statute would be lost. If the arrest or detention concerns alleged off-the-job behavior, the employee may not legally be suspended or

fired, so long as no conviction occurs. The arrested person should discuss possible job ramifications with the Union *before* making any decisions.

Most counties have "diversion" programs. Participation in "diversion" does *not* count as a conviction.

A related problem is time lost from work while in jail or court. Again, contact with the Union as soon as possible is very important.

Even records concerning criminal convictions are now subject to many restrictions. For example, no California employer may fire, discipline, or refuse to hire a worker for a marijuana conviction more than two years old. Specific questions concerning conviction records should be addressed to the Union or a lawyer.

### MEDICAL RECORDS

This is another area in which employer misuse of information has been common. As a result, workers have won a variety of new protections. For example, employers with federal or state contracts are subject to restrictions on the kind of questions they may ask concerning physical disabilities. In California, a new law, the Confidentiality of Medical Information Act, imposes tight controls on the employer's right to obtain data from physicians and other health-care providers. Most employers are not yet aware of their new responsibilities in this area, and many questions remain to be answered. Specific problems should be brought to the attention of the Union or an attorney.

## Secretary Fran Richardson appointed to Local staff



Fran Richardson

Fran Richardson has been appointed Confidential Secretary to Business Manager Jack McNally.

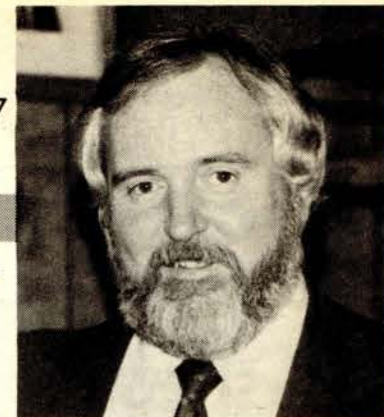
Richardson attended Diablo Valley Junior College, and then transferred to Heald Business College in Walnut Creek, where she graduated.

Prior to coming to IBEW she was Placement Director and secretary to the Dean of Instruction at Heald in Walnut Creek.

She has many interests outside of her work including tennis, swimming and gardening.

She is the mother of five children, Debbie, 26, Dan, 25, Lynda, 23, Bill, 20, and Rob, 19.





## Letters of Agreement resolve day-to-day changes

Letters of Agreement are a means of dealing with on-going negotiations to take care of day to day changes under a contract.

At press time IBEW Local 1245 had received 44 proposed Letters of Agreement since January 1, 1981, with agreement having been reached on 29 of them.

The substantial majority of Letters of Agreement involve individual employees covered by one of the contract's enabling clauses that involve job bidding, return from long-term disability, hardship considerations and a variety of

other special considerations.

Additionally a large group of Letters of Agreement involve either individual employees or groups of employees involved in a change of work hours, or workdays under contract enabling clauses in both the physical and clerical contracts.

Some Letters of Agreement have a wide range of impact on a large number of employee classifications, or the bargaining relationship.

In this issue of the *Utility Reporter* those Letters of Agreement that have a wide range of interest to the membership are being reported.

### LETTER OF AGREEMENT 81-8-PGE

Employees who have previously held the position of Customer Services Clerk are exempted from the test requirements pursuant to Section 18.17 of the Clerical Agreement to enter the classification of Service Representative.

### LETTER OF AGREEMENT R-1 80-98-PGE

Adjusted the difference between top rate of pay of Heavy Truck Driver to that of Miscellaneous Equipment Operator A.

The current adjusted M.E.O.A. rate is \$463.85 per week.

### LETTER OF AGREEMENT 81-10-PGE

To avoid a General Construction wage inequity the wage rate of the 0649 Subforeman A was adjusted to the same as the 0650 Subforeman A.

Both wage rates are as follows:

0649 Subforeman A Underground Start	\$565.45
0650 Subforeman A Overhead End 6 months	\$578.55

### LETTER OF AGREEMENT 81-11-PGE

IBEW Local 1245 and PG&E have agreed to amend Section 109.1 of the Physical Agreement to provide one additional member to the Apprenticeship Committee for both the Company and the Union who will represent the General Construction Department.

The Apprenticeship Committee normally meets on the second Friday of each month.

### LETTER OF AGREEMENT R-80-35-PGE

This letter supersedes our proposed Letter of Agreement of May 29, 1980, on the same subject.

Since more and more of the automotive equipment that PG&E buys has metric fasteners which, in turn, require mechanics to have wrenches with metric sizes as opposed to inches, the following tools have been added to the negotiated tools list.

- 1/2" Drive Standard Sockets (16)  
9 MM to 32 MM
- 1/2" Drive Deep Sockets (5)  
14 MM to 27 MM
- 3/8" Drive Standard Sockets (11)  
9 MM to 19 MM
- 3/8" Drive Deep Sockets (11)  
9 MM to 19 MM
- 1/4" Drive Standard Sockets (9)  
4 MM to 12 MM
- 1/4" Drive Deep Sockets (11)  
4 MM to 14 MM
- Combination End Wrench Set (14)  
6 MM to 24 MM
- Open End Wrench Set (12)  
10 MM to 32 MM
- Ignition Wrench Set (10)  
4 x 4.5 MM to 10 x 11 MM
- Allen Wrench Set (20)  
Short and Long Arm
- Feeler Gauge  
13 Blade

Therefore PG&E will make a one-time payment to each Apprentice Equipment Mechanic, Equipment Mechanic and Subforeman, including General Construction equivalent classifications, of \$250 who on March 1, 1981 was in one of the above classifications.

There are some 400 garage classifications in both Division and General Construction who are affected by this Letter of Agreement.

## Vote nears on proposed dues reduction amendment

At its meeting of April 24, 1981, the Executive Board approved a Bylaw amendment submitted by Unit 1212, Monterey, which provides a dues reduction for most members. In accordance with the Local Union Bylaws, this dues amendment was read at the May Unit meetings and is to be read and voted upon at the June Unit meetings.

The ballots will be mailed to the Local Union Headquarters where they will be counted after all Units have submitted their ballots. If the dues amendment is passed, it must then be sent to the International Union for approval. All the employers would have to be contacted and informed of the changes for payroll deduction. It appears that the earliest it could be effective would be September.

There are four parts or areas to this dues amendment. (1) Dues for Outside Line members. (2) Minimum dues (dues for members not working in the jurisdiction). (3) Regular Dues (dues for members working in the jurisdiction other than Outside Line). (4) Cancellation of Policy 27.

Policy 27 is where the Executive Board has established that dues not be increased when the International raised the per capita tax 50 cents per month in January 1980, and 50 cents per month in January 1981.

Each member would currently be paying \$1 more in dues were it not for this policy. The International Union indicates that the Local Union may pick up the increased per capita tax but that such procedure must be incorporated into the Bylaws and no longer operate under policy. Therefore, the policy must be cancelled, which could result in an increase in monthly dues of \$1 for every member.

The change in the dues schedule as provided in this amendment would reduce the dues rate by \$1.50 or \$2 per month depending on each member's wage rate and where it falls into the new brackets. In addition, the brackets will be changed from 50 cents for each \$50 and \$1 for each \$100. This would have the effect of slowing down the rate of dues increase in the future, depending upon wage increases. However, in an effort to offset Policy 27, the actual dues decrease you see will be 50 cents or \$1 depending upon where your wage rate falls, as a result of cancelling Policy 27.

The minimum dues (not working in the jurisdiction) will be increased to \$6 per month. Currently, the minimum dues rate should be \$5 per month. However, as a result of Policy 27, the Local Union is receiving only \$4 per month, of which the entire amount is paid to the International Union.

The working dues for the Outside Line Unit has been increased from 1 percent to 2 percent. This should put this unit on a self-sustaining basis.

This dues amendment provides a modest decrease in dues for most members. I am continually evaluating the income and expenditures with an eye on getting the most from the dues dollar without any reduction of service to the members. Based on this evaluation, I feel this is about all Local 1245 can afford at this time.

There has been much discussion over the years about a dues reduction. Some members feel dues should not be reduced and others feel they should. The membership will vote in the June Unit Meetings, and they will decide.

*Jack McNally*



## Asbestos hazard cited

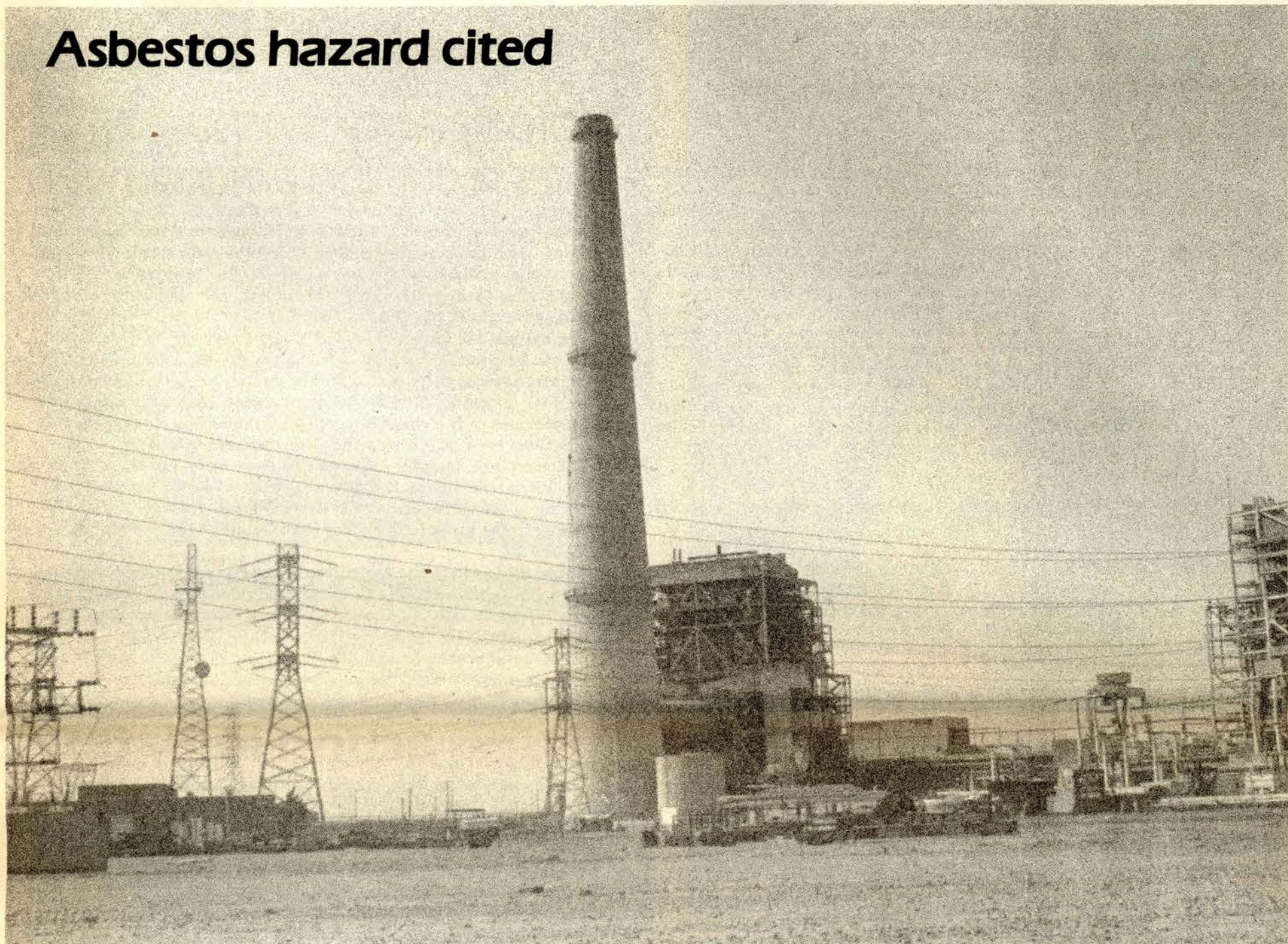


Photo: Juliann Sum

PG&E Pittsburg Power Plant, Unit 7, where investigators recently discovered asbestos hazards in a State Occupational-Safety-and-Health-Administration investigation.

## 1245 Representatives call for protection for Local members

Cal/OSHA investigators were summoned by workers at PG&E's steam generation power plant in Pittsburg, California, on Monday, April 27, after they discovered insulating material believed to contain asbestos.

Asbestos is known to cause human cancers of the digestive tract, lung and surrounding tissues and a disabling lung disease called asbestosis. Federal and state OSHA programs regulate asbestos as a carcinogen.

The Cal/OSHA investigators confirmed the presence of asbestos in samples taken from the plant on the following Tuesday and Wednesday.

Business Representative Joel Ellioff arrived on site to assure that PG&E provide protective clothing and respirators to Local 1245 members, including those who were assigned to hose down and vacuum the plant later in the week.

Many of the workers, some represented by at least six other unions and employed by a contracted firm, Combustion Engineering, Inc., are angry over having been exposed unprotected to high concentrations of dust while performing construction work since last November on Unit 7.

IBEW Local 1245 and the other unions are participating in the Cal/OSHA investigation.



Andy Anderson

Photo: Jean Fudem

## Follow-up: Line Driver recovering

Andy Anderson, Line Truck Driver and 13-year member of Local 1245 is slowly recovering from the truck accident in the General Construction Yard in Milpitas, as reported in the January *Utility Reporter*.

Up and walking around a bit, Anderson exercises his back every day. He is out of the body cast and is in a back chair brace.

"The best thing about all this is that I have learned to like crossword puzzles," quips Anderson. "I guess I've learned to like all those game shows on TV also."

Anderson has had numerous visitors from PG&E and the Union, and people from church visit occasionally to keep him in high spirits.





Kathy Glover used a respirator while doing work before chemical substance was replaced.



Glover initially met with Jackie Gribble, left, a Union representative on the Joint Safety Committee at Lynch to discuss the problem.



Gribble was able to have respirator made available for Glover while the substance was checked out.

## 'Alarmed' by fumes

# Union safety group gets results at Lynch

By Jackie Gribble, Member IBEW Local 1245 Safety Committee

Last year's lay-offs at Lynch Communications in Reno led to a redistribution of workers in jobs at the plant. Kathy Glover was displaced from inspector to janitor where she became concerned about fumes from a chemical she was required to use in her new job.

The chemical, III-Trichloroethane was applied manually by Glover twice each week to the computer room floor. Fumes from the work were so overpowering that the computer personnel left the area while the job was done.

Alarmed by the strong odor Glover could only find out that the chemical had been used for quite a long time and that "no one else had complained." She was told it was necessary to use it to keep down static in the area of the computer equipment.

Unsatisfied with the information from her supervisor and co-workers, Glover brought the problem to Jackie Gribble, IBEW Local 1245 Union representative on the

Joint Safety Committee at Lynch and a member of the Safety Committee of Local 1245. Arrangement was made for Glover's immediate training in the use of a respirator for this work during the committee's investigation of the chemical.

When contacted, the computer manufacturer said there was no particular reason to use the trichloroethane for static control and suggested another product for the purpose. This proved to be a much safer alternative and so the use of trichloroethane was discontinued.

Thanks to Glover a problem chemical has been removed from use and replaced by a safe one. An unnecessary danger is gone from this workplace. This kind of concern, initiative, persistence and cooperation on Glover's part benefits her in her work. But, even more, it benefits all the others who will follow in this job.

Glover is back in production work now as a production material handler in the test department and another worker fills her janitor's job.

## Geysers

# Union action initiates new safety programs

By Juliann Sum, IBEW Local 1245 Industrial Hygienist

PG&E has agreed to provide an arsenic health and safety program at the Geysers after IBEW Local 1245 notified the company of numerous Cal/OSHA violations.

Located near Healdsburg, California, the Geysers is the only geothermal power plant in the U.S. and the largest in the world.

Our members, who PG&E employ to convert heat from the earth's core into electrical energy, are exposed to naturally occurring inorganic arsenic in sediments deposited by the earth's steam.

Inorganic arsenic is known to cause lung cancer and other poisoning and irritation effects in humans and is regulated as a carcinogen by federal and state OSHA programs.

Local 1245 filed grievances last January with North Bay Division and General Construction after members alerted union business representatives that safety procedures and training were inadequate.

Shortly thereafter, Shop Steward Harold Walker directed Local 1245's Industrial Hygienist Juliann Sum to a welding operation that involved suspected overexposures overlooked by PG&E's industrial hygiene program.

Laboratory results from Sum's surprise monitoring visit in January showed that Walker was exposed to 95 times the Cal/OSHA Permissible Exposure Limit and that his half-face air-purifying respirator provided him only ten-fold protection.

Initially the grievances were denied as not proper subjects for the grievance procedure. Division Fact Finding Committee and GC Joint Grievance Committee subsequently instructed the company to accept the grievances. GC representatives have indicated they will adhere to agreements generated from the Division grievance.

At an April 29 meeting of the Division Local Investigating Committee, PG&E presented the union with a proposed program including air cleaning engineering controls for welders, a monthly slide show training program, and written procedures for safe handling of arsenic.

Local 1245's grievance resulted in PG&E offering this program.

The company also agreed to consider complying with certain sections of the Cal/OSHA arsenic standard involving employee access to arsenic exposure information through a joint labor-management safety committee established at the Geysers.



# 40 YEARS PROUD

## Advisory Council meets quarterly, giving voice to rank and file members



Howard Stiefer, new President of IBEW Local 1245 opens recent Advisory Council meeting.

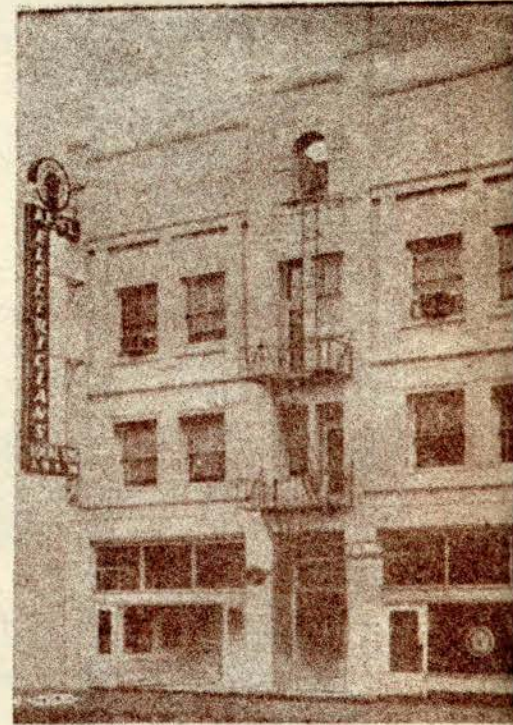


Business Manager Jack McNally presents Commendation Award's plaque to former staff member Norm Amundson, Chairman, Center for Labor Research and Education, University of California, Berkeley, for his outstanding contribution to the Local.

Amundson is a card-carrying member of Local 1245 and his efforts were instrumental in developing the format for Steward and Officer Training Programs. He was commended for constantly working for the betterment of the Local.



Tom Dalzell, new Staff Counsel addresses Advisory Council members in Concord.



OUR HOME — 1918 GROVE ST., OAKLAND

## Long his

By Jean Fudem

Grievance procedures, holiday pay, sick leave, health benefits, overtime pay, and other substantial employee gains during the past four decades, weren't just handed our members.

Job security, economic security and safe working conditions have been achieved by members working together through collective bargaining to reach the highest goals possible.

IBEW Local 1245 this spring celebrates its 40th year in working to secure dignity for its members.

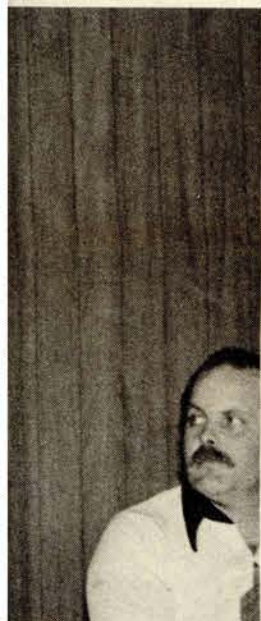
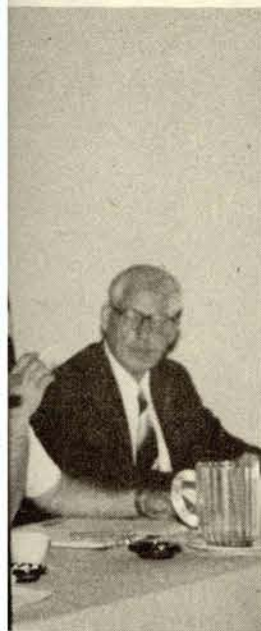
The early history of unionism at IBEW Local 1245 centers around a few early leaders whose perseverance and dedication set the stage for a strong and united local.

It's earliest roots go back to fighting off severe challenges from PG&E company employees associations which the National Labor Relations Board finally disqualified. With the ousting of the employee association, the doors were open for union representatives to fight for improved economic welfare, job security and safe working conditions.

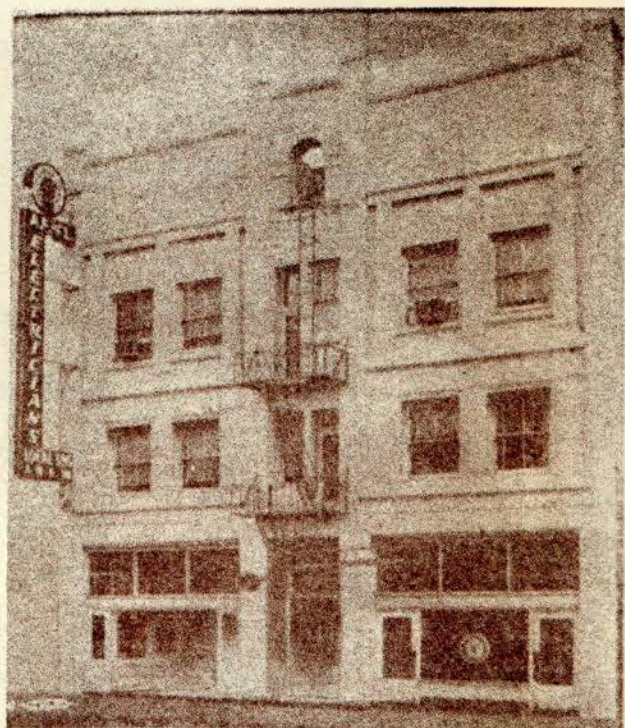
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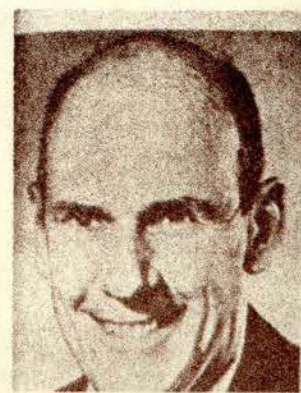
### The Latest in Male Attire?

Don't be alarmed fellows, this isn't a Christian Dior "sack dress" creation for men.

It's an outfit worn by Operators when doing close 4KV switching and consists of an asbestos smock, asbestos hood and rubber gloves.

While it's not something that looks like it stepped out of a page from ESQUIRE—and we fervently hope it doesn't catch on—it does protect the whole area of an Operator's body while doing many types of close switching operations.

For obvious reasons, the "model" must remain anonymous.



Util  
Official  
VOL. XI - No. 11

### 1245's E Board End Alan Crans

"I lived under Hitler in Germany before the war so I know what a totalitarian regime means." So said Alan Crans in his meeting with the Executive Board of Local 1245 to seek its endorsement. The Board, no



### Policy Comm Give Green Li

Education of our membership is and public relations was the main focus and business staff meeting. After a comprehensive report of the membership in the recent elec

Thanks — Job

## Long history of fighting for w

By Jean Fudem

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In the beginning stages, with only 5,000 members, life in the union business wasn't all smooth, and was then slowed with the advent of World War II in November 1941, when significant wage and price freezing had to be imposed.

After years of frustration, workers with union activities stifled in the 1930s were beginning to see inroads throughout the 1940s.

Ronald T. Weakley, first Business Manager of Local 1245, recalls when he literally went to work as an unpaid shift-working union organizer when PG&E transferred him to East Bay and where he also had a number of like-minded friends.

In answer to workers' problems, Weakley began to organize the Local.

Several unions were initially vying for representation of PG&E. IBEW Local 1245 began to organize in 1941, and was chartered for the areas of General Construction, Pipeline Operations, and outlying areas, gaining the representation rights for PG&E in these specific divisions.

The PG&E property held two unions, the Utilities Workers Union of America and IBEW Local 1245.

During the 40s a group headed by Weakley, met with the IBEW International to hash out the conflicts that were arising with both unions on the property. The IBEW International gave the go-ahead to seek IBEW representation only.

"We asked for and got an IBEW charter for the then-existing Bay Area groups, which had been represented by the UWUA up to that point. The second charter was for another IBEW Local 1324, granted in 1948, which replaced UWUA,

despite protests from the CIO," said Weakley. Now there were two IBEW locals on PG&E properties.

J. Scott Milne, secretary of the IBEW International, took action to put one local on the PG&E property, and chose IBEW Local 1245 to represent the area.

The vote was put to the members in 1952, and Local 1245 was supported and subsequently re-chartered then to include the areas of Local 1245, old 1324 and IBEW Local 50, which had represented Alameda-Contra Costa Transit District, and cities of Alameda, Oakland and Berkeley, as well as Outside Construction.

Weakley, who'd previously been working as a 1324 Business Representative, was appointed Local 1245's first Business Manager, where he administered for the next 19 years.

Among other groups incorporated into Local 1245 jurisdiction were: the United States Bureau of Reclamation, Sacramento Municipal Utilities District, and Sacramento Transit.

The Advisory Council, originally named the Policy Committee was born out of the mergers of the two IBEW locals, with the unique concept of providing a voice to rank and file membership.

The Advisory Council, which consists of one representative from each area division throughout 1245 jurisdiction, has been meet-

ing quarterly since of the most in that were made few groups of its still in existence

Local 1245, c locals in the c 20,000 member est membership largest geograp IBEW, including fornia, Nevada, V and Idaho.

The bulk of L are employed addition the Lo ployees in over 6 groups includin

In California Alameda-Cont: Transit Distric City of Berkeley sen Division, Ne South Lake Ta zens Utilities C nia; Concord TV Surgery Comp: Irrigation Distr City of Healdsb gation District; Irrigation Distr tion District; M Cable TV; Neva trict; City of Oa Irrigation Dist dotte Irrigation Transmission Tree Expert C Irrigation Dist Water Agency; P



# IBEW 1245



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1245's E Board Endorses

### Alan Cranston for Senator

"I lived under Hitler in Germany before the war so I know what a totalitarian regime means." So said Alan Cranston in his meeting with the Executive Board of Local 1245 to seek its endorsement. The Board, no-

## Utility Reporter

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OAKLAND, CALIFORNIA



### Policy Committee and Exec. Board Give Green Light to Future Program

Discussion of our membership with the expiration of the election in 1982, 1983 and 1984 was the main theme of a 2-day Local 1245, IBEW Policy Committee, Board and Business Staff meeting on Nov. 26th and 27th in Oakland.

After a comprehensive report by each Policy Committee on the status and growth of the membership at the several elections, it was concluded that although a battle has been fought, the war continues.

Business Manager B. T. Weakley, in recognition of the report, thanks the staff of the Policy Committee for its diligent work.

Thanks—Job Well Done!

Far left: Old Local 1245 offices in downtown Oakland before moving to Walnut Creek headquarters. Next: Some clippings from the past.

# History of fighting for worker rights

After years of frustration, workers with union activities stifled in the 1930s were beginning to see inroads throughout the 1940s.

Ronald T. Weakley, first Business Manager of Local 1245, recalls when he literally went to work as an unpaid shift-working union organizer when PG&E transferred him to East Bay and where he also had a number of like-minded friends.

In answer to workers' problems, Weakley began to organize the Local.

Several unions were initially vying for representation of PG&E. IBEW Local 1245 began to organize in 1941, and was chartered for the areas of General Construction, Pipeline Operations, and outlying areas, gaining the representation rights for PG&E in these specific divisions.

The PG&E property held two unions, the Utilities Workers Union of America and IBEW Local 1245.

During the 40s a group headed by Weakley, met with the IBEW International to hash out the conflicts that were arising with both unions on the property. The IBEW International gave the go-ahead to seek IBEW representation only.

"We asked for and got an IBEW charter for the then-existing Bay Area groups, which had been represented by the UWUA up to that point. The second charter was for another IBEW Local 1324, granted in 1948, which replaced UWUA,

despite protests from the CIO," said Weakley. Now there were two IBEW locals on PG&E properties.

J. Scott Milne, secretary of the IBEW International, took action to put one local on the PG&E property, and chose IBEW Local 1245 to represent the area.

The vote was put to the members in 1952, and Local 1245 was supported and subsequently re-chartered then to include the areas of Local 1245, old 1324 and IBEW Local 50, which had represented Alameda-Contra Costa Transit District, and cities of Alameda, Oakland and Berkeley, as well as Outside Construction.

Weakley, who'd previously been working as a 1324 Business Representative, was appointed Local 1245's first Business Manager, where he administered for the next 19 years.

Among other groups incorporated into Local 1245 jurisdiction were: the United States Bureau of Reclamation, Sacramento Municipal Utilities District, and Sacramento Transit.

The Advisory Council, originally named the Policy Committee was born out of the mergers of the two IBEW locals, with the unique concept of providing a voice to rank and file membership.

The Advisory Council, which consists of one representative from each area division throughout 1245 jurisdiction, has been meet-

ing quarterly since 1955. It was one of the most important changes that were made, and is one of the few groups of its kind in the nation still in existence today.

Local 1245, one of 1445 IBEW locals in the country, has, with 20,000 members, the second largest membership and covers the largest geographical area in the IBEW, including members in California, Nevada, Washington, Oregon and Idaho.

The bulk of Local 1245 members are employed by PG&E, and in addition the Local represents employees in over 60 smaller employer groups including:

In California: City of Alameda; Alameda-Contra Costa Regional Transit District; Bay Cablevision; City of Berkeley; CP National, Lassen Division, Needles Division and South Lake Tahoe Division; Citizens Utilities Company of California; Concord TV Cable; Davey Tree Surgery Company; Glenn-Colusa Irrigation District; City of Gridley; City of Healdsburg; Lindmore Irrigation District; City of Lodi; Merced Irrigation District; Modesto Irrigation District; Monterey Peninsula Cable TV; Nevada Irrigation District; City of Oakland; Orange Cove Irrigation District; Oroville-Wyan-dotte Irrigation District; Pacific Gas Transmission Company; Pacific Tree Expert Company; Paradise Irrigation District; Placer County Water Agency; Plumas-Sierra Rural

Electrical Cooperative, Inc.; City of Redding; Richvale Irrigation District; City of Roseville; Sacramento Regional Transit District; City of Santa Clara; Sonic Cable TV; Standard Pacific Gas Lines, Inc.; State Cable TV; Teleprompter Corp. of Lompoc, Los Gatos, Newark/Milpitas, Santa Cruz, Santa Maria, Ukiah, Willits and Fort Bragg; Tele-Vue Systems, Inc.; Thermalito Irrigation District; Tri-Dam Project; Truckee-Donner Public Utilities District; United States Bureau of Reclamation, Folsom Field Division, Fresno Division, Shasta Field Division, Tracy Field Division, and Sacramento Valley Field Division; Western TV Cable; X-Ray Engineering; and Yuba County Water Agency.

In Nevada Local 1245 members are employed by CP National, Elko Power Division, Elko Telephone Division and Winnemucca Division; Mt. Wheeler Power Company; Sierra Pacific Power Company; Teleprompters of Reno and South Tahoe; Wells Rural Electric Company; and Lynch Communications.

Local 1245 has a paid staff of 54 full-time employees; one Business Manager; one Senior Assistant Business Manager; four Assistant Business Managers; 28 Business Representatives; one Industrial Hygienist; one General Counsel; one Office Manager; two Administrative Assistants; and 15 clerical employees.



# PEOPLE

A network of some 1500 Shop Stewards work to keep the Union strong. Throughout the year they meet for training conferences to keep up to date on current developments affecting their activities.



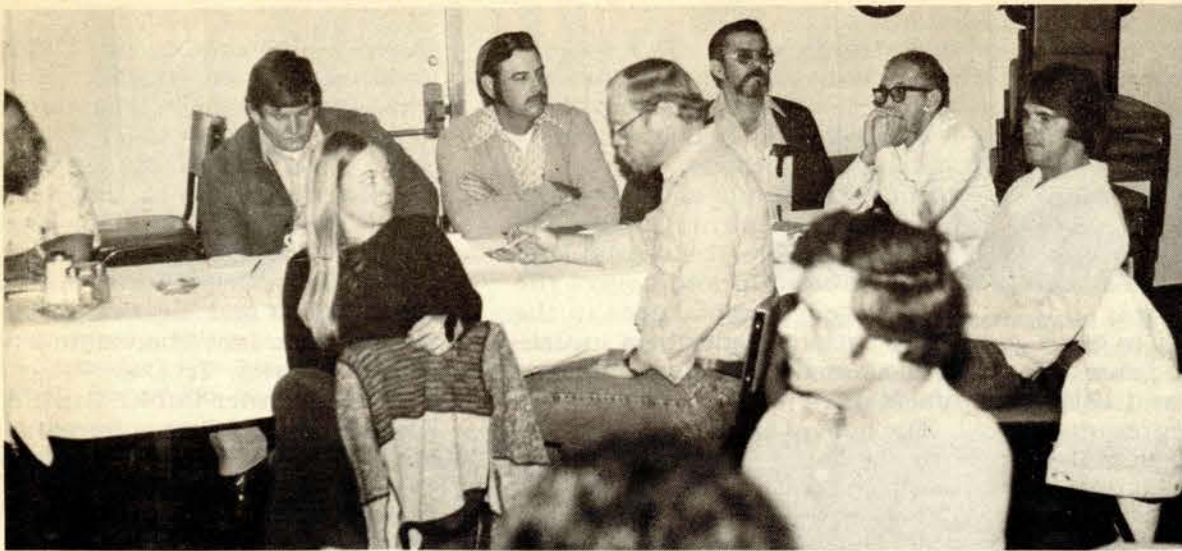
General Construction, foreground, L-R, Jim Foster, Leo Fred Zebell, Jim Stroud, Rod Rodriguez. Back row, L-R, Herr and Lou Solano. Center row, L-R, Harold George, Barry Humphrey, Dave Dow, Ken Williams and Bob Austin.



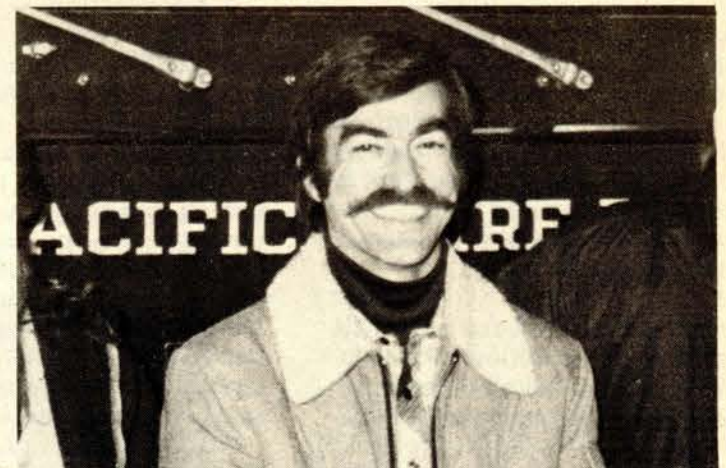
San Francisco Shop Stewards, foreground, L-R, Bob Salazar, Operating Clerical, 18th & Shotwell; Gary Smith, Communications Technician, GO; Bettie Charles, Plant Accounting, General Office.



Shop Stewards, Humboldt and Ukiah Districts of North Bay Division, Foreground, L-R, Barry Jensen, Gas Serviceman, Eureka; Chuck Stockham, System Operator, Humboldt Substation; Larry Finch, Line Sub-Foreman, Willits; Jack Lemos, Troubleman, Ft. Bragg. Back row, L-R, Clark Fleming, Troubleman, Willow Creek; John Grant, Light Crew Foreman, Eureka; Jeff Jacobsen, Lineman, Fortuna.



Bakersfield area Shop Stewards, L-R, Bobby Engstrom, Senior Compressor Plant Operator, Kettleman; Jan McCracken, Field Clerk, General Construction, Fresno; Bob Boyd, Equipment Operator, Bakersfield; Russ Frith, Lineman, Fresno; Louie Thompson, Collector, Bakersfield; Bob Kinnish, Station Attendant, Tule Power House; Geary Weaver, Lineman, Wasco; and Don Cross, Troubleman, Bakersfield.



Shop Steward, Steve Reinke, San Francisco General Office, is a new volunteer fireman in Pacifica.



Lynch Shop Stewards, L-R, Maude Farmer, Diane Figari, Arlene Whitman, Patricia Gray, Anne Spencer, Karen Forbes, Judy Cornelison, Pauline Holloway, Ronda Drew.



# BARGAINING REPORT PUBLIC AGENCIES

By Tom Dalzell, IBEW 1245 Staff Counsel

The year 1981, particularly the second half of the year, will see more than half of Local 1245's Memoranda of Understanding's with public agencies expire, promising an active six months for Business Representatives and Negotiating Committee members. MOU's due to expire in 1981 include the Nevada Irrigation District, the City of Berkeley, the City of Healdsburg, the City of Oakland, the City of Redding, the City of Lodi, Lindmore Irrigation District,

Truckee-Donner PUD, Thermalito Irrigation District, S.M.U.D., Water Power Resources Service, Yuba County Water Agency, and the City of Alameda. In addition, MOU's with the Shasta Dam PUD, the Modesto Irrigation District, and the Oroville-Wyandotte Irrigation District are all open for wages during 1981.

Bargaining developments since the February issue of the *Utility Reporter* are reported below.

## City of Chico

As reported in the February issue of the *Utility Reporter*, Local 1245 and the City of Chico recently completed negotiations on a three-year MOU. Bargaining continues to tie down loose ends, particularly with respect to job descriptions and proper classification of bargaining unit employees. Local 1245 continues to be represented in these talks by Committee members Anne Byers and Jesse Smyth, joined by newly reassigned Business Representative Gary V. Hall. Negotiating Committee member James Johnson has recently been hospitalized, and Local 1245 wishes him a speedy recovery and return to work and Union business.

## City of Healdsburg

With the present MOU at the City of Healdsburg set to expire on June 30, 1981, Local 1245 has recently begun negotiations with the City towards a new agreement. The Union's bargaining team consists of Assistant Business Manager Corb Wheeler, Business Representative Frank Hutchins, and Negotiating Committee members Larry Giavonni and Luigi Muzzin. As this issue went to press, negotiations had only begun, with no substantive movement to report.

## City of Lodi

On May 6, Business Representative Hank Lucas met with City of Lodi members to prepare the Union's initial proposals for talks with the City before the July 5, 1981 expiration of the present MOU. Lucas will be assisted in negotiations by Negotiating Committee members Gary Mai and Mike Williams. Further details will be provided in the next issue of the *Utility Reporter*.

## City of Redding

Local 1245's MOU with the City of Redding expires on July 1, 1981, and Business Representative Rich Hafner, assisted by Negotiating Committee members Cliff Friesen, Joe Kropholler, and Carl Schmidt

have had several meetings with the City towards a new agreement. By next month, there should be details to report on these negotiations and the Union's efforts to upgrade what already is one of the stronger public agency agreements the Union has.

## Modesto Irrigation District

Business Representative Pete Dutton is in the midst of interim bargaining with the Irrigation District in two major areas. First, the Irrigation District and Local 1245 are in the process of conducting a wage survey for journeymen and above classifications, with an eye towards implementing an inequity adjustment wage increase on June 1, 1981, and June 1, 1982, in addition to the general wage increase due in December, 1981. Secondly, Pete Dutton and Benefits Committee members Henry Azevedo Jr. and Ron Simpson have been meeting with District officials in an effort to improve hospitalization benefits, including optical care to be available January 1, 1982.

## Tri-Dam Project

Pete Dutton, with the help of Negotiating Committee Chair Bill Cashman, recently completed bargaining on a one-year MOU with the Tri-Dam Project. Improvements won include an 11 percent general wage increase and a shift differential. The agreement's term is March 1, 1981 through February 28, 1982.

## Shasta Dam Area Public Utility District

Interim negotiations on a wage reopener were being held at press time between the Shasta Dam PUD and Local 1245, represented by Business Representative Rich Hafner and Negotiating Committee Chair Bill Marsh. The Union is seeking a 10 percent general increase for the last eight months of 1981, together with inequity adjustments. At press time, the District had offered only an 8 percent wage increase together with inequity adjustments.

# APPOINTMENTS

## Negotiating Committees

### Mt. Wheeler Power Co.

Jan Reger  
Robert Swetch

### CP National - Elko Telephone

Dora Carone  
Ron Steele  
Paula Taylor

### City of Healdsburg

Larry Giavonni  
Luigi Muzzin

### City of Redding

Carl Schmidt  
J. Joseph Dropholler  
Clifford Dale Friesen

### Shasta Dam Area Public Utility District

William C. Marsh

## PG&E

### General Construction - Joint Grievance Committee, Alternate

Leo Heer

### PG&E Clerical Job Evaluation Committee

General Office  
Mary Wise

## Local Union Delegates

### Local Union Safety Committee

Robert J. Daniels

## Central Labor Council

Fresno/Madera  
Jan McCracken

## Western Area Power Administration

The three-year MOU with WAPA reported in February issue of the *Utility Reporter* was recently ratified by a 20:1 margin. In April, Business Representative Hank Lucas, who serves as the Chair of IBEW Government Coordinating Council 1, made a 10-day tour of WAPA facilities in Colorado, South Dakota, North Dakota, Wyoming, and Arizona with WAPA Negotiating Committee Chair Buster Boatman for a series of joint labor-management contract training sessions with management and shop stewards. The three-year MOU may be opened on any subject each year, but may not be cancelled.

# 40 YEARS



LOCAL 1245

# PROUD

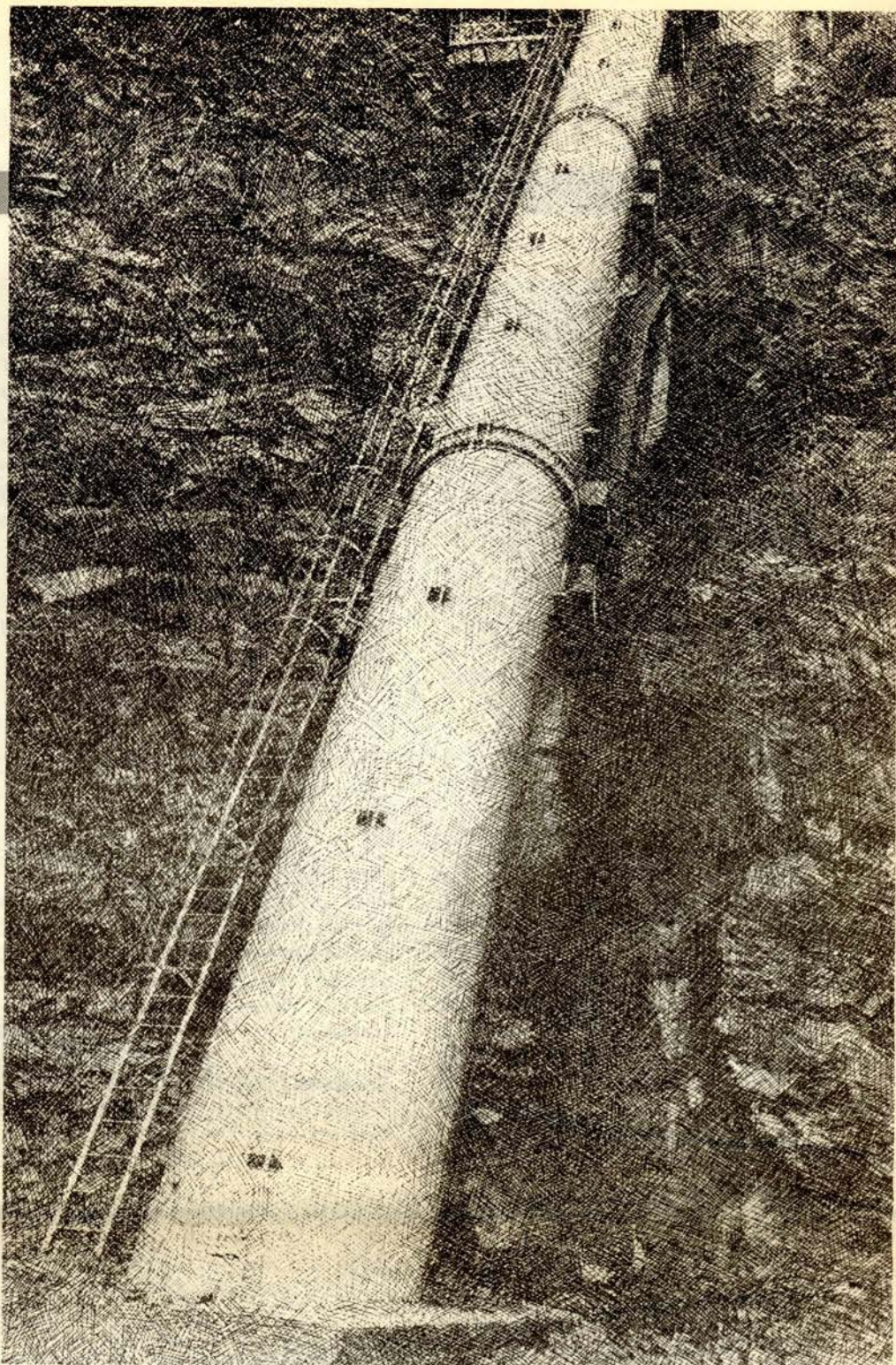


# ON THE JOB

Photos: Bob Jacobs, Sacramento, New York



Ed Fortier, right, meets with Shop Steward Jim Higgins, Roving Operator, who's been with the Power Division for four years. Higgins previously served as a Shop Steward in the Water Division where he worked for 12 years.



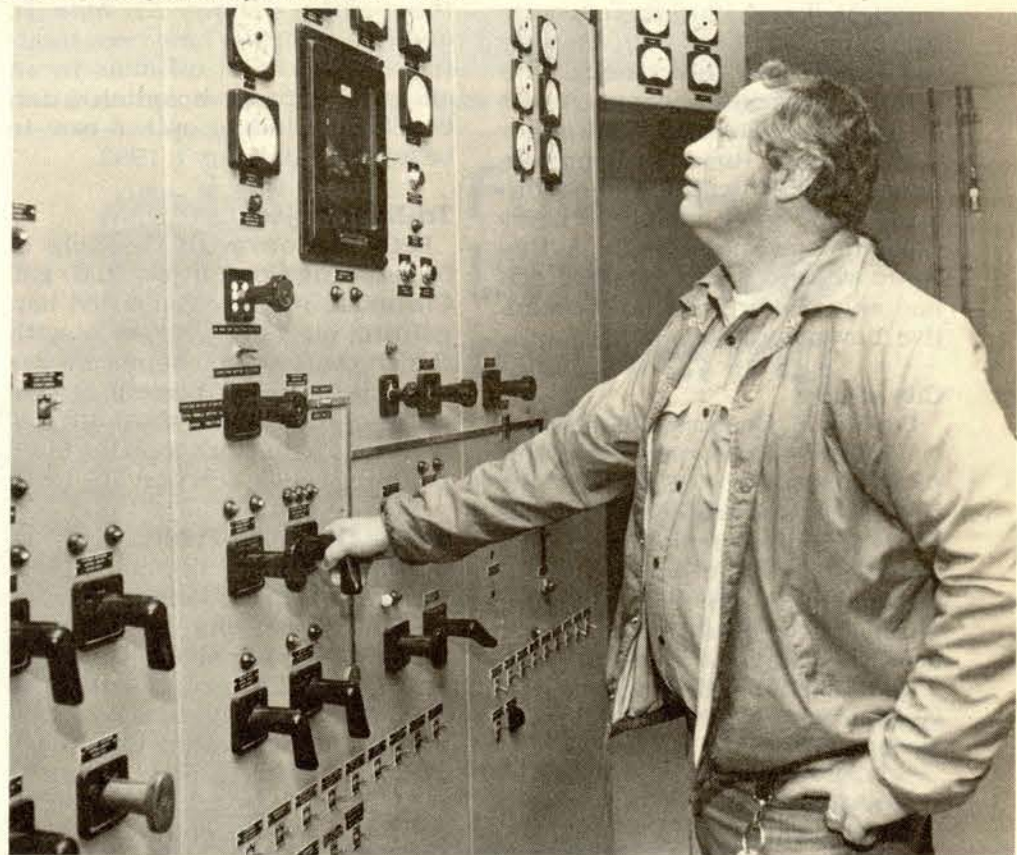
At full load some 544 cubic feet of water per second pass through this penstock which is on the hillside just above the 54.5 MegaWatt Woodleaf power plant. A new 13 MegaWatt power plant is under construction at the District's Sly Creek location. The District sells some of the power it produces to PG&E.



Roving Operator, Vern Gnass returns to the yard in Forbestown.



Dale Turman, General Foreman, has been with IBEW Local 1245 since 1963. He was active throughout the 1970s as a member of the Executive Board, the Advisory Council, and the Grievance Committee. He is a former Business Representative, and before working for OWID was with PG&E in the DeSabra Division.



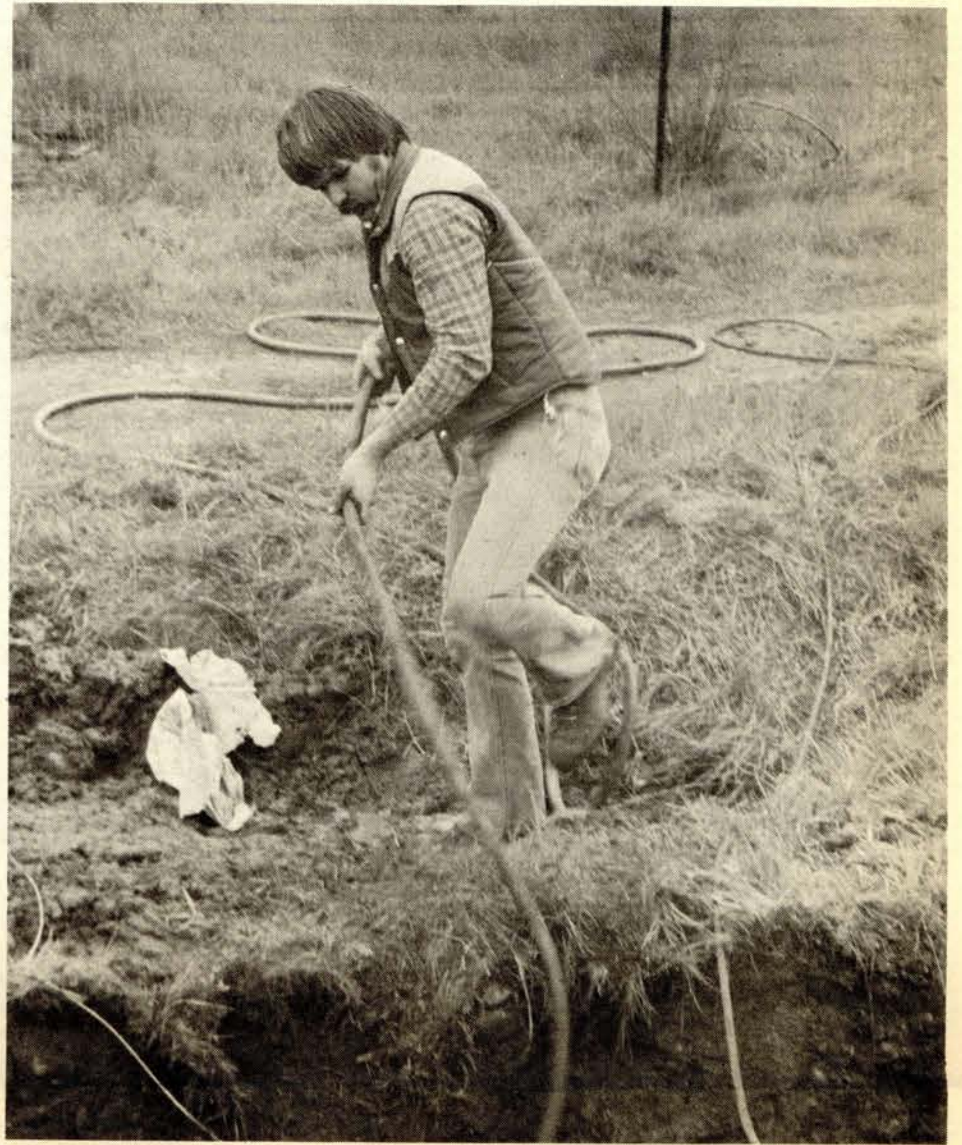
Bob Warka, First Operator, works at the Woodleaf power plant where he monitors a series of equipment. Since Woodleaf is also the Dispatch Center for the Power Division, Warka is on the radio throughout the day. He is a 15-year member of Local 1245, and reports that, "initially getting used to being alone was the hardest part of the job." The plant is remotely controlled from a switching station and requires only one operator.



# IBEW 1245 at Oroville-Wyandotte Irrigation District



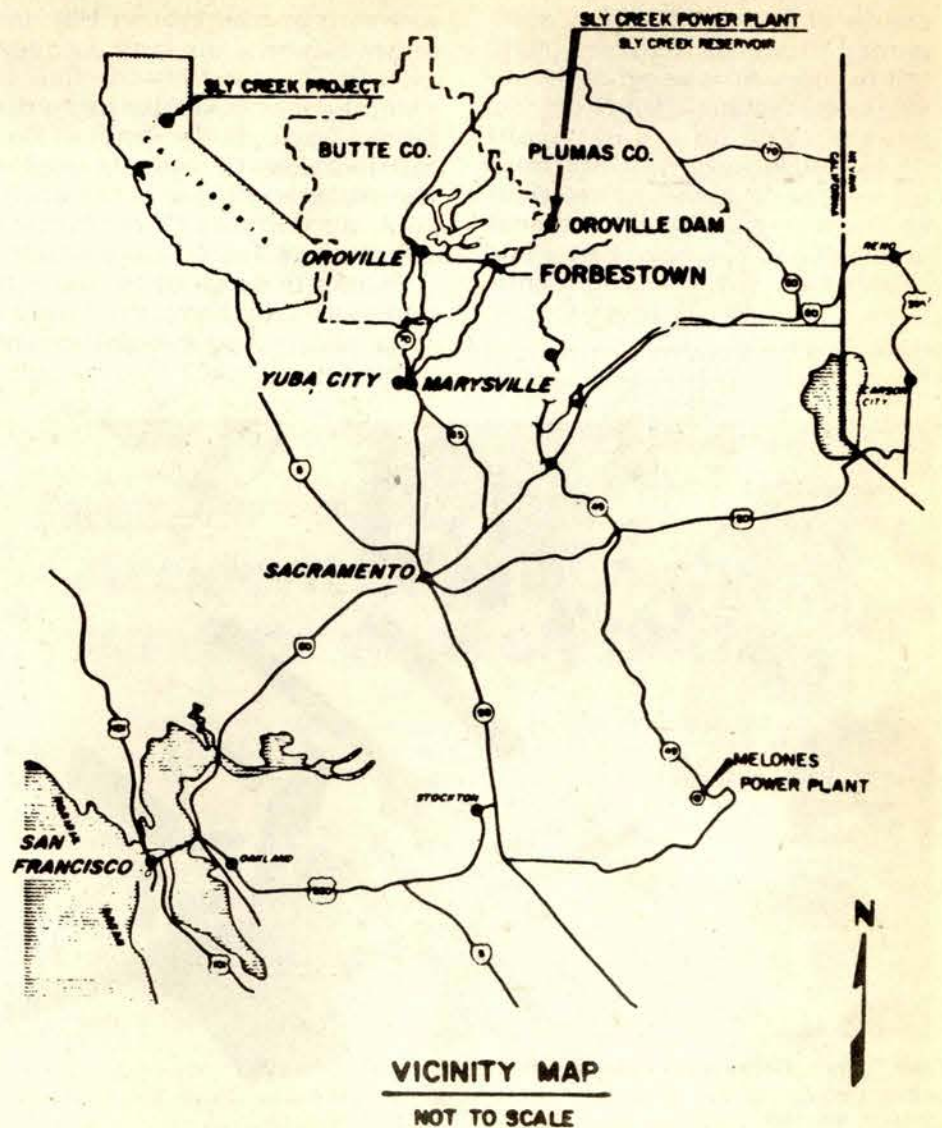
Here Ed Fortier, IBEW Local 1245 Business Representative, meets with Shop Steward Loren Atkinson, center, new crew Foreman; and Kenny Graves, right, Meterman, in Palermo where members recently completed installation of new water lines and water mains in a 1½-mile area in just under four weeks. The job is part of a projected two-year project in the District to replace outdated water lines.



Three-year Local 1245 member, John Franklin, pulling the line.



Crew member, Emelio Cabrera, Equipment Operator, is a 15-year member of Local 1245.





**NOTICE.** Injured Brother John Valena needs blood. If you can donate please check with your nearest blood bank to see if they can credit the Chico Burn Fund. If so, blood donations should be made *specifically* to the Chico Burn Fund, Code 2250, on behalf of John Valena. Your help is appreciated. For further information contact the Local 1245 Dispatch Office at (415) 933-7121.

## Outside Line accident

*From page one*

Tom Hayes heard the arc and responded instantly. Garner lowered the bucket, as Hayes raced to seek medical assistance.

After checking for vital signs on both men, and finding none, Garner began cardiopulmonary resuscitation on Sparks, and said he thought he'd gotten a response, so he shifted quickly to Valena. Valena came around rapidly and was in severe pain from the burns he'd received to the neck and knee.

Garner resumed CPR on Sparks and minutes later the Janesville Fire Department arrived on the scene and paramedics began working ceaselessly to resuscitate Sparks, as well as relieve Valena's pain.

Both men were rushed to hospitals. Efforts to revive Sparks failed. Valena was placed in intensive care after being flown to the Chico Burn Center where his condition at press time was listed as critical.

Union representatives responded immediately after Tyee officials reported the accident to the Local. As first reports of the accident came in the condition of the injured hadn't been substantiated. Next of kin were notified that a serious injury accident had occurred.

Ron Fitzsimmons, IBEW Local 1245 Business Representative in charge of health and safety summoned Business Representative Bill Twohey who is assigned to Outside Construction. The two of them left the Local offices in Walnut Creek and headed north to learn the condition of the injured men, and to meet with Tyee, CP National, and state Occupational Safety and Health Administration representatives to initiate an investigation into the incident. Frank Lazard, a representative of the Joint Califor-

nia-Nevada apprentice training committee was also in attendance.

Fitzsimmons and Twohey arrived in Susanville in the late afternoon where the fatality was verified and then met with the other representatives involved in the investigation of the accident at the offices of CP National.

The two Local 1245 representatives requested time to go to the scene of the accident before dark, and took photographs of the line and surrounding area.

They also requested that the working conditions at the time of the accident subsequently be recreated to assist with the investigation.

On the following day, Saturday, the truck and equipment was repositioned, and members of the investigating group gathered data to file in reports at a closing conference one week later on May 1.

Following that conference OSHA citations were issued Tyee Construction.

Union representatives were in close contact with the hospital during Valena's stay in Intensive Care, and have assisted in processing all necessary paperwork for current benefits during this trying time.

Both Fitzsimmons and Twohey met with Sparks' brother Bill, and father, Ray, who are both Journeymen in Outside Construction to extend deepest sympathy to the family. Tragically the death of Don Sparks follows by some six months the death on the job of his uncle, Don, an Outside Construction Journeyman, Local 47, Los Angeles.

Sparks is survived by one son, and three daughters, his brother, three sisters, and his mother and father.



Photo: Carol Bedsole

Prior to a recent negotiation's meeting, the Union and CP National Negotiating Committee members took time out for this group photo, L-R, are Darrel Mitchell, Union Business Representative and Union Negotiating Committee Spokesperson; Dick Gallagher, Kelley Holmes, and John Garate, Union members; E. N. Davidson, CP National, California State Telephone Manager; Dick Carr, Union member; and Frank S. Anderson, Lourdes Mataquin, and Stan Rasmussen, also representing CP National.



Photo: Carol Bedsole

After the formal photo above, Darrel Mitchell, foreground, left, gets down to the business at hand.

## Sierra Pacific wage hike OK'd

*From page one*

our key people should provide "stability" for our Union at Sierra.

Local 1245's negotiating committee members Pat Lantis, Nancy O'Dell, Ralph Walter, Dave Herman, Louis Mora, Kurt Vanderbundt, Gino Aramini, George Ostrander,

Robert Loncar and Business Representative John Stralla as well as Company's committee should be commended for their efforts in this year's negotiations because they have negotiated one of the best settlements ever reached in Sierra Pacific's collective bargaining history.

## New staff assignments

Business Representative Scott Thomas, has been reassigned to De Sabla Division, PG&E, CP National, Citizen's Utilities, and State Cable TV.

Thomas will be taking the position of former Business Representative Lee Thomas, who has resigned, and returned to PG&E.

Other new staff members at Local 1245 include Business Representative Bryan Le Gare, who assumes the responsibilities formerly handled by Business Representative Gary Hall; which includes PG&E San Joaquin Division, Fresno, Yosemite, and Kings District as well as Standard Pacific Gas Line Los Banos, and PG&E Fresno, Kings and Yosemite Davey Tree.

Business Representative Gary Hall is now assigned to City of Chico, Paradise Irrigation District, Glenn-Colusa Irrigation District;



Bryan Le Gare

and Western Area Power Administration; and all Public Agencies in De Sabla Division.

Hall is taking the place of former Business Representative Ken Meyer who has returned to his former position with Sacramento Municipal Utilities District.

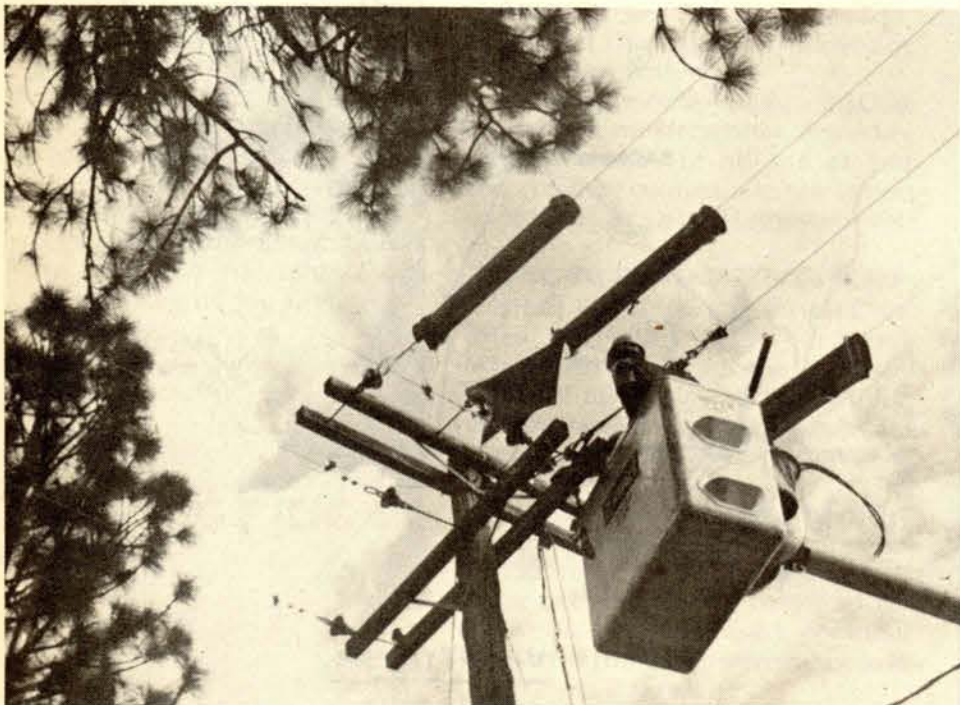


Photo: Ron Fitzsimmons

Investigators spent hours initially collecting information surrounding the aerial bucket accident and fatality in Janesville.