

UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

ARBITRATION

Members testify at hearing



Going over important points prior to hearing are Local 1245's witnesses Richard Ortiz, Dan Neal, Bill Fimbres, Business Representative Bob Thomson, Paul Quillici and Local 1245's Staff Counsel Tom Dalzell.

On December 4, Union and PG&E attorneys completed an exhausting fourth and final day of Arbitration Case No. 94, which involved the suspension of six San Jose Division electric department employees who on June 20, 1980, refused to participate in an unsafe cleanup operation after a PCB capacitor ruptured, spilling PCB's onto the pole and surrounding ice plant foliage.

The six, who at the time of the spill were all working out of the Company's Cupertino yard, include Working Foreman Paul Quillici, 39 years with the Company; Lineman Bill Fimbres, 35 years with the Company; Lineman Dan Neale, 16 years with the Company; Cable Inspector John Hernandez, 10 years with the Company; Lineman Rich-

ard Ortiz, 7 years with the Company; and Apprentice Lineman Doug Stowell, 2 years with the Company.

In the early stages of the hearing, Dr. Gideon Letts, an expert on PCB's employed by the State of California, testified that PCB's are a suspected human carcinogen and that they have been recognized as such since the mid 1970's, a position which the Company's expert witness, Dr. Milby, confirmed on the second-to-last day of the hearing. Jeff Hahn, an industrial hygienist employed by the State of California, then explained to arbitrator Armon Barsamian the purpose of different pieces of protective clothing used in toxic cleanups, and then criti-

See back page



Local 1245 staff and members preparing for arbitration proceedings with Armon Barsamian, arbitrator, head of table.

Geysers medical surveillance to include General Construction

Twenty General Construction employees will be included in PG&E's ongoing medical surveillance program at the Geysers geothermal power plant, according to company representatives at the November 24 meeting of the Joint Union-Company Health and Safety Committee. Inclusion of G.C. employees which had been requested by Local 1245, will provide an opportunity for more of our members to obtain a comprehensive medical service.

Several limitations in the first round of tests conducted in November 1980 should be noted:

1) Restrictive lung problems, or reduced lung capacity, already de-

tected in three individuals should not have been explained by cigarette smoking. Occupational exposures to materials such as silica and asbestos can cause restrictive problems. Smoking can cause restrictive problems but only in conjunction with obstructive problems, or reduced air flow. If you have restrictive without obstructive lung problems, further evaluation may be needed.

2) The testing was not designed to detect increased risks of delayed health effects such as cancer or heart disease. Such effects need to be detected and measured using more precise statistical methods.

According to a PG&E document, the medical screening program has already detected skin and respiratory irritation associated with exposure to chemicals, solvents, and hydrogen sulfide at the Geysers, hearing loss in 21 percent of the workers tested which is believed to have been caused by on-the-job noise exposure, and work related stress symptoms, including high blood pressure, stomach ailments, and headaches.

Such findings should eventually lead to medical follow-up and preventative workplace improvements.



Plant Noise?

Use ear plugs, and ear muffs to help prevent hearing loss or impairment.



YOUR LEGAL RIGHTS

By Kent Khitikian, Esq.—Neyhart, Anderson, Nussbaum, Reilly & Freitas, P.C.

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Leaving work for good cause

The most difficult hurdle and most disputed question in establishing eligibility is whether or not claimants left their *most recent work* with good cause. If the job was terminated because the worker voluntarily quit without good cause or was discharged for misconduct, the claimant is disqualified from receiving benefits. If, on the other hand, the worker was laid off for lack of work, quit with good cause or was discharged, but not for misconduct, benefits are allowed.

In some situations, the line between quitting and being fired, but not for misconduct, is thin. If an employee has been offered a choice of "resign or you will be fired," the EDD has found a discharge; that is, the employee is not disqualified from receiving unemployment benefits.

However, if an employer tells a worker that the worker will be fired or laid off in, for example, a week, and the claimant responds, "Then I'm leaving as of today," the EDD has ruled that this constitutes a "voluntary quit" and the claimant is disqualified from receiving unemployment benefits. In other words, if you are given notice of discharge or lay off you should stick the job out to the end. Those who jump the gun and quit early will find that they have lost their entitlement to unemployment benefits.

Where a claimant loses a driver's license and the license is required for the job, the loss of the job is treated as a "voluntary quit" and the claimant is disqualified from receiving unemployment benefits.

Other situations which are treated by the EDD as voluntary quits are where claimants have refused to change work schedules when they've been assigned to a different shift; or where the claimant was fired for being absent without permission. It should be noted that reasons which might otherwise be "good cause" for leaving work may be nullified if an employee fails to take certain action which would preserve the employment relationship.

For example, if an employee is absent without permission and has failed to request a leave of absence which would preserve the employment relationship, the employee may nullify any "good reason" held for leaving work and, consequently, be disqualified from receiving unemployment benefits. Even where a claimant has voluntarily quit, there is no disqualification if it was for "good cause." "Good cause" can be loosely defined as compelling cir-

cumstances which would cause a reasonable person who really wanted to work, to quit. Good cause need not be directly related to the work. Generally, claimants should be prepared to show that their problems were real and not imaginary, and far more substantial than the day-to-day problems that everyone has to face.

Furthermore, in a "voluntary quit" situation, even where an individual believes there has been good cause, the claimant should first try to correct the problem by bringing it to the attention of either the union or the employer or seek a temporary leave before resigning. Failure to do so will seriously jeopardize one's eligibility for Unemployment Insurance.

Some of the circumstances that are often found to be "good cause" to quit are:

(a) Health problems. These can be work-related, but do not have to be. However, without medical evidence to support one's contention that it was necessary to leave work for reasons of health, the claimant will probably be denied benefits.

(b) Marital or domestic situation. Having to take care of a sick relative, which could mean moving to a new town, or not being able to work certain hours or days, can be good cause to quit. There is good cause to quit to accompany one's spouse to a distant locality where one's spouse is establishing a permanent residence and has a *solid* offer of employment, if the claimant wishes to keep the family together, and if it would be impractical for the claimant to commute to work from the new residence. Less serious family-related reasons have been held not to be "good cause." For example, a woman's wanting to be home to fix dinner for her husband or a man's wanting to spend Sunday with the kids have been found to be "personal preference" rather than "good cause."

(c) As a general rule, a "substantial" reduction in wages constitutes good cause for leaving employment. There is no set rule as to what constitutes a "substantial" reduction in wages but pay cuts of about 10 percent have been found *not* to be good cause. Whether a claimant, who has chosen to quit rather than accept a downgrade, has good cause to quit is determined by a consideration of a number of factors. These include whether the claimant would have suffered a loss of job skills, the amount of the wage reduction, the chance of advancement, and the chances for getting

other, better jobs.

(d) Poor working conditions. Unless a claimant can show that conditions were worse than the average person should be expected to tolerate in that industry it is unlikely that "good cause" will be found. Examples of cases in which good cause was found for poor working conditions are where employees were repeatedly and abusively criticized by their boss in front of others.

The disqualification for persons discharged for misconduct connected with their work is just as harsh for workers who voluntarily quit. Such disqualified persons do not requalify until they find new jobs and earn five times their weekly benefit amount. However, the fact that an employer has good cause to fire a person under a collective bargaining agreement does not mean there was misconduct under employment insurance law.

To find misconduct under employment insurance law it must be shown that the employee willfully breached a duty to the employer, and the employer was injured. The following types of behavior have been found to be misconduct: frequent unexcused absences after warnings; lying on a job application; refusal to follow reasonable job instructions; stealing from the employer; quarreling and brawling with co-employees or supervisors; and intoxication on the job.

CONCLUSION

This brief review indicates that should you anticipate termination from your employer you should carefully consider your actions in order to safeguard your rights to Unemployment Insurance Benefits. If you have questions concerning your rights be sure to contact your Union representatives.

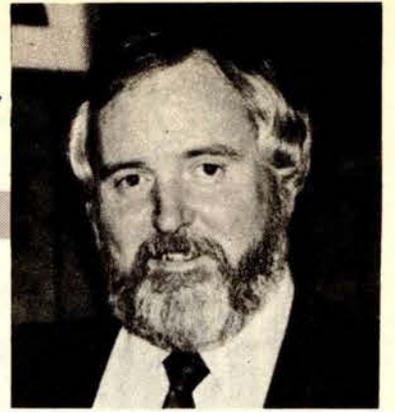
Correction:

In the November issue in a photo on the back page, San Francisco Electrician Wally Kroll was incorrectly identified. To set the record straight, it was Wally Kroll who was shaking hands with Business Representative Ron Fitzsimmons at that recent PCB Public Hearing.

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



a matter of brotherhood;
a matter of survival

As these holidays draw to a close, holidays which give us each time to reflect on the deepest meaning of Brotherhood, and on the hope of peace throughout the world, we can see that for Union members, the going is getting rough.

We see our brothers and sisters in Poland fighting for their very existence, much as 11,000 fired PATCO air traffic controllers are in this country.

The struggle of Solidarity members in Poland to gain even a small measure of dignity will be very difficult under the dictatorial rulers of that country. These Union members are threatened with death or imprisonment simply because they choose to seek a voice in shaping their own destiny.

In our own country where we supposedly have a free trade-union movement we see the PATCO Union annihilated. PATCO members have been fined, their Union decertified, and their leaders threatened with fines and imprisonment for their efforts in attempting to direct their destiny.

The labor movement has struggled over the last 100 years to gain today's working conditions, yet we see an attitude that would just as soon destroy the movement and the dignity on the job.

As the 80s are shaping up, it is clearly time for the tough to get going, a time for Union members to stand together, to combine efforts to secure gains made over the past decades, and a time to take whatever steps possible to continue to promote unity throughout the world.

It is a matter of Brotherhood, a matter of survival.

In Unity—

Jack McNally

OUTSIDE LINE

By Jerry Robinson, Business Representative

Local Union 1245 and 47 met December 10 to discuss ways of improving a system to continue to promote harmonious working relations between the two Locals.

Progress in the industry demands a mutuality of confidence between the employer and the Union. Signs are strong that further improvement of relationships between employer, Union and the public can be achieved.

The crew working for G&D Electrical Construction is to be commended. G&D Electrical is a new contractor in the Eastern Nevada area. This area has typically been non-union in the past. The crew

took the attitude that they had to show, not only the contractor, but the REA and other non-union contractors in the area, that there really is a difference in non-union and union craftsmen. The crew is doing more for unionism, through its work production, than any advertising campaign or union representative!

Starting February 1, Outside Line members will have the additional option of signing out-of-work books in Sacramento between 1 and 4:30 p.m., at the Sacramento office, located at 1414 21st Street, between M & O Streets. This is where Unit meetings are held on the second Saturday of the month at 10:00 a.m.

CHANGE OF ADDRESS

If you have just moved, or are about to move, please complete this form to insure your continued receipt of all Union mail. Send completed form and your mailing label from the front page to:

UTILITY REPORTER
P.O. Box 4790
WALNUT CREEK, CA 94596

Old label: _____

Name _____

New Address _____
(Street and Number)

(City and Zip Code)

High voltage effects still open to question

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

Canadian Study

A second well-designed study was conducted by researchers at the University of Toronto in 1977-78. Thirty workers with high exposure to high voltage fields were matched on the basis of age and length of employment with 30 nonexposed workers at Ontario Hydro. Among the exposed group, workers averaged 11 years of service on energized high voltage equipment. Exposure was estimated on the job by using a dosimeter worn on the hats of representative workers who performed normal tasks. Using work records and employee interviews about their work history, the authors estimated exposure for each exposed worker individually, something that had never been done in a study of this kind before.

Results of the same tests used by the Swedish indicated that all but one test were not significantly different, the one exception being "serum total protein," which reflects liver function. When the comparison was repeated for the six workers with the great exposure, there was not a significant difference between exposed and unexposed in total protein. No tests were done or questions asked about children born to workers, however.

There are at least two major design problems with the Canadian study. First, even though the authors should be applauded for basing the study on dosimetry calculations done on the job, the authors failed to measure background exposure to electric fields, which might be very different among "exposed" and "nonexposed" workers. For example, simply using an electric blanket eight hours each night, eight months each year, for 10 years (a real possibility in Toronto), exposes a worker to 5800 kv/m.h, which is about the average amount of exposure that a worker received on the job! Not using an electric blanket, on the other hand, drops the estimated exposure to 800 kv/m.h. Since we really don't know the exact total exposure of the exposed and nonexposed, comparisons between these groups are not entirely valid.

Second, the "exposed" group in this study might have been healthier than nonexposed to begin with. Linemen and switchyard workers (exposed) were given rigorous pre-

employment screening physicals, which may have selected out the less healthy people. This is called "selection bias" and is a common problem in occupational epidemiology studies that are funded by industry and carried out by universities.

Remaining Questions

It may be frustrating that, after all these studies, so little is actually known about the health effects of high voltage fields. Clearly, some areas—such as higher rates of certain cancers and the effects on reproduction—need to be better studied before definite conclusions can be drawn.

One intriguing possibility is that the effects of electric fields are quite subtle, causing changes in behavior which are controlled by as yet poorly understood mind-body pathways. As Cole Porter said, "the birds do it": one found that the Project Sanguine electric fields were capable of disrupting the migration patterns of birds flying overhead. "The bees do it": honeybee hives exposed to 7 to 11 kv/m ceased to store honey and pollen and began to kill each other. In a few days the hive was either abandoned or completely sealed off by the bees, resulting in their death due to lack of oxygen. Even educated humans do it: individuals who were shielded from all external stimuli for a week and then placed in 10 Hz alternating current fields had their circadian rhythms (normal day-night variations in hormonal patterns) grossly desynchronized. It is possible, therefore, that human biological rhythms are affected by high voltage fields, one of the first manifestations of which might be changes in the reproductive system (as found in the Swedish study).

Almost nothing is known about the effects of magnetic fields, which always accompany electric fields. A recent study found increased rates of childhood cancers in relation to calculated magnetic fields in Denver. But when the study was repeated in Rhode Island, no increased risk was apparent. Still, in view of national hopes for nuclear fusion power—and that technology's dependence on very powerful magnetic fields to contain the fusion reaction—this area needs to

be explored.

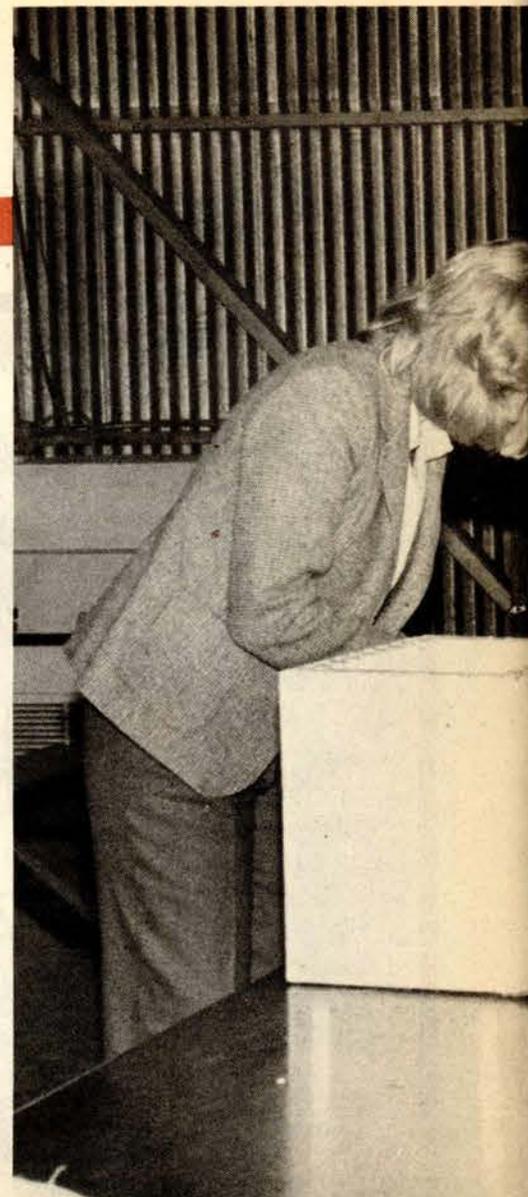
Another question is whether current U.S. and Soviet exposure standards are valid and whether they protect workers. The Soviet Union strictly limits the amount of time a worker can spend in certain high voltage fields, and has had these standards for over a decade. The United States, on the other hand, does not limit worker exposure directly, but requires design standards that limit exposure to current flow that might cause electrocution. This level is at least 100 times greater than the field strength at which spontaneous sparking occurs, a high voltage field indeed! The U.S. also has wider right-of-way requirements for high voltage lines, presumably to protect the general public if not the workers.

Finally, what would the "perfect" epidemiology study in this area entail? The major priority is the development and use of a simple, cheap, and reliable dosimeter that could be worn by workers at all times on the job, akin to the "dosage badges" worn by hospital personnel exposed to radiation. Use of this dosimeter would allow the first accurate calculations of true exposure among "exposed" and "non-exposed" individuals.

In addition, careful attention would have to be paid to other factors in the work environment that might have health effects. These include air ions, noise, vibration, microshocks, ozone, pesticides, and known carcinogens found in the workplace such as PCBs. A large study of say, 500 workers pooled from a number of utilities across the country would facilitate study of "rare" events such as cancer and birth defects. Probably most important, however, is that the studies be designed and carried out by union representatives instead of industry. The hundreds of thousands of dollars spent in the past—without clear results—suggest that now is the time for workers and their union representatives to demand answers to questions about health effects of high voltage lines, before the toll is taken in illness and disability.

BULLETIN

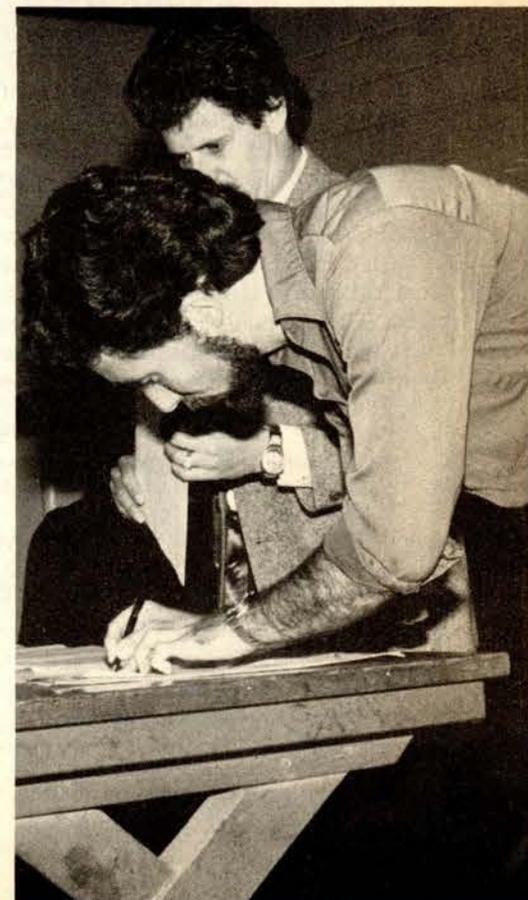
At press time Cal-OSHA word on Carney pine poles was still pending.



Local 1245 member Joe Sloam, wearing hard Pryor get set to take medical interviews.

Members paid

Some 15 members of Local 1245 maintain, process, and service equipment containing PCBs and who clean up recently participated in part of Institute for Occupational Safety and Health Institute study aimed at PG&E's PCB program, and the health affects this toxic chemical on our members. Volunteers for the study reported...



Volunteer Mike Lachina from the De Coto Pipe...



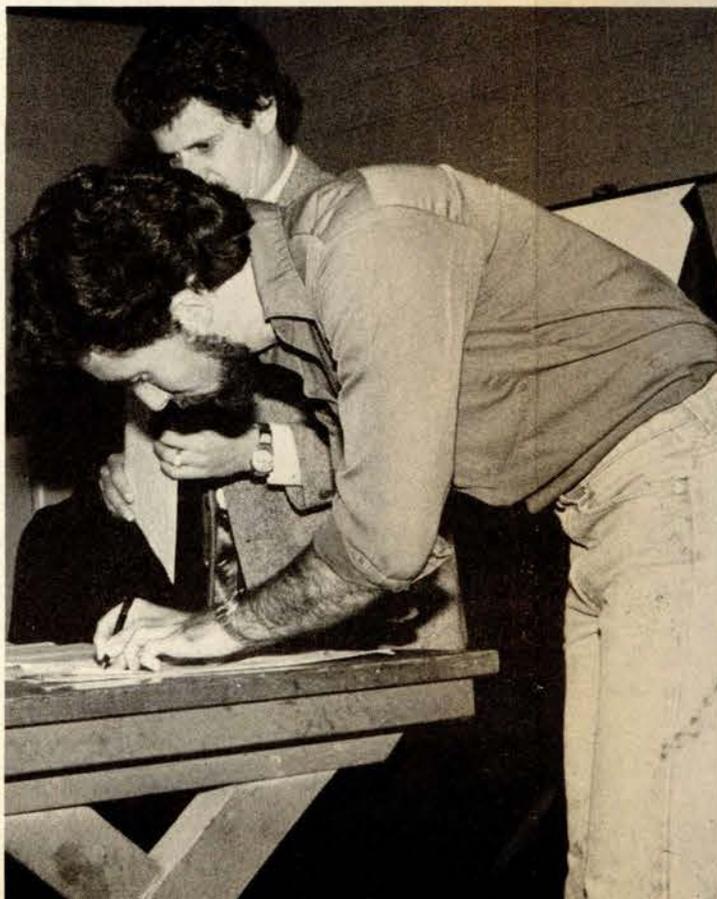
Photos: Julian Sum

Local 1245 member Joe Sloam, wearing hard hat signs in while NIOSH team, l-r, Dr. Molly Coye, M.D., Pierre Belanger and Paul Pryor get set to take medical interviews.

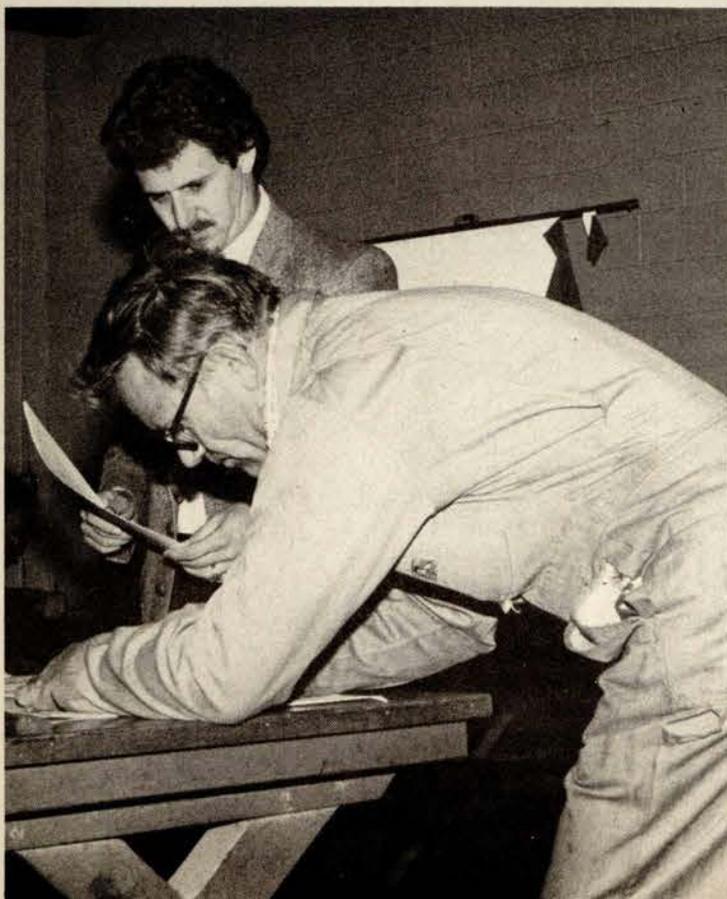
Members participate in NIOSH study

Some 15 members of Local 1245 who maintain, process, and service equipment containing PCBs and who clean up PCB spills recently participated in part of a National Institute for Occupational Safety and Health Institute study aimed at evaluating PG&E's PCB program, and the possible health affects this toxic chemical may have on our members. Volunteers for the study reported after

work to the East Bay De Coto Pipe Yard where Dr. Molly Coye, M.D., a NIOSH representative from San Francisco conducted the local examinations along with two colleagues Pierre Belanger and Paul Pryor, both NIOSH Industrial Hygienists. Coye did medical interviews and examinations and drew blood for chemical analysis. Results of this survey are expected early in 1982.

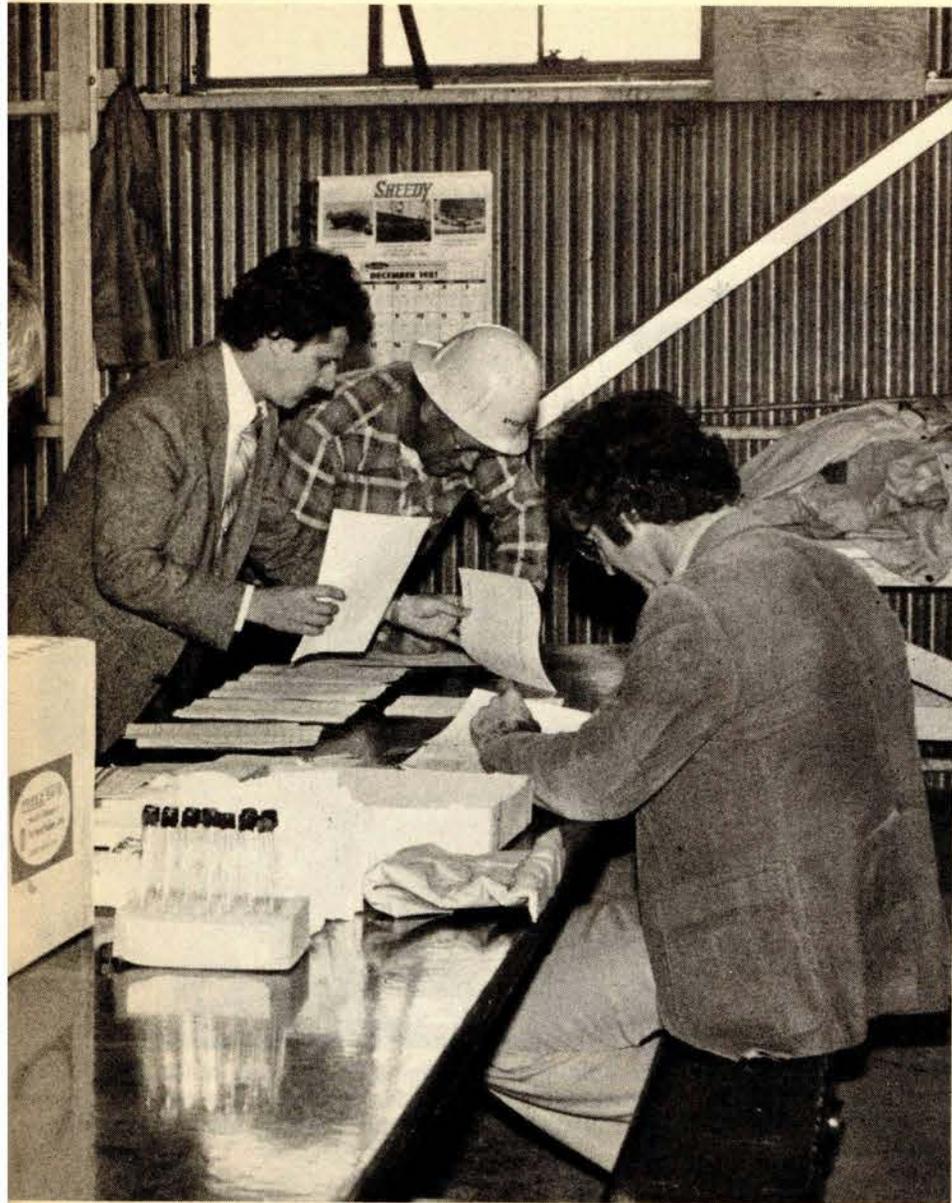


Volunteer Mike Lachina from the De Coto Pipe Yard.



Volunteer Gene Blanford, De Coto.

Lifeline



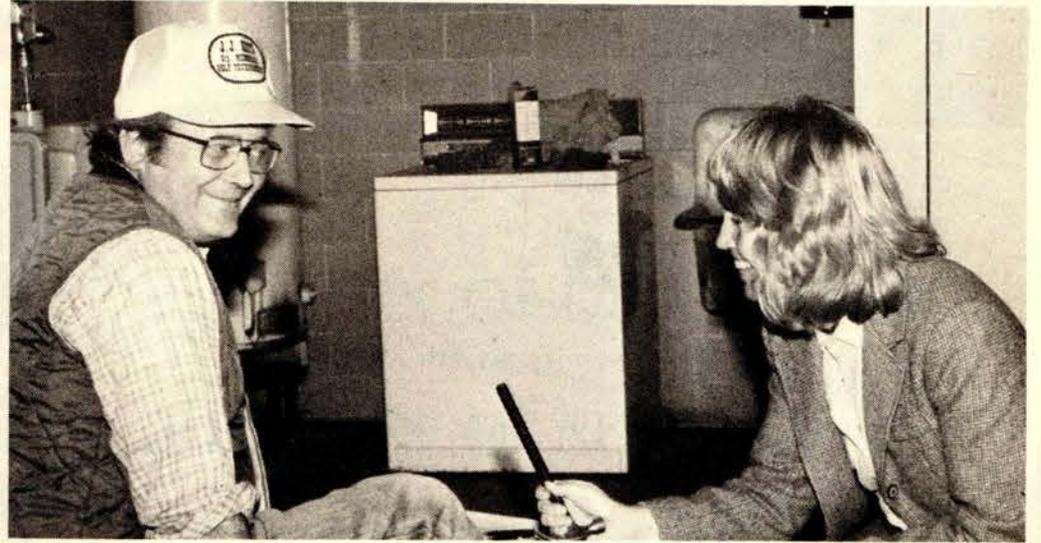
Photos: Juliann Sum

... signs in while NIOSH team, l-r, Dr. Molly Coye, M.D., Pierre Belanger and Paul

Participate in NIOSH study

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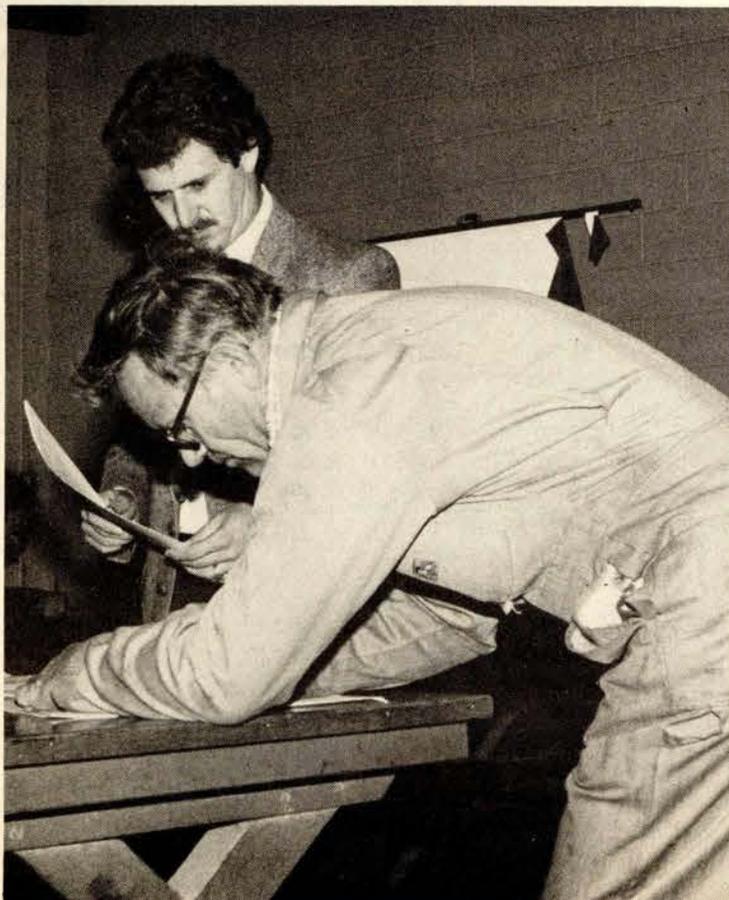
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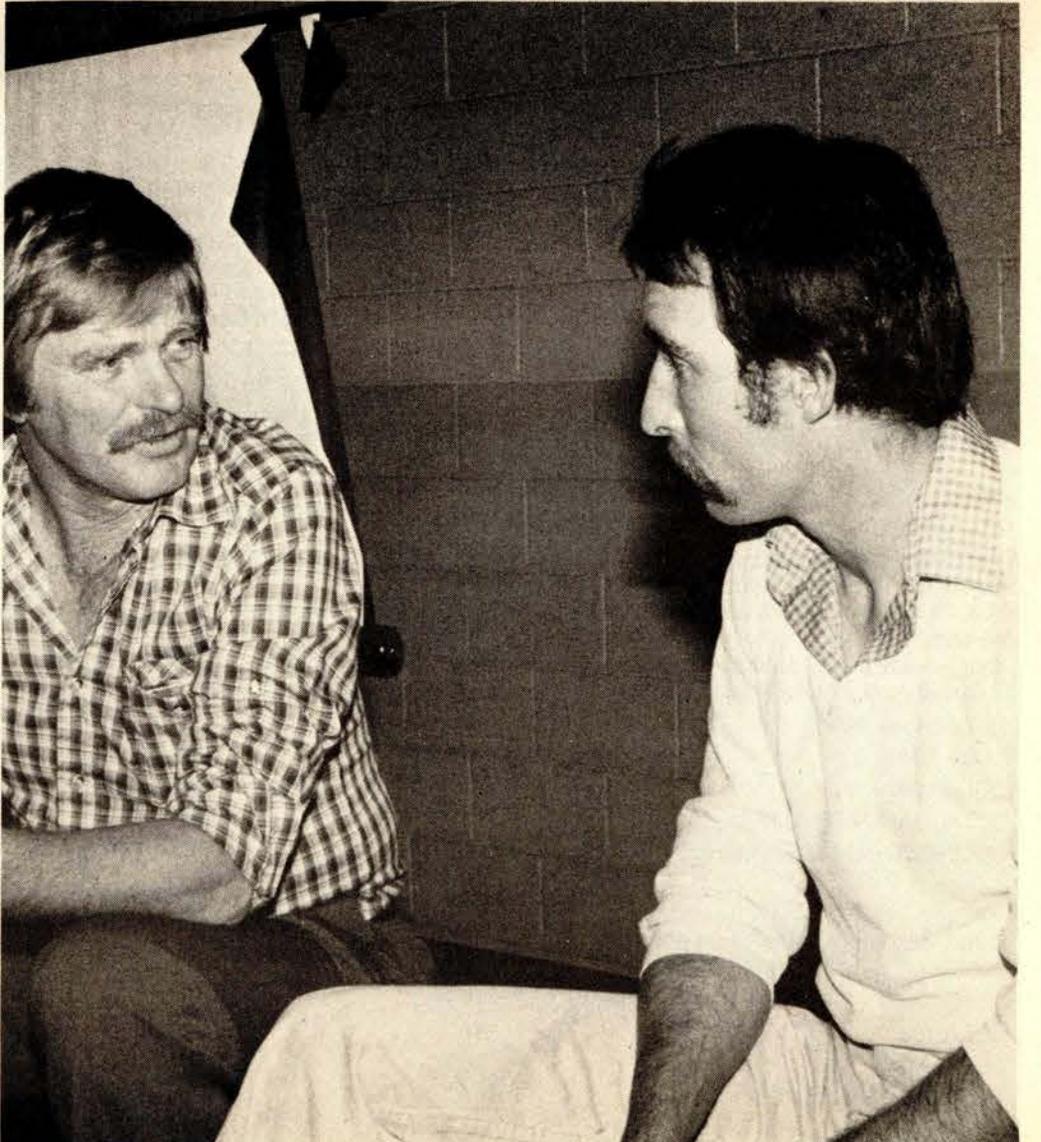
Dr. Coye checks responses of volunteer Tom Stichlen, from Richmond Yard.



Christine Robertson, Oakport, is having her blood pressure taken by Dr. Coye.

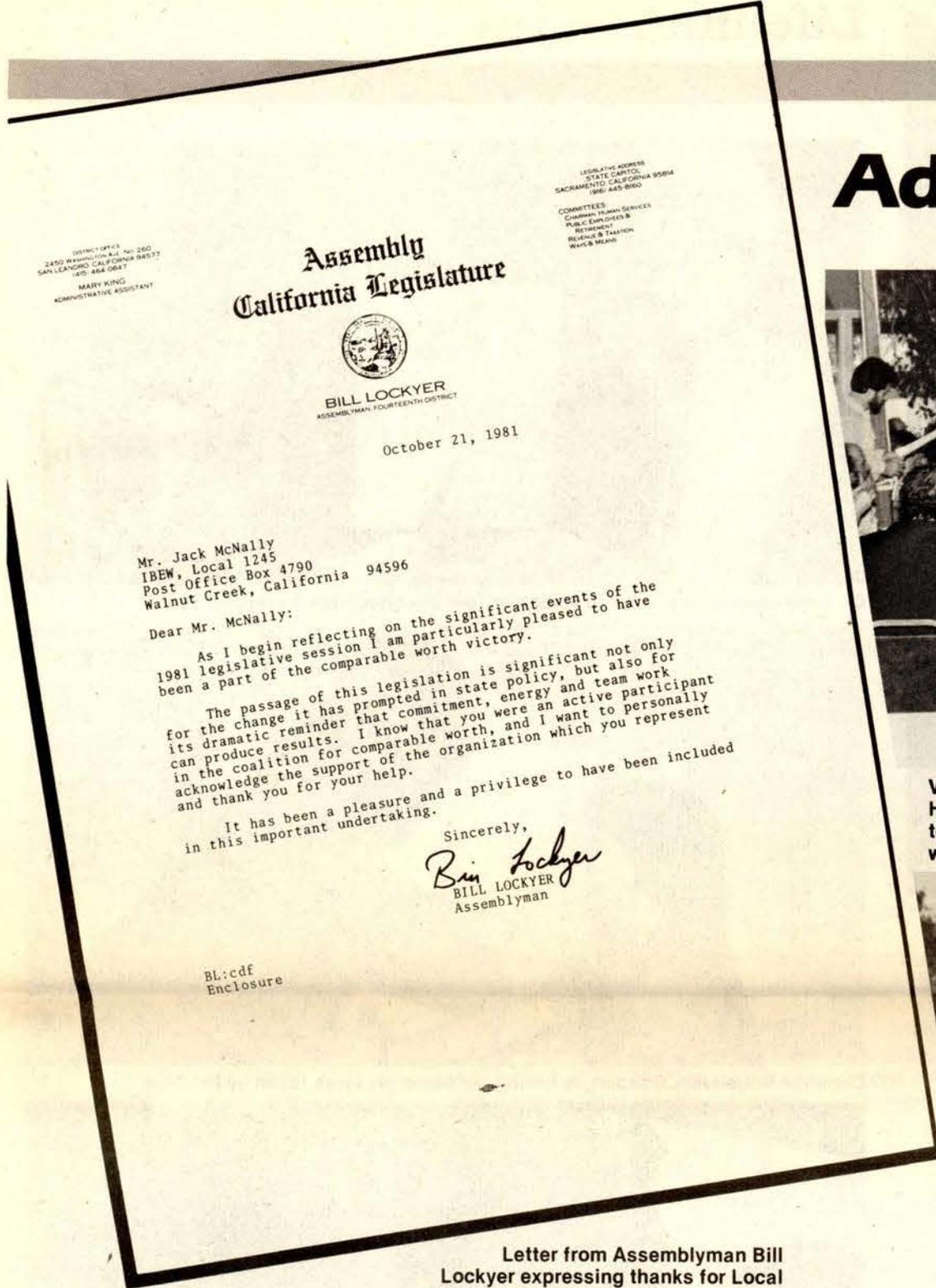


... ard. Volunteer Gene Blanford, De Coto.



Business Representative Bill Twohey with volunteer Gene La Masters, Richmond Yard.

Advisory Council



Assembly
California Legislature



BILL LOCKYER
ASSEMBLYMAN, FOURTEENTH DISTRICT

October 21, 1981

Mr. Jack McNally
IBEW, Local 1245
Post Office Box 4790
Walnut Creek, California 94596

Dear Mr. McNally:

As I begin reflecting on the significant events of the 1981 legislative session I am particularly pleased to have been a part of the comparable worth victory.

The passage of this legislation is significant not only for the change it has prompted in state policy, but also for its dramatic reminder that commitment, energy and team work can produce results. I know that you were an active participant in the coalition for comparable worth, and I want to personally acknowledge the support of the organization which you represent and thank you for your help.

It has been a pleasure and a privilege to have been included in this important undertaking.

Sincerely,

Bill Lockyer
BILL LOCKYER
Assemblyman

BL:cdf
Enclosure

Letter from Assemblyman Bill Lockyer expressing thanks for Local 1245's efforts in helping to pass recent comparable worth legislation was read to Advisory Council members at the recent meeting in Sacramento.



Vice President Nannette Dominguez at the podium filled in for President Howard Stiefer, a North Bay Lineman, who had been unable to attend the quarterly meeting when he was called to work following extensive store damage that weekend.



Secretary Kathy Tindall, left, and Vice President Dominguez welcomed Sacramento area Shop Steward Jan Johnson who had come to observe the meeting.

General Construction Classification wage adjustments

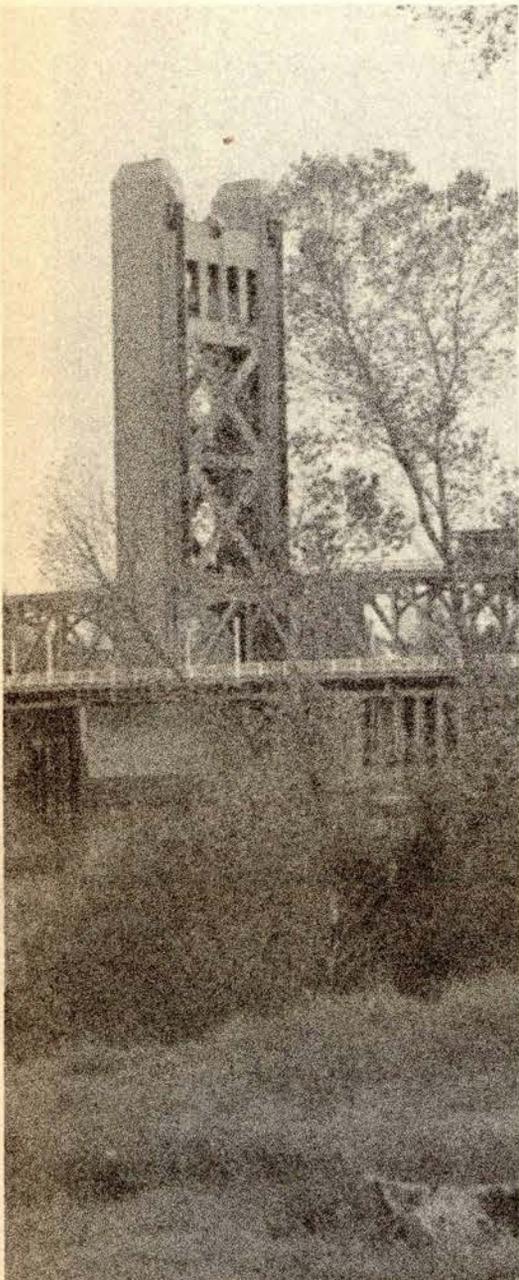
Some General Construction classifications will receive a third year wage adjustment, as negotiated in 1980 bargaining. To compute your increase add the adjustment, SUBTRACT 37.20 and then MULTIPLY by 3%, and add 35.60.

Your weekly salary January 1, 1980,	=	_____
plus adjustment, LESS \$37.20	=	_____
3% of above	+	_____
COLA 1981	+	37.20
COLA 1982	+	35.60
TOTAL JANUARY 1, 1982	\$	_____
ROUNDED TO NEXT HIGHEST NICKEL	\$	_____

Example: Lineman, G.C.

Salary January 1, 1981 (\$534.65)	=	499.60
+ adjustment (\$2.15) (- \$37.20)	=	499.60
3% of above	+	14.988
COLA 1981	+	37.20
COLA 1982	+	35.60
TOTAL, JANUARY, 1982	\$	587.388
ROUNDED TO NEXT HIGHEST NICKEL	\$	587.40

Classification	Weekly adjustments Jan. 1, 1982	Classification	Weekly adjustments Jan. 1, 1982
0050 Aid, Engineer's 30 Mos.	\$2.60	0461 Heavy Truck Driver End 6 Mos.	2.00
0164 Carpenter B	3.00	Start	6.35
0243 Clerk, Field, Senior Start	2.50	End 6 Mos.	6.45
End 6 Mos.	1.95	End 1 Yr.	5.60
End 1 Yr.	4.45	0457 Line Truck Driver Start	7.45
End 18 Mos.	3.85	End 6 Mos.	5.85
0244 Clerk, Field Start	5.20	End 1 Yr.	5.00
End 6 Mos.	7.10	0435 Special Driver Start	7.45
End 1 Yr.	7.35	End 6 Mos.	5.85
End 18 Mos.	5.85	End 1 Yr.	5.00
End 2 Yrs.	5.65	0474 Electrician	2.15
End 30 Mos.	5.55	0488 Electrician, Apprentice Start	3.00
End 3 Yrs.	4.65	End 6 Mos.	2.30
End 42 Mos.	3.95	End 1 Yr.	2.65
End 4 Yrs.	3.85	End 18 Mos.	2.85
End 54 Mos.	3.95	End 2 Yrs.	1.75
End 5 Yrs.	3.30	0630 Foreman, Labor A Start	\$7.45
0444 Truck Driver Start	2.90	End 6 Mos.	5.85
		End 1 Yr.	5.00



photos: Carol Bedsole



New Advisory Council members who were sworn in during the meeting are Dan M. Mitchell, front row left, and Ruben Arredondo, back right. Other Council members pictured above left to right are Frank Locati, and Jerry Brown.



In this unique setting, members gathered 'under the Big Top' for their quarterly meeting.

Meeting was held on the banks of the Sacramento River.

Classification	Weekly adjustments Jan. 1, 1982	Classification	Weekly adjustments Jan. 1, 1982	Classification	Weekly adjustments Jan. 1, 1982
0633 End 18 Mos. Foreman, Labor B	7.40	1510 Nozzelman, Gunite	2.15	0649 Underground Subforeman	1.20
Start	4.50	30 Mos.		Start	1.30
End 6 Mos.	4.35	1515 Operator, Backhoe	2.15	End 6 Mos.	3.00
End 1 Yr.	5.15	30 Mos.		2390 Technician, Communication	
End 18 Mos.	4.60	1594 Operator, Crane	\$2.15	2391 Technician, Appr. Comm.	
0850 Foreman, Working A		30 Mos.	5.00	Start	2.15
Start	1.20	1640 Operator, Equipment A		End 6 Mos.	1.10
End 6 Mos.	1.30	1643 Operator, Equipment B	1.55	End 1 Yr.	-0-
0853 Foreman, Working B		Start		End 18 Mos.	.90
Start	2.20	1690 Operator, Hole Digger	2.15	End 2 Yrs.	2.15
End 6 Mos.	1.20	30 Mos.		2400 Technician, Electrical	
0855 Foreman, Working D		1840 Operator A, Tractor	2.15	Start	2.90
Start	5.90	1860 Operator, Trencher	2.15	End 1 Yr.	3.00
End 6 Mos.	2.80	1920 Operator, Wrapping Machine	2.15	2405 Technician, Gas	
End 1 Yr.	2.70	2280 Splicer, Cable	4.80	Start	4.05
0910 Groundman End 18 Mos.	3.10	0644 Subforeman, Tech. A	3.35	End 6 Mos.	6.50
0947 Helper End 18 Mos.	3.10	0645 Subforeman, Tech. B		End 1 Yr.	5.60
1100 Lineman	2.15	Start	3.15	End 18 Mos.	6.15
1099 Underground Lineman	2.15	End 6 Mos.	3.20	End 2 Yrs.	5.40
1101 Lineman, Apprentice Start	3.00	0650 Subforeman A	1.20	End 30 Mos.	6.70
End 6 Mos.	2.30	Start	1.30	End 3 Yrs.	7.40
End 1 Yr.	2.65	End 6 Mos.		End 42 Mos.	5.20
End 18 Mos.	2.85	0653 Subforeman B	2.20	End 4 Yrs.	3.00
End 2 Yrs.	1.75	Start	1.20	2418 Instrument Technician	3.00
		End 6 Mos.	1.20	2617 Welder	2.15

Wage rate booklets, Exhibit X and F, will be available from Business Representatives after the first of the year.

Members testify at hearing

From page one

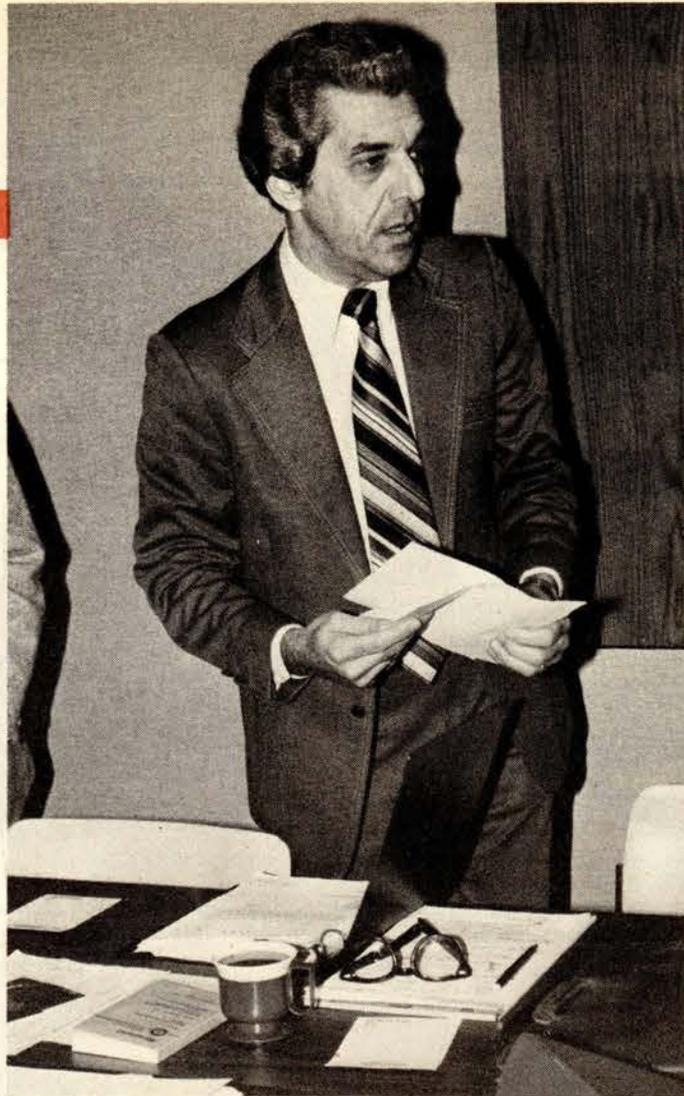
cized step-by-step the procedures used by PG&E in the June 20th cleanup.

A number of Union members described the manner in which PG&E conducted the June 20 cleanup, including the six grievants and the three Local 1245 members who took part in the operation—equipment operator Hank Hardy, working foreman Bob McCormick, and working foreman Ray Johanson. Percy Rome, a Shop Steward in the Cupertino yard, described the cleanup operation back at the yard and his efforts to call safety problems to the Company's attention.

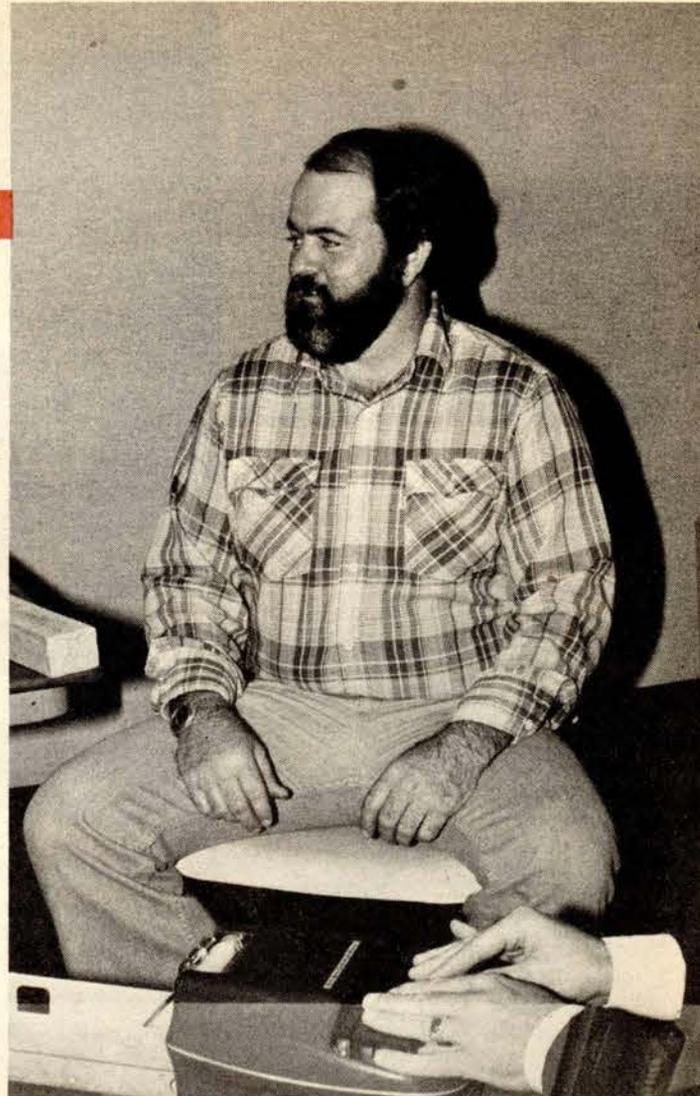
The testimony of the IBEW members illustrated the Union's main contention—the cleanup was not conducted in a reasonably safe manner. The employees used in the cleanup had at the time received no real training on proper cleanup procedures, adequate protective clothing was neither available nor used, and the Company blatantly ignored its own procedures for cleaning up PCB spills.

A decision by arbitrator Barsamian is not expected until early Spring after he has had a chance to review legal briefs to be submitted by Company and Union attorneys.

Local 1245's case was presented by Staff Counsel Tom Dalzell, with extensive hours of preparation put in by Legal Administrative Assistant Susan Gwinn, Assistant Business Manager Roger Stalcup, Industrial Hygienist Juliann Sum, and Business Representatives Wayne Greer and Bob Thomson. Related actions against the Company are currently pending before the Labor Commissioner, the California OSH Appeals Board, and the National Labor Relations Board.



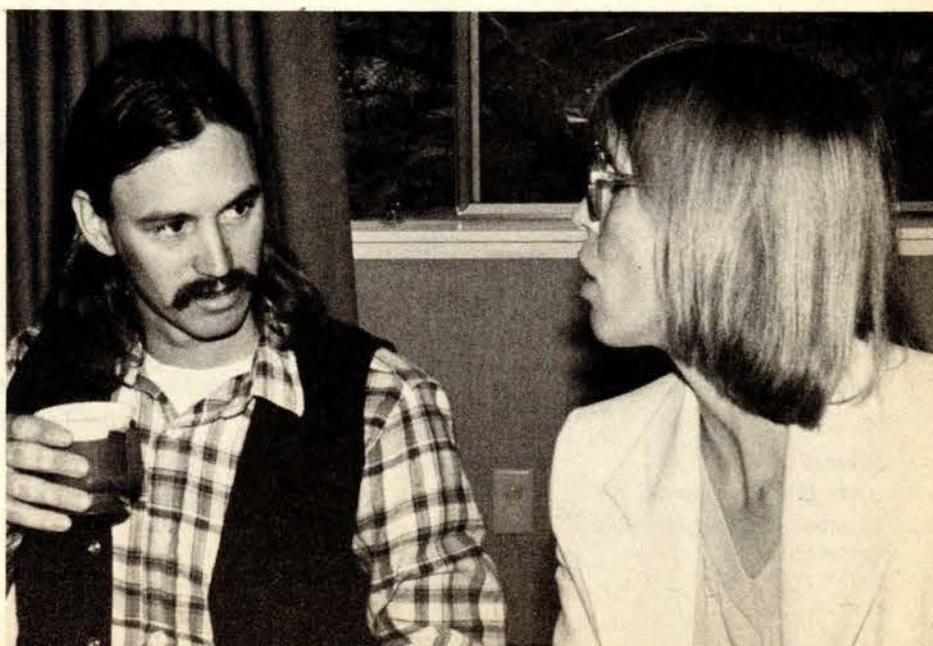
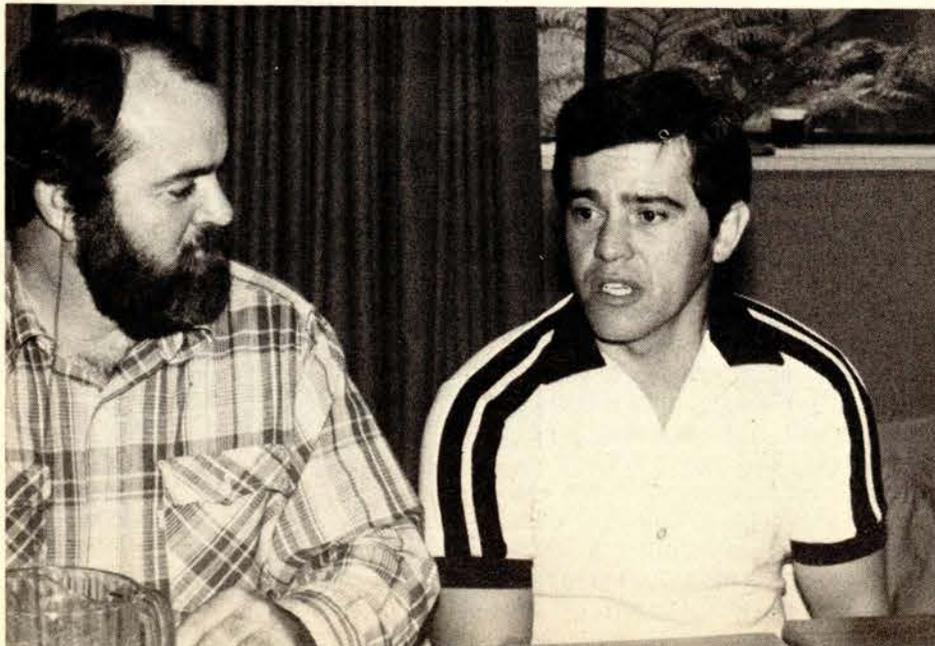
Photos: Carol Bedsole



Arbitrator Armon Barsamian, above, prepares to hear testimony from Local 1245 grievant Dan Neale, above right.



Going over details are Local 1245 staff members, l-r, Wayne Greer, Business Representative; Roger Stalcup, Assistant Business Manager; Tom Dalzell, Staff Counsel, and Juliann Sum, Industrial Hygienist. Court recorder Jack Smith is standing, far right.



Other participants at the hearing included, l-r, grievants Neale, John Hernandez, Doug Stowell and Local 1245 Legal Administrative Assistant Susan Gwinn.