AT THE RECENT California Federation Women in the Workforce Conference panelist Bill Callahan, AFSCME Council 57, San Jose, Business Representative, left, details Comparative Worth issues for IBEW Local 1245's representatives, Administrative Assistant Pat Rutherford, center, and Assistant Business Manager Roger Stalcup, right. Kathleen Kinnick, state federation Women's Activities Director coordinated the three-day program.

Health, safety bulletin
PCBs
At a special Cal-OSHA standard’s board public hearing on PCBs called at the request of Local 1245, staff and members of the union testified on behalf of a PCB standard currently proposed by the standard’s board. At the October 29 hearing, the union emphasized the need for improvements in the areas of medical surveillance, training, protective clothing, and a lower permissible exposure level. Business Manager Jack McNally spoke on the members’ need for a protective standard.

Study cut
Because of Reagan cutbacks in NIOSH, the pentachlorophenol (Cellon Pole) study has been called off indefinitely.

New COLA adjustment stretches shrinking dollar
As a result of a formula negotiated in 1980, all workers in the bargaining unit at PG&E, Standard Pacific Gas Line, Inc., and PG&E covered under PG&E contracts will receive a two-part wage adjustment of:
1. 3% of current salary — without the 1981 COLA of $37.20.
2. An across the board COLA for all employees equaling $35.60.

To compute your January 1, 1982, wage add:

- Your 1981 weekly salary less $37.20 =
- 3% of the above +
- Add the 1981 COLA back on +
- Add the 1982 COLA +
- Total January 1, 1982

Examples:

- LINEMAN
  - 1981 Salary ($513.45)
  - $37.20 = $476.25
  - 3% of above + $14.28
  - 1981 COLA + $37.20
  - 1982 COLA + $35.60
  - Total January 1, 1982 $563.33
  - Rounded $563.35

- OPERATING CLERK
  - 1981 Salary ($440.60)
  - $37.20 = $403.40
  - 3% of above + $12.10
  - 1981 COLA + $37.20
  - 1982 COLA + $35.60
  - Total January 1, 1982 $488.30
  - Rounded $488.30

ELECTRICIAN (G.C)
- 1981 Salary ($534.65)
- $37.20 = $497.45
- 3% of above + $14.92
- 1981 COLA + $37.20
- 1982 COLA + $35.60
- Total January 1, 1982 $585.17
- Rounded $585.20

- GAS SERVICEMAN
- 1981 Salary ($491.05)
- $37.20 = $453.85
- 3% of above + $13.61
- 1981 COLA + $37.20
- 1982 COLA + $35.60
- Total January 1, 1982 $540.26
- Rounded $540.30

Reagan’s cutbacks hit women hardest
Joyce Miller, AFL-CIO vice president and president of the Coalition of Labor Union Women was among the featured speakers at the recent California Federation Women in the Workforce Conference in San Francisco, which drew participants from throughout the state.

Her thought-provoking speech, emphasizing the injustices of the Reagan Administration policies and how they most adversely affect women, and minorities is presented here.

The Reagan administration budget cuts hurt all American workers — but women and minorities most of all.

The administration’s cuts in Social Security hurt all senior citizens, especially older women. While the White House buys $1,000 a place setting of china with a finger bowl, a 75-year-old widow is being cut off from her $122 a month minimum Social Security benefit.

Cutbacks are being made in children’s lunches and much-needed nutrition programs and child care centers for working parents do not exist.

The cutbacks of children’s lunches, See back page

Through the savings in Social Security, a 75-year-old widow is being cut off from her $122 a month minimum Social Security benefit; cutbacks are being made in children’s lunches and much-needed nutrition programs and child care centers for working parents do not exist.

The cutbacks of children’s lunches.
YOUR LEGAL RIGHTS

Updated IBEW Local 1245
Legal Services Plan

What is Group Legal Services Coverage?
Coverage under the IBEW 1245 Group Legal Services Plan assures you, and members of your immediate family, of having access to quality legal service at reduced rates.

How The Plan Works
By providing fee free consultations and easy access to lawyers, the Plan allows members to act preventively and to consult with lawyers before problems become serious. By offering reduced fees, the Plan significantly decreases the cost of retaining legal representation.

Participating law firms have been carefully selected by IBEW 1245's attorneys, Neyhart, Anderson, Nussbaurn, Reilly & Freitas. Union members enjoy the benefit of this selection process. By contract, Group Legal Services attorneys are accountable both to the IBEW 1245 members who utilize their services and to the Union and Neyhart, Anderson, Nussbaum, Reilly & Freitas.

Who Is Covered?
Only present and retired members in good standing and their immediate families are covered by the Plan. ("Immediate Family" includes only a spouse, dependent children up to the age of 21, or children still in school and supported by their parents.)

Benefits
Each year, every individual Covered by the Plan is entitled to:
1. Two free half-hour initial consultations.
2. Representation at reduced rates which may be no greater than in the attached fee schedule.

What Is An Initial Consultation?
An initial consultation takes place when you describe your problem to an attorney and discuss the alternative actions available to you. Two half-hour initial consultations are provided free of charge during each membership year.

What Is A Reduced Rate Fee Schedule?
Attached is the current maximum schedule of rates which you may be charged under the Plan. In some areas the rates charged are lower. In general, these rates are 20-30% lower than prevailing rates charged by attorneys in your area. A current Reduced Rate Fee Schedule is on file at all times with each contracting attorney's office participating in the Plan and available for review by individual members upon request. Your shop steward will also have a current schedule. A quotation of approximate fees is included in the initial consultation. (Fees may be higher for work which requires travel outside the surrounding community.)

The Following Is A Partial List Of Legal Services Available Under The Plan:
Adoption
Bankruptcy
Civil Litigation
Consumer Fraud
Incorporation
Marital Problems
Criminal Charges
Partnership Agreement
Personal Injury
Collection Remedies
Debt Problems
Landlord-Tenant
Guardianship
Property Damage
Real Estate
Traffic
Wills
Workers Compensation

How To Use The Plan
IBEW 1245 Legal Services Plan attorneys are located in offices throughout California. If you wish to use the Plan, call (800) 652-1599; and in Nevada, call (702) 358-1086. You should identify yourself as a member of the IBEW 1245 and describe briefly the problem you wish to discuss. Depending upon the type of problem you have, you will either be immediately connected with an attorney or you will be given the telephone number of the contracting attorney's office nearest your home. If no attorney is available to take your call at the time you call, leave a message and your call will be returned as soon as possible.

You may discuss your problem by telephone, or, if you prefer, make an appointment to meet with the attorney. In some instances, the attorney may request that you make an appointment. WHETHER HANDLED BY TELEPHONE OR BY OFFICE APPOINTMENT, THE INITIAL CONSULTATION IS FREE OF CHARGE.

The attorney with whom you consult will advise you of your legal rights and remedies, and may recommend a course of action to you. You will also be told what fees and costs, if any, you can expect to pay in order to follow the various avenues available to you.

Conflicts
Conflicts between members, and conflicts between any member or members and IBEW 1245 are not covered under the Plan. Also excluded are any claims arising under or pursuant to any collective bargaining agreement to which IBEW 1245 is a party. In any case involving or potentially involving a claim by the spouse against the other, only the spouse who is a member of IBEW 1245 may be represented by Plan attorneys. In the event both spouses are members of IBEW 1245, the local attorneys will by lot or other appropriate impartial means determine which spouse shall be entitled to his or her services under the Plan. The other spouse should then call the (800) number for assignment to an alternate attorney in the closest geographical area to his or her home.

Authorization
This program has been authorized by the California State Bar and is subject to all applicable State and Federal laws. The California State Bar.

Right To Other Counsel
Members have the right to secure the services of legal counsel of their choice. Group Legal Services Plan reduced rates, however, can only be obtained through your Group Legal Services Plan law firms.

No Agency Relationship
In performing services under the Plan, the law firm in no way functions in an agency capacity with respect to the Union. The Union derives no benefits from the provision of services to individual members. All information divulged by members to participating attorneys and staff is held in strictest confidence.
## Fee Schedule

Each member is entitled to two initial consultations (advice only) per year free of charge. It is contemplated that each such consultation will not exceed one-half hour in length. The basic rate for subsequent consultation is $55.00 per hour:

<table>
<thead>
<tr>
<th>1. Estate Planning</th>
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<tbody>
<tr>
<td>A. Simple Will—Single Person</td>
<td>$ 60.00</td>
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<tr>
<td>B. Simple Will—Husband &amp; Wife (2 Wills)</td>
<td>$ 175.00</td>
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<td>C. Simple Codicil</td>
<td>$ 75.00</td>
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<tr>
<td>D. Will with Testamentary Trust for Minors</td>
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<tr>
<th>2. Real Property</th>
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<tr>
<td>A. Purchase/Sale/Lease—Single</td>
<td>$ 40.00</td>
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<tr>
<td>(1) Single Deed</td>
<td>$ 150.00</td>
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<tr>
<td>B. Purchase/Sale/Lease—Commercial Property</td>
<td>$ 250.00</td>
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<tr>
<td>C. Simple Lease</td>
<td>$ 75.00</td>
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<tr>
<td>D. Negotiation of Disputes</td>
<td>$ 55.00</td>
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<tr>
<td>E. Landlord/Tenant</td>
<td>$ 150.00</td>
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<tr>
<td>F. Filing Lawsuit (Unlawful Detainer)</td>
<td>$ 250.00</td>
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<tr>
<td>G. Obtaining Judgment—Uncontested</td>
<td>$ 100.00</td>
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<td>H. Obtaining Judgment—Contested</td>
<td>$ 55.00</td>
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<th>3. Business</th>
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<td>A. Partnerships</td>
<td>$ 250.00</td>
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<td>B. Corporations</td>
<td>$ 350.00</td>
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<th>4. Family Law</th>
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<td>A. Domestic Relations</td>
<td>$ 400.00</td>
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<tr>
<td>B. Adoption</td>
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<th>5. Creditors/Debtors</th>
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<tbody>
<tr>
<td>A. Family Law</td>
<td>$ 100.00</td>
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<tr>
<td>B. Negotiations with Creditor</td>
<td>$ 55.00</td>
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<th>6. Personal Injury</th>
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<tr>
<td>A. If case settled prior to filing</td>
<td>$ 150.00</td>
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<tr>
<td>B. If case settled after filing of suit</td>
<td>$ 250.00</td>
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<th>7. Criminal Defense</th>
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<tr>
<td>A. Evaluation (including initial research and investigation)</td>
<td>$ 100.00</td>
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<th>8. Consumer</th>
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<td>A. Consumer</td>
<td>$ 150.00</td>
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<tr>
<td>B. Negotiations</td>
<td>$ 55.00</td>
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<th>9. Legal Plan</th>
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<tbody>
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<td>A. Legal Plan</td>
<td>$ 800.00</td>
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<tr>
<td>B. Legal Plan</td>
<td>$ 1569.00</td>
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### Most valuable resource—trained, skilled employees

Utilities across the nation are suffering from the high cost of money, drastic drop in new business, and the constant squeeze by the Public Utilities Commission. These factors affect the employment opportunities in the utility industry.

We are finding that many utilities have imposed hiring freezes and moratoriums on filling higher level jobs. They are cutting many of their budgets and have almost stopped all maintenance work. The high cost of money, the rule that does not allow the utilities to include in their rates the cost of building new generation facilities, and the environmental problems have all stopped the utilities from building large new generating plants.

As utility rates increase, our members continually find themselves in a fish bowl and are criticized and blamed by the public for high energy bills, and this coupled with budget cuts and fewer employees adds more pressures to the job. Our members have an interest in their jobs and the company for whom they work and bear this burden right along with management.

There are pressures by the Public Utilities Commission and others on the utilities to contract more work. This comes at a time when there is not much work. This creates a somewhat severe problem at the present time for the PG&E General Construction Department. There have been a number of lay-offs over the last year in this department, and it is anticipated there may be more in the future. Trained and skilled employees are a large investment and a valuable resource for any company, and particularly now every effort should be made to utilize these employees on jobs for which they are trained, big or small, before going outside.

Despite all the rhetoric, we are in an economic recession; hopefully, it will be short term. In the meantime, management decisions should take into consideration their own employees and the investment that has been made in their jobs.

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**In Unity**

*Jack McNally*

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**IBEW Local 1245 Business Manager**

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*In Unity*  

*Jack McNally*

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**IBEW Local 1245 Legal Plan**

To use the plan call:

In California: 800-652-1569

In Nevada: 702-358-1086

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*IBEW 1245 UTILITY REPORTER/OCTOBER 1981*
Reaganomics

Enriching the rich... while poor tighten belts

Budget cuts

When the Reagan Administration budget went to Congress, Americans were told that we must all sacrifice. Now that the budget is nearly completed, it is clear who made the sacrifices—the workers, the children, the students, the laid-off and the sick. But no sacrifices by the wealthy and the large corporations.
Here’s who is making the sacrifices in the Reagan budget...

Social Security—Eligibility tightened and minimum benefit eliminated for three million elderly people: - $3 billion
Medicare—Elderly required to pay more for medical services: - $4 billion
Unemployment Insurance—Reduced ability to trigger extended benefits except for very high-level, short-term, high-unemployment situations: - $8 billion

Trade Adjustment Assistance—Elimination of original payment levels; reduced benefits for fewer workers hurt by imports: - $3 billion
Federal Employees—Pay increases held to below comparability level, full inflation adjustment for retirees eliminated. Injury compensation reduced: - $17 billion

Comprehensive Employment and Training—Elimination of all public service jobs: - $16 billion
Higher Education—“Needs” test applied to Guaranteed Student Loans, and grants to students from low-income families reduced. - $3 billion
Elementary and Secondary Education—Reduced aid where federal facilities place burden on community: - $2 billion

Medicaid—Reduced payments to states, causing higher costs or reduced medical care: - $93 billion
Food Stamps—Coverage eliminated for one million working poor and strikers’ families: - $6 billion

School Lunch—Costs to children from near-poor families increased: - $41 billion
Energy Assistance—Assistance reduced to low-income people with high fuel bills: - $95 billion

Aid to Families with Dependent Children—Benefits reduced, primarily those available to the working poor: - $92 billion

Housing—Subsidized housing reduced, rents increased, and funds for repairs reduced: - $91 billion

School Lunch—Costs to children from near-poor families increased: - $48 billion

Subtotal: - $140 billion

Unspecified Reagan cuts in 1983 and 1984: - $74 billion

Total cumulative cuts by 1984: - $214 BILLION

Tax cuts

Then, when the Reagan Administration’s tax-cut package went to Congress, Americans were told it was an “across-the-board” cut for all. But with final enactment of the Reagan tax bill, it’s clear who is getting the hefty cuts and a lot more—the rich and the large corporations. By 1984, these will be the tax giveaways to the rich...

Tax Cuts for Wealthy Persons—About one-third of total rate cuts go to those now earning more than $50,000—yet they are only six percent of all taxpayers. Cost to Treasury of cuts for the wealthy: - $53 billion

Estate and Gift Tax Cuts

Combined limit on estates and gifts subject to tax raised from $175,000 to $600,000: - $3 billion

Tax rate on net estates in excess of $2.5 million slashed from a 70% top marginal rate to a 50% rate: - $1 billion

Special valuing gimmicks for estate-tax purposes widened for wealthiest farms, woodlands and other business real estate: - $1 billion

Annual exemption from gift increased from $60,000 to $200,000 for married couple ($3,000 to $10,000 for single): - $600 million

Oil Tax Cuts

$2,500 windfall-profit tax credit for oil royalty owners replaced by two-barrel-per-day exemption in 1982-1984: - $2.7 billion

Phased-in reduction of windfall profits tax rate on “new” oil from 30 percent to 15 percent: - $400 million

Exempt tax on stripper oil production by independent producers: - $200 million

Continue percentage depletion deduction for oil and gas production at a 22 percent rate, instead of scheduled phasedown: - $2 billion

Foreign-Earned Income—Phased-in exclusion from taxes by 1986 of $35,000 for Americans working overseas, plus additional special deductions for housing costs and a shortened period of overseas residence to qualify: - $1.5 billion

Depreciation—Provides monstrous across-the-board speed-up for government to absorb costs of businesses, buildings, equipment and vehicles. Greatest beneficiary of these provisions are electric and gas utilities and oil companies: - $55.8 billion

Retirement Funds

Increases and extends individual retirement account provisions which primarily benefit upper-income persons: - $55.8 billion

Double deductions for self-employed individuals (from $7,500 to $15,000) that they can take annually by setting up a retirement for themselves: - $300 million

Unearned Income

Cut top rate on capital gains to 20 percent and shorten holding period for long-term capital gains treatment: - $600 million

Create special exemption of $2,000 from tax for savings certificates ($1,000 for single): - $4.7 billion

Tax Straddles—Continue to exempt from tax the income of professional commodity traders (would have resulted in a revenue gain for Treasury of $400 million)

Extension of So-Called Targeted Jobs Tax Credit—Subsidizes employers. Otherwise would have expired at the end of this year: - $500 million

Giveaway cuts by 1984: - $133.5 billion

Above are only the outrageous tax giveaways. Overall, the tax reductions amount to far more in individual and business reductions during the next several years.

Additional cuts by 1984: - $132.6 billion

Total cumulative cuts by 1984: - $286.1 billion

4 IBEW 1245 UTILITY REPORTER/OCTOBER 1981
Two key labor bills signed; Comparable Worth, Public Agencies

Comparative Worth

Assemblyman Bill Lockyer, a Democrat from San Leandro, has long been a friend of Local 1245 and Organized Labor.

The Legislature recently enacted and Governor Brown recently signed a very important piece of legislation introduced by Assemblyman Lockyer, AB 129, which requires the State Personnel Board to establish pay scales for state jobs held largely by women according to their actual worth as measured by the skill, education, experience, knowledge, responsibility and accountability required ("Comparable Worth"). Assemblyman Lockyer also carried numerous pieces of legislation designed to protect and improve the working conditions of Local 1245 members and workers throughout California.

Agency Shop Bill

On September 22, 1981, Governor Brown signed into law Assembly Bill 1693, which makes the agency shop legal in agreements between Unions and local agencies. The bill was supported by the California Labor Federation, IBEW Local 1245, and other Unions representing local agency public employees, and bitterly opposed by the League of California Cities.

The bill, known as the "Fair Share Bill," permits unions representing employees in local governmental agencies under the Meyers-Millias-Brown Act to bargain for "agency shop" agreements with the local agencies, agreements which have not been allowed since 1975. Local 1245 represents nearly 2000 employees in 27 different local agencies, and it supported AB 1693 strongly because of its belief that just as every citizen should pay their fair share to support vital public services, so too should employees bear their fair share of the Union's cost to support vital employee services. The bill will go into effect on January 1, 1982.

Solidarity march brings new mood

A change in mood and a "firming up" of Congress have been evident on Capitol Hill since the massive Solidarity Day protest against the Reagan Administration's policies, AFL-CIO Legislative Director Ray Denison observed.

As evidence, Denison cited three successive victories for labor on key legislation: the House's overwhelming passage of a bill to extend the Voting Rights Act, its approval of funds for the Departments of Labor, Education, and Health & Human Services without the further cuts sought by Reagan, and its rejection of a new bill to reduce coverage of the Occupational Safety & Health Act.

In addition, Denison noted, the President himself has shown an awareness of this new mood in retreating from Administration plans for sharp cuts in social security benefits and reductions in the quality and quantity of food served in the school lunch program.

AMONG THOSE ATTENDING a recent IBEW Ninth District Progress Meeting were, l-r, Local 1245 President Howard Stiefer, Business Manager Jack McNally, Assistant Business Manager Corb Wheeler and Business Representative Ken Ball. IBEW International President Charles Pillard addressed the delegates. A variety of workshops were held focusing on key union programs.

APPOINTMENTS

NEGOTIATING COMMITTEES

Truckee-Donner Public Utilities District
Merrilyn Marsh
Joe Straub
Sacramento Municipal Utilities District
Gary Hanson
PG&E
Computer Operations Department
Data Recording
Interim Negotiating Committee
Rosalie Hubert
Suzanne Hodge
Primitiva Viray
Mary Grace Coyle

JOINT APPRENTICESHIP TRAINING COMMITTEE

City of Santa Clara
Robert Blankenship
Ron FitzSimmons

Legislative update
Western Area Power Administration Field Training School

by Bill Miller, Member Local 1245 Advisory Council

Local 1245 members employed by the Sacramento area office of the Western Area Power Administration, U.S. Department of Energy, recently participated in a 10-day field training program near Sacramento to learn the latest techniques in working on energized high voltage lines.

The need for such training utilizing hot sticks, insulated tools which enable Linemen to work on energized conductors and devices, has become more and more important as the demand for continuity of service increases on WAPA’s system.

The Sacramento area office alone is responsible for approximately 1,320 circuit miles of 69kv, 115kv, 230kv and 500kv lines, plus eight substations and switchyards, some minor distribution lines, as well as metering equipment and protective devices in numerous locations, with facilities ranging from Friant Dam, in the south to Malin on the Oregon-California border.

Training exercises were carried out on live lines and consisted of (1) suspension insulator replacement on both single and double circuit towers; (2) suspension insulator replacement on inside and outside angles on a single circuit tower; (3) deadend insulator replacement on single and double circuit towers. Crews were rotated and Linemen also served as Groundmen. A critique was held after each exercise. Written procedures were then modified or changed by this method when it was agreed that changes both constructive and beneficial.

All Linemen participating in the training exercises were furnished with conductive footwear by WAPA. This eliminated the hazard of static electricity shocks associated with working near energized lines.

Both crews will now be equipped with hot stick trailers and tools and will begin a program of live line maintenance. It is hoped that this training will be an annual occurrence to help crews keep up with “state of the art” and new tools.

WAPA crews attending were from Tracy; Keswick Dam, near Redding; and from Page, Arizona. Observers were from WAPA offices in Golden, Colorado; Fort Collins and Loveland, Colorado; Page, Arizona; and Sacramento. Coordinator of the program was Larry Romero, Electric Engineer, Sacramento Area Office. The instructor was R.C. Rieker of H&R International, Inc. of St. George, Utah. Steel Tower Resuscitation and Training instructor was Jerry Robinson, Outside Construction Business Representative for Local 1245.

Supervisor Linemen were Bill Miller of the Tracy office and Jim Busby of the Keswick office. Local 1245 Linemen participating were Richard Perry, Gregg Jacobson, and Richard Ritter of the Keswick office. A demonstration of hot stick testing was conducted by Jack Nottingham, Communication & Instrumentation Mechanic, Tracy, and Mannie Veal, Meter & Relay Mechanic, Elverta office, both members of 1245. Also observing were Dave Coleman, Sacramento Area WAPA Manager and Alan Hopper, Assistant Area Manager for Operations and Maintenance, Sacramento area.
Members learn technique working on energized, high-voltage lines.

Readying mobile insulated boom to be hoisted up the tower.

Suspended crew members use insulated hot sticks to prepare for work from energized conductor. Instructors on the tower carefully monitor each move.

Participating in the 10-day training school were, front row, l-r, Phil Sanchez, Larry Romero, DOE electrical engineers; Rich Perry, Lineman, Tracy; Pat Patterson, Supervisor Lineman, Page, Arizona; Ross McFate, Lineman, Keswick Dam; Orland Lighty, Director, Line and Substation Maintenance, Sacramento; and Vince Blanco, DOE power O&M specialist, Colorado.

Back row, l-r, Jim Busby, Supervisor Lineman, Keswick Dam; Dennis Jorgensen, Apprentice Lineman, Page, Arizona; Gregg Jacobson, Lineman, Tracy; Rich Ritter, Lineman, Keswick Dam; Bill Miller, Supervisor Lineman, Tracy; Dick Reiker, Instructor, and Jerry Stephens, DOE Area Safety Manager, Sacramento.

Instructors carefully monitored each move on the tower.
Members learn techniques for working on energized, high voltage lines with hot sticks

Readying mobile insulated boom to be hoisted up the tower are Linemen Mike Eckhardt, left, and Dennis Jorgensen.

Suspended crew members use insulated hot sticks to prepare to remove insulator from energized conductor. Instructors on the tower are looking on.

Rich Perry, Lineman, double checks safety equipment before climbing tower.

Instructors carefully monitored each move on the tower from the ground.

Photo: Carol Bedsole
LYNCH COMMUNICATIONS
Due to a decline in Lynch's business, 150 employees were laid off during May and August of 1980. By June of 1981 the company's business orders had increased so that the employees’ rights were bumped from their position due to 'lack of work' reasons. Of the 111 employees affected, only 35 have given up such rights. These rights are retained until the employee has the ability to exercise the option.

Lynch's management has announced the conclusion of negotiations with a large French telecommunications firm allowing the purchase of 25 percent of Lynch Communications Systems. The agreement further provides the company may purchase additional ownership during the next five years up to a total of 45 percent ownership. The proceeds from the deal will be used to offset some of the current debt with revenues left over for investment and/or expansion. Top management officials of Lynch feel this action will improve Lynch's production demands in hopes that up to 2,000 employees may be needed in the future.

On September 19 Lynch shop stewards attended a training session held at the Holiday Inn in Reno. The seminar covered the L.O. Constitution, the Bylaws of Local 1245 and the Labor Agreement with Lynch Communications. Stewards in attendance were Marsha Barker, Judy Conellison, Ronda Drew, Elliseen Fells, Johanna Garcia, Patty Gray, Doris Harrington, Pauline Holloway, Mary Ann Nattress, Beverly Richmond, Zenda Robbins, Anne Spencer and Arlene Whitman.

Wells REA
The current Agreement with Wells REA will expire at the end of this calendar year. The last of four cost-of-living adjustments for the two-year Agreement was applied on July 1, 1981. Meetings will be held with all members to start the formulation of Union’s proposals for the upcoming negotiations. Union anticipates meeting with the Company early next year. The negotiating committee will be appointed in the near future.

MT. WHEELER POWER CO.
This year's contract negotiations began on April 7 with a member's meeting and concluded with the ratification meeting held on July 14. The new Agreement, effective August 1, provides for improvements in mileage expense, travel time for schooling, annual tool expense, treatment of vacation, sick leave accrual, jury day compensation, automatic progression to journeyman status upon completion of an apprenticeship, an additional holiday, improvement in the Long Term Disability Program and the establishment of a Short Term Disability Program, and an inequity increase for the classification of Equipment Operator. Additionally wage increases are to be applied every six months providing for a set amount plus a cost-of-living adjustment based upon the Consumer Price Index.

The Union’s committee was comprised of Darrel Mitchell, Dale Salvi, Bob Sweitch and Jan Reger.

CP NATIONAL-ELKO POWER AND WINNEMUCCA
Current labor Agreements with these two groups run through January 31, 1982. It is anticipated Sierra Pacific may complete the purchase of the properties during January, 1982. Currently the Union is involved in discussions with Sierra Pacific relative to the placement; wages; benefits; and working conditions for the affected bargaining unit employees. At this writing, many proposed requiring negotiations and agreement exist. Both parties have indicated an interest to resolve all questions well in advance of the January 1982 date.

Involved in the discussions for the Union are Walt Hardenbrook and Marjie Hernandez from Winnemucca, Pam O’Brian and Tom Dalzell from Elko. Tom Dalzell, Darrel Mitchell, Orv Owen and John Stralla from the Union’s staff.

Lynch Communications Shop Stewards

If you've been an IBEW member for at least four years, and are interested in earning a bachelor's degree you may want to consider applying for an IBEW Founder's Scholarship which offers $2500 a year for winning applicants.

Eligible fields of study range from aerospace engineering to labor studies.

Members have to apply in writing, take SAT tests on scheduled dates around the country, and write a 500-word essay on 'How the Founders' Scholarships Will Benefit the Brotherhood and Electrical Industry.'

All required information must be in the hands of the selection committee no later than January 31, 1982.

For full details, applications and schedule of test dates, contact Fran Richardson at Local 1245 headquarters for information.

West Coast candidates would probably sign up for a January 23, 1982 SAT test, and registration for that test must be made to five weeks prior to that date. Take note: hurry, if you're interested.

Scholarship funds available
STEVE REINKE, Shop Steward San Francisco General Office, is a volunteer firefighter in Pacifica, a coastal town just south of San Francisco.

CSI

FOCUS/SHOP STEWARDS, SENIOR MEMBERS

Here with Business Manager Jack McNally, right, is 35-year IBEW Local 1245 senior member William Morrison at a recent East Bay Recognition Dinner. Morrison is retired from the Bureau of Electricity, City of Alameda.

IN AN EVER INCREASING EFFORT by the Executive Board and the Business Manager to meet the desires of the membership, and recognizing the importance of giving the membership the means by which to participate in the activities and actions of the Local Union, Unit 1515, Gilroy, has been established. Unit 1515, Gilroy, meets at Sambos, 6120 Monterey St., Gilroy at 7 p.m. the first Thursday of every month. The Unit officers encourage and welcome all Local 1245 members within the Gilroy, Morgan Hill and Edenvale areas of San Jose Division to attend. Pictured left to right are new unit officers Pasquale Mangano, Unit Executive Committee; Clark Dotson, Unit Chairman; Richard Biggs, Vice Chairman; George Hunter, Unit Recorder; and Duane Mayberry, Unit Executive Committee.

IN EARLY OCTOBER, 15 Shop Stewards representing Davey Tree and Pacific Tree members met at Union headquarters as part of Local 1245's ongoing Stewards' training and educational program. Organizing, grievance handling, safety and other matters related to the tree trimming industry were discussed and covered at this conference as well as the upcoming negotiations with Pacific Tree and the wage opener covering Davey Tree members. A similar conference will be scheduled in the spring of next year as a result of the interest shown by Tree Stewards.

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Electromagnetic fields... how they may effect you

By Michael Bader, MPH, U.C. Medical School, San Francisco

One of science's many unanswered questions these days is whether working in the vicinity of high voltage power lines constitutes a health hazard. Very few studies have attempted to look at this question, and fewer still have been well designed enough to give meaningful answers.

It has only been 100 years since Thomas Edison invented the electric light, but since that time the modern landscape has been transformed by the addition of over 100,000 miles of overhead high voltage transmission lines operating at greater than 100,000 volts, and countless thousands of additional lines which operate at lower voltages. Over 24,000 miles of 500,000 volts (500 kilovolts or kv) or more lines were erected over the last decade, and plans are underway for even greater carrying capacity in the future.

Since current flowing through any wire generates an electric and magnetic field around the wire, and since the field strength is roughly related to the voltage, very powerful electromagnetic fields are set up around high voltage lines. Similar fields are generated in electrical switchyards, where voltage step-downs by transformers expose more workers on a daily basis than high voltage lines themselves.

The science which seeks to answer questions like these is called epidemiology—literally, the study of events. Unfortunately, the area of epidemiology which deals with health hazards of workers—occupational epidemiology—has been very poorly developed until recent years. Most studies have been conducted by industry groups or company doctors which have obvious biases in showing that the industrial process or chemical exposure is harmless. In fact, a review of the medical literature on this topic revealed no studies which had been designed and carried out by unions such as the IBEW.

Studies from the Soviet Union

Controversy about the biological effects of high voltage fields began in the late 1960s, when a study of 45 workers at the Volga River hydroelectric power plant was published. Repair workers spent five hours per day in a high intensity electric field (14-18 kv/m) and operating personnel spent two hours per day in the field. Ninety percent of the workers said that they had problems such as headaches, fatigue, and sleepiness, which grew worse during the day as they spent longer time in the electric fields.

When doctors examined the workers, they found more evidence of fatigue-related symptoms, such as changes in the electrocardiogram (EKG, which measures the electrical system of the heart), and changes in the blood, which indicate either active infection or inability to fight infection (increased or decreased white blood count, respectively).

While at first glance this seems alarming, there is a major problem in interpreting the Russian study. No information is given about the prior health of the workers and irritation from employees in different Divisions, Company representatives at this meeting from Substations Department still disputed Union's written analysis showing the possibility of hazardous and illegal air concentrations of formaldehyde gas released from the silicone compound while being handled by employees, without providing a written analysis to support their disagreement.

If you run across a suspicious batch of silicone compound, with a clear liquid component floating on top of the grease, emitting solvent-like odor, and causing eye irritation while being handled over the course of several hours, please contact your Business Representative or the Local Union headquarters.

Formaldehyde found; Local pushes for survey

After receiving IBEW Local 1245's laboratory findings in July revealing significant amounts of formaldehyde, a potent eye and respiratory irritant designated as a potential human carcinogen, in a sample of General Electric Company's silicone dielectric compound GE87, PG&E and GE have finally begun laboratory surveys of different batches.

PG&E also agreed to analyze other brands of silicone grease hand coated by employees onto insulators to prevent the formation of conductive paths, upon Local 1245's request at the August 26 meeting of the Joint Union-Company Health and Safety Committee.

Despite numerous reports of severe irritation from employees in different Divisions, Company representatives at this meeting from Substations Department still disputed Union's written analysis showing the possibility of hazardous and illegal air concentrations of formaldehyde gas released from the silicone compound while being handled by employees, without providing a written analysis to support their disagreement.

If you run across a suspicious batch of silicone compound, with a clear liquid component floating on top of the grease, emitting solvent-like odor, and causing eye irritation while being handled over the course of several hours, please contact your Business Representative or the Local Union headquarters.
BARGAINING REPORT
PUBLIC AGENCIES
By Tom Dalzell, IBEW 1245 Staff Counsel

City of Oakland
Business Representative Veodis Stamps recently completed negotiations with the City of Oakland Electric Department. Features of the new Memorandum of Understanding include a total wage increase of 9.08 percent on base pay, as well as increased life insurance. $10,000 to be fully covered by the City, a City-paid drug prescription program at Kaiser, a deferred compensation program, and an improved premium for relief in other classification. The Journeyman Lineman rate under the new agreement is $14.40 per hour.

City of Redding
On July 30, close to 95 percent of Local 1245's members at the City of Redding participated in a ratification election, and by a 2 to 1 margin approved a new three-year agreement with the City negotiated by Business Representative Rich Hafner and Negotiating Committee members Cliff Friesen, Joe Kropholler, and Carl Schmidt. The agreement provides for a 7 percent general wage increase in the first year, and a cost-of-living clause based on the rate of inflation for the second and third years. The City's contributions to the Electric Employees Retirement System (PERS) over the life of the contract will increase such that by the end of the agreement the City will be making the full contribution. In addition to improvements in holidays, vacation, mileage, health and dental benefits, and life insurance, the new agreement contains a predis system with lines of progression for all jobs in the bargaining unit, a major improvement. An hourly rate of $13.52 was set for journeymen linemen.

City of Healdsburg
A new one-year agreement with the City of Healdsburg was ratified by Local 1245's membership by a 4 to 1 margin on July 28. The Union negotiating team, consisting of Business Representative Frank Hutchins, Staff Counsel Tom Dalzell, Larry Giovannini, and Luigi Muzzini, won a general wage increase of 9 percent, a longevity bonus of $200 million, and 6 percent beginning after five years service with the City. Inclement weather language, improvements in the premium for call-outs and pre-planned work between midnight and 7:30 A.M., and improvements in the standby pay for Electric Department employees, and a new hourly rate for Linemen rose to $11.80 an hour, with a maximum possible rate of $12.51 for a lineman with 25 or more years of service for the City. The City also agreed to an interim study of vision care plans and deferred compensation programs.

City of Lodi
Business Representative Hank Lucas and Negotiating Committee members Gary Mai and Mike Williams, recently negotiated a new three-year agreement with the City of Lodi for the Electric Department employees represented by Local 1245. After numerous bargaining sessions, the Local 1245 Committee and City representatives hammered out an agreement providing for substantial wage increases. COLA clauses for the second and third years of the contract, improved hospitalization and dental plans, increased City contributions to the Public Employee Retirement System on behalf of crew leaders, and a number of clarifications and improvements in working conditions.

City of Berkeley
As this issue of the Utility Reporter went to press, three meetings had taken place between representatives of the City of Berkeley and the IBEW Bargaining Committee, consisting of Business Representative Veodis Stamps and Electric Department employees Tom Johnson and Harold Seppaun. Agreement had been reached on certain issues, including an agency shop provision (the first negotiated by Local 1245 since the recent passage of Assembly Bill 1693), but major issues, including wages, remained unresolved.

Nevada Irrigation District
By late October, Local 1245 had met three times with the Nevada Irrigation District, whose present two-year agreement with the City of Berkeley expires at the end of 1981. The Bargaining Committee, consisting of Business Representative Gary Hall, Staff Counsel Tom Dalzell, and employees John Ehrn, Steve Yeager, and Mary Morrow, aided by Shop Steward Dave Fust, won a 9.5 percent general wage increase in addition to full coverage of medical premiums at a cost of approximately $1000 per year. The City agreed to a new agreement providing for substantial wage increases. COLA clauses for the second and third years of the contract, improved hospitalization and dental plans, increased City contributions to the Public Employee Retirement System on behalf of crew leaders, and a number of clarifications and improvements in working conditions.

Sacramento Municipal Utility District
Business Representative Hank Lucas for a grueling ten days with the employee members of Local 1245's Bargaining Committee, preparing proposals for upcoming bargaining with the Sacramento Municipal Utilities District, whose present two-year agreement with Local 1245 expires at the end of 1981. The Bargaining Committee, made up of employees representing the various aspects of SMUD's operations, includes the following: Ken Meyer (Underground Line), John Callahan (North Area), Ruben Ware (Building and Grounds), Mack Wilson (Nuclear Maintenance), Jack Noble (Hydro), Robert Harper (Network Underground and Substation), and Paul Blacker (Network Operations). The Union's initial proposal has been submitted to the District, and details of the bargaining will be included in future issues of the Utility Reporter.
Reagan’s cutbacks hit women

From page 1

a cruel inhuman act in the name of balancing the budget, hits hardest at poor women and their children. Ketchup is not a vegetable for our children!

We do not need fewer social programs, we need more social programs.

We need programs that will nurture our children while we are at work and elder care that will help our sick and aged parents.

Cutting social programs doesn’t get government off our backs, enormous pressure is put on our backs.

Our parents worked for Social Security, for complete Medicare coverage, they worked to be free from dependence. That’s not a giveaway—that is their right! It is not welfare.

The economic policies of high interest rates and rising inflation are hurting all citizens, but 43 percent of all adult women in the workforce are suffering as affirmative action programs are being dismantled.

Members of the Coalition of Labor Union Women work for a living but no matter how hard they work, they still earn 59 cents for every $1 earned by a man. We demand that government not dismantle, but maintain and strengthen affirmative action programs for women and minorities.

Our wives, our daughters, our mothers are entitled to a full, 100 percent pay check in the workplace.

Women and minorities are the majority of the nation’s consumers. We need government on our side in the market place. Don’t take government off our backs by giving business the right to pick our pockets. Don’t take away the protection we need from the Consumer Product Safety Commission that is scheduled for extinction.

We in the labor movement, are truly pro-family. In the real America women are in the workforce because they must be there to help their husbands and to support their children.

More than 60 percent of the total female population is in the workforce and more than 50 percent of all mothers with school age children are among us. Women who work need the protection of government. Women who choose not to work or do not have to work need the protection of government for themselves and their children.

We need to keep the government out of our bedrooms! If members of Congress concerned about the well being of our fetuses would only be as concerned about our poor babies once they are born, then they would restore full funding for infant and children nutrition programs. Let’s leave the issue of family planning to America’s families.

Members of the Coalition of Labor Union Women, the AFL-CIO and the entire labor movement believe that high interest rates must be lowered, inflation reduced, and the budget cuts in social programs restored.

We cannot be proud of a nation that steals from the lunch trays of school children. We cannot be proud of a Congress that chisels the poor, the handicapped and the old. We cannot be proud of a nation that says a little bit of cancer in the workplace is all right if it’s cost effective. OSHA must not be dismantled! We cannot be proud of a nation where women are not a part of the U.S. Constitution. We must ratify the ERA.

The Labor Movement has always taken responsibility for the poor, the sick, the children, and the old. We are the working people. We built this country and we will not let anyone, certainly not the Reagan administration, destroy what we have built.

PG&E Retirement Plan
‘buy back’ deadline nears

Costs for buying back credited service toward retirement at PG&E, Standard Pacific Gas Line, Inc., and PGT, was increase after December 31, 1981, but members have until the end of April 1982 to make a decision on the one-time buy back offer.

Here is a recap of the major information on the buy back. Major considerations of the pros and cons were detailed in the July 1981 issue of the Utility Reporter.

Under the terms of the recently ratified PG&E Benefit Agreement, all bargaining unit employees of the Company hired prior to January 1, 1973 (the date employees no longer contributed to the Retirement Plan) are to be afforded a one-year long, one-time only opportunity to re-capture any portion of the years of their Company service which presently does not count towards their retirement.

The method negotiated between Union and Company to achieve this restoration of Pension Plan participation, “Credited Service,” is that employees have until April 1, 1982 to buy back, in lump sum payment, any or all of their lost Credited Service. The cost to the employee for this buy back is in two different increments.

1. Any amount of the first 5 years of lost Credited Service will cost employees 5 percent of their current monthly straight-time salary for each month of lost service they wish to restore.

2. Any service over the first 5 years will cost the employees 10 percent of their current monthly straight-time salary for each month they wish to restore.

Two facts are apparent in this system. If employees are going to buy back lost Credited Service, they should do so before their next promotion or before their next General Wage Increase on January 1, 1982, since protections for governing to move to a lower-paid classification or if they are expecting to be demoted.

This is because the buy back cost is based on current salary at the time of buy back. If your salary goes up, so does the cost of buying back your time. The other fact is that it won’t be cheap to buy back your time...but, it may be worth it.

New staff

Jones

New staff member, Business Representative, Emie Jones, above left, is assigned to the North Bay area. Jones is a former Substation maintenance electrician out of Coast Valleys Division. He has been active on the Advisory Council, and was an initial advocate of Local 1245 union representation for Monterey Peninsula Cable TV, MPTV, employees. Jones served as a Shop Steward for seven years, and was also a Unit Recorder. Born and raised in Chicago, Jones attended Northern Illinois University, and spent four years in the Marine Corps.

JERRY ROBINSON, above right, is the new Local 1245 Business Representative for Outside Construction, replacing Bill Twoney who has been reassigned as an...