



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

APRIL NOMINEES

Delegate election in June

Nomination for delegates to the IBEW Convention will be held at April Unit meetings. This year the IBEW Convention will be held during the third week of September in Los Angeles. The official convention call, which has not yet been received, will verify the number of delegates that will be certified from Local Union 1245. Tentatively, in accordance with the IBEW Constitution, it is estimated that Local Union 1245 is entitled to 15 delegates and 15 alternates. Alternates will only be allowed to attend the Convention in the event a delegate is not able to attend.

Local Union 1245's delegates to the Convention will be nominated and elected in accordance with the nomination and secret ballot election procedures, as set forth in the Local's Bylaws and Article II, Section 10 of the IBEW Constitution.

Business Manager-Financial Secretary Jack McNally and President, Howard Stiefer, by virtue of their offices, will serve as delegates to the International Convention of the IBEW.

Article III of the Local Union Bylaws establishes the procedures to be adhered to for nominating candidates. The specific controlling language is as follows:

Section 6(a)-provides that nominations shall be made under a special order of business at 8:30 p.m. at April Unit Meetings.

Section 11-provides that nominees shall have been members in good standing for two years prior to April 1, 1982. A nominee should not have his or her name recorded in the minutes as a candidate if the nominee knows that he or she does not qualify.

Section 12-provides that a member, in order to qualify as a candidate, must be in attendance at the Unit Meeting at which he or she is nominated. The only exception to this is if the member notifies the Local Union's Recording Secretary in writing, on or before April 1, 1982, that he or she will run for a specific office if nominated.

The election of delegates will be by secret mail ballot as provided for by Article III of the Bylaws. Ballots will be mailed by June 1, 1982 to all members eligible to vote. The ballots must be returned by mail and arrive at the post office in Walnut Creek by 10 a.m. on a date to be determined by the Election Committee.

See page 12

Local 1245 banner at Super Bowl

Photo by Jean Fudem



IBEW Local 1245 was there! Thanks to the creative lunchtime and afterhours' volunteer efforts of the Local's office staff, spearheaded by Receptionist Sharon Madison, this banner

was prepared for Super Bowl XVI. Reports indicate that the raising of the banner in the Silver Dome was greeted with a round of cheers by members who'd travelled to the game.

Black History highlighted

By Jean Fudem

Black History Month has been observed by schools and communities nationally every February since 1976. February 1982 is no different.

This practice began in 1926 with Negro History Week, initiated by Dr. Carter G. Woodson, founder of the Association for the Study of Afro-American Life and History. The week was originally selected to include the birthdays of Abraham Lincoln and Frederick Douglas, author and leader of the 1800s abolitionist movement, who later became a prominent political activist in Washington D.C., and subsequently was appointed ambassador to Haiti.

The observance began as a counterbalance to the lack of information in history text books about blacks. Today its purpose is to highlight the activities and achievements of Afro Americans.

This year the United States Post Office has issued a commemorative 15 cent stamp honoring the former Director of the National Urban League, Whitney Young. The Young stamp is the fourth in a series on Black Heritage, which began in 1978 with the Harriet Tubman stamp.

No Black History Month celebration would be complete without honoring the late A. Philip Randolph, noted as the father of the 1950s civil rights revolution.

His life was full of achievements, including: being elected President

See page 12

Fatality: Shop Steward Bud Larson

Shop Steward Peter "Bud" Larson, 41, PG&E Coast Valley Division Subforeman, lost his life in a freak truck accident February 3.

It was late afternoon, around 3:30, when he and Robert Garcia, Apprentice Lineman, who was driving their cab-over line truck, were heading back to their Santa Maria headquarters.

Not far behind them on the narrow, winding, two-lane county road was Lineman Robert Edie in a 4-wheel pickup who was also returning to headquarters.

Garcia reported that just before the accident occurred he had edged the line truck over to the side of the road to allow a biker who had been tailgating to pass.

When the front right tire of the line truck hit the shoulder, the shoulder gave away, sinking some 10 inches, and at that point the truck plunged down a 50-foot embankment, landing on the passenger side at the bottom of a dry creek bed.

Both Garcia and Larson had been

wearing seat belts, but Larson's door tore open and he was thrown from the truck and pinned under the side of the cab.

Rescue attempts were extensive. Edie who had been following in the pickup immediately radioed for help.

At the crash site he and Garcia both tried in vain to dig Larson free from underneath the wreckage. They were unable to find vital signs, nor could the paramedics who'd been summoned to the accident site where Larson was pronounced dead.

Larson joined Local 1245 sixteen years ago when he was hired by PG&E in the General Construction Department. There he worked his way from Apprentice Lineman to Journeyman Lineman. Upon bidding into Division, he worked as a Lineman in Santa Maria, then in Paso Robles as a Troublemaker. He was transferred to Santa Maria in 1981.

Larson is survived by his wife Ruby, and four children.



Photo: Dave Reese

Truck crash near Santa Maria claimed life of Shop Steward Bud Larson.



YOUR LEGAL RIGHTS

By Lynn C. Rossman, Esq.—Neyhart, Anderson, Nussbaum, Reilly & Freitas, P.C.

Utility Reporter

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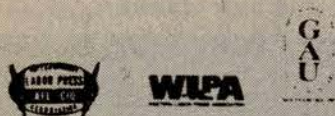
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Your right to privacy at work

The right of privacy is basically the right to be left alone. Privacy rights protect a wide range of interests from intimate personal decisions to freedom from unreasonable governmental searches and information collection. Our state constitution has a specific provisions guaranteeing the right of privacy to all Californians.

Employers may intrude on a worker's privacy in many ways: for example, by searching a desk or locker or permitting the police to do so; by hiring "spotters" to watch for violations of work rules; by requiring lie detector tests or fingerprinting as a condition of employment; by trying to influence the off-duty political activities of an employee; or by prohibiting long hair or beards. This article will explore some of the limits the law places on employers to protect the privacy rights of employees. Your contract may also have provisions which affect your privacy rights.

Searches

An employer is not legally prohibited from searching an employee's desk for work-related materials. However, your boss may not consent to a warrantless police search of an area set aside for your exclusive, private use. If the police have a search warrant, or court order to search, your employer cannot legally refuse to permit the search. The constitution protects those areas in which you have a "reasonable expectation of privacy" from unreasonable government searches or seizures. So a locker or other area which has been assigned to you for your personal possessions cannot be searched by law enforcement people with just your employer's consent.

This general rule holds true unless your employer gives you written notice (for example, in an employee manual) that your locker or desk is subject to police search in your absence if criminal activity is suspected. If an illegal search takes place, the evidence found cannot be used against you in a court of law. You can also get any property back which is lawfully yours.

Employees in nuclear power plants are required to submit to some searches by rules of the Nuclear Regulatory Commission. Other privacy rights may be similarly limited for these employees. If you work in such a facility, consult your union representative about the special rules that apply to you.

If your employer asks to search you or your locker or wants to ask you questions based on some suspicion that could lead to disciplinary action, you should immediately re-

quest the presence of your union representative. You have a legal right to have your union representative participate in any interview with your employer which might lead to discipline. Before answering any questions, you should seek advice from the Union. Your contract or the past practice of your employer may affect how you can respond to such requests by your employer.

Lie Detector Tests

No private employer can demand or require that an employee or applicant take a lie detector test as a condition of employment. An employer who requests a polygraph or similar examination is legally required to inform the worker that such a test is not a condition of continued employment. If a job requires thorough investigation of applicants, they must be given a choice of polygraph or other forms of investigation. If an employee or applicant voluntarily agrees to take a lie detector test, the results of the exam can be used against the person. If your employer asks or demands that you take a lie detector test, contact the union before you decide whether to submit to the test or not.

Fingerprints and Photographs

An employer can require fingerprints and photographs for its own use and information only. The Labor Code makes it a crime to require photos and fingerprints which could be detrimental to the employee if the employer intends to give them to any other person. In addition to the criminal penalty, any employer who violates this section is liable to the employee for three times the amount of damages caused by his unlawful act.

Surveillance

The Penal Code makes it a crime to wiretap or to electronically eavesdrop on or record confidential communications without the consent of the parties to that conversation. Your employer cannot legally record or electronically monitor your telephone calls or other private talks.

Also, public service corporations, like PG&E, are prohibited from disciplining or discharging an employee on the basis of a detective or "spotter's" report unless the employee is given notice and a hearing.

Off-Duty Political Activity

It is illegal for an employer to make any rule forbidding employees from getting involved in politics or running for public office. Additionally, employers may not attempt to control the political affiliation or activities of their workers. That means

that your boss may not threaten to discharge you if you do not want to engage in political activities he or she favors. It is a crime to do so and the employer may also be sued for any damages caused the employee as a result.

Also, the right to wear, on the job, buttons which support a particular candidate in a union election has been won in arbitration with PG&E.

Grooming Regulations

Employers can require workers to wear uniforms and be well groomed to protect their "public image." Generally, an employer may not entirely prohibit beards, moustaches or long hair, except for health or safety reasons. Since some arbitrators have not followed this general rule, check with your union representative about the rules in effect at your job. Other dress requirements must be reasonable to be enforceable.

Conclusion

Our Constitution and statutes limit some types of interference with a worker's right of privacy. In addition, your contract may also provide other protections for privacy rights. To safeguard these important rights, you should contact your union as soon as you become aware of any violations by your employer. (For a thorough discussion of abuses of employee files, see the May issue of the *Utility Reporter*.)

Stewards' rights

As you know, in 1975 the United States Supreme Court ruled that an employee has a right under the National Labor Relations Act to have a union representative present at any interview which the employee *reasonably anticipates might result in disciplinary action*. This right to representation by a steward has come to be known as the "Weingarten right", named after the Supreme Court decision.

The federal Court of Appeals in San Francisco recently issued a decision further clarifying the "Weingarten" right. The Court upheld a National Labor Relations Board decision which held that an employer must not only permit a steward to be present, he must permit the steward to *actively assist the employee during the interview*. This decision, *NLRB vs. Texaco, Inc.*, guarantees the right of stewards to play an active role in "Weingarten" interviews, and Local 1245 urges stewards to take full advantage of this right.

APPOINTMENTS

PG&E

Apprentice Gas Transmission Mechanic (PLO) Negotiating Committee

Rex Avila Dwight Haas

G. C. Apprentice Painter Negotiating Committee

Robert E. Potter Bill D. Armstrong

East Bay Division Joint Grievance Committee

Dick Hoyer

Coast Valleys Division Joint Grievance Committee

Gary Carlsen

North Bay Division Joint Grievance Committee

Norma Ricker

Sacramento Division Joint Grievance Committee

Phil Gray Arthur Murray

San Jose Division Joint Grievance Committee

Tom Hughes

De Sabla Division Joint Grievance Committee

Ron Powell L. W. Hope

1982 REGIONAL UTILITY CONFERENCE

March 10, 11, 12, 1982

Jack McNally	Jay Burton
Howard Stiefer	Bill Peitz
Nannette Dominguez	Ray Friend
Kathy Tindall	Charles Kasper
Barbara Symons	Mike Del Rio

NINTH DISTRICT PROGRESS MEETING

March 24, 25, 26, 1982

Jack McNally	Jay Burton
Roger Stalcup	Howard Stiefer
Nannette Dominguez	

CP NATIONAL

CP National — Winnemucca Negotiating Committee

Mickie Hapgood Walt Hardenbrook

CP National — Elko Power Negotiating Committee

Pam O'Brien Mike Dykstra

PACIFIC TREE EXPERT COMPANY

Pacific Tree Expert Company Negotiating Committee

Larry Wenz	Morris W. Colbert
Doug Bonham	Sebastian Vargus
Capple Jones	

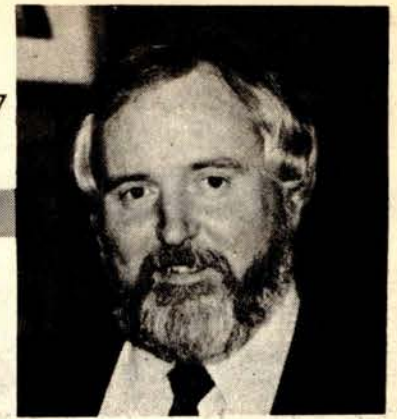
Notice

Members employed by PG&E will have an open eligibility period, March 15-April 15, 1982, for Blue Cross medical insurance. Members who want to switch from another coverage may do so during this open period.

POINT OF VIEW

By Jack McNally

IBEW 1245 Business Manager



United stand necessary with Unions in peril

This country is now in full swing into a new economic plan that is supposed to cure the problems of our economy. We have a plan that intends to keep interest rates high so people cannot borrow money to buy homes, cars, or other goods.

This will tend to cut spending by consumers and, therefore, lower the inflation rate. As a result, workers who produce homes, materials related to homes, automobiles, and other goods find very few people are buying the products that are produced, and so they are now faced with cuts in wages, benefits, and with layoffs.

According to the plan, this is OK because unemployed or low-paid workers won't have much money to spend which will help slow inflation even further.

The new economic plan calls for a Federal income tax cut, allegedly "across the board". When this tax cut program is analyzed we find that big business and the rich reap most of the benefits of the program while the poor and middle-income workers receive a pittance.

According to the plan this is all right because big business and the rich will invest their money and get the economy going again.

The plan also calls for huge cuts in the obscene spending by the big monster Federal government, which means cuts in programs that provide pensions, health care, unemployment benefits, education, jobs, and other social programs. Cuts are planned in labor-oriented laws such as OSHA and prevailing wage. This great plan is called Reaganomics, or take from the poor and give to the rich.

The recent past shows that workers in the utility industry have been somewhat insulated from the economic ups and down. Today, however, utilities are not so well insulated. Fuel costs have skyrocketed, new business construction is almost non-existent, conservation has worked well, and the cost of borrowing money is drastically high. It is a regulated business in which utilities are told to advertise non-use of their products. The regulators control the rates that can be changed and seldom grant the full increases requested by the utilities.

Tough times are here. Many of our members have been demoted or laid off, and more are facing the same. This year is an election year. We must take a hard look at what is happening.

This country is controlled by the politicians at both the Federal and State levels. We need to take a good look at what our elected officials stand for and what they have done. We need to elect people who will represent workers' interests. We must understand that employers basically dislike unions and that they will try to use these hard times to undermine and divide the workers in order to weaken their unions. This storm has to be weathered, and to do it we have to stand united.

In Unity—

Jack McNally

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)

EPA alerted

Union seeks strong PCB controls

Letters to Environmental Protection Agency by Industrial Hygienist Juliann Sum on behalf of Local 1245's members, push for stringent regulations on PCBs.

OSHA is not the only health and safety agency being trampled by the Reagan Administration. Reagan has also authorized severe budget slashes for the Environmental Protection Agency and has appointed EPA Director Anne Gorsuch and Interior Secretary James Watt to further cut EPA's program and activities.

Because of a successful lawsuit against EPA by the Environmental Defense Fund, EPA is currently revising their PCB regulations. The issues being considered involve what concentrations of PCB contamination should be regulated and what types of PCB equipment should be regulated.

Because of the almost exclusive control that industries have over technical information and research, comments to EPA from industries have far outnumbered comments from labor and the public. Below are excerpts from letters sent by Local 1245's Industrial Hygienist Juliann Sum to EPA on the regulations:

"We would like to provide comments in support of rule-making on the use of PCB's in concentrations below 50 parts per million . . . [and] PCB's in electrical equipment.

"IBEW Local 1245 comprises mostly workers in the utility industry [who are] at risk of PCB exposure from maintaining and servicing PCB equipment, installing, removing, and transporting PCB equipment that leak or rupture, cleaning up PCB spills, and working in areas or on other equipment that have been contaminated with PCBs.

"Our members frequently handle insulating oils and other materials in the workplace and environment contaminated with PCBs in concentrations both greater than and less than 50 parts per million . . .

"Our members have found that PCB equipment is not always "totally enclosed" and that leaks and ruptures of transformers, capacitors, switches, regulators, cables and hydraulic equipment and subsequent contamination are quite frequent and widespread. Pacific Gas and Electric Company estimates that their capacitors alone fail and release PCBs at a rate of 160 units per year. In some cases workers have been drenched in PCBs from sudden rupture of overhead capacitors during switching operations.

"In addition, gas lines in the PG&E system have recently been found to be contaminated with PCBs released from compressors

elsewhere in the system . . .

"The known and suspected human health effects of PCB exposure warrant maximum control of PCB release into the environment. The National Institute for Occupational Safety and Health recommends strict control of PCBs as a suspect carcinogen. This recommendation is consistent with the designation of PCBs as a potential human carcinogen by the International Agency for Research on Cancer.

"The State of California has acknowledged the importance of controlling worker exposure to PCBs and plans to issue an occupational health standard based on recommendations that have been provided by a state-appointed PCB Advisory Committee. This proposed standard is expected to include an "assumption clause" that requires employers to control any insulating oil as if contaminated with PCBs, unless proven otherwise.

"The chemical persistence and bioaccumulation of PCBs further support the importance of strict environmental control.

"We urge the EPA to revise the regulatory exclusion of PCB contaminated materials so that regulations apply to all materials contaminated with PCBs in concentrations detectable by some standard method of collection and laboratory analysis. Since we have long taken this position in labor-management negotiations, many of our members' employers voluntarily provide safety precautions for proper disposal of all PCB contaminated materials.

"Although the EPA does not currently exclude from regulation "Materials containing less than 50 ppm PCBs because of any dilution (whether intentional or accidental) . . . it is currently very difficult to enforce regulation on these materials . . .

"We urge the EPA to issue regulations that will result in prompt phase-out of all PCB equipment that has any possibility of environmental release. Although immediate phase-out is not possible, due to availability of substitute equipment, we offer a phase-out program projected by PG&E as a model for regulation . . .

The Local also requested a public meeting in the San Francisco Bay Area, where arrangements would have been made for workers and other parties to provide factual information on these issues.

EPA responds, 'thanks, but... no thanks'

Dear Ms. Sum:

Thank you for your written comments regarding the Environmental Protection Agency's (EPA) rulemaking on the use of PCBs in electrical equipment and the rulemaking on the use of PCBs in concentrations below 50 parts per million (ppm), dated June 25, 1981, and June 26, 1981, respectively. Your comments on these two rulemakings have been placed in the appropriate rulemaking records and will be addressed in the Support Document to the final rule of each rulemaking.

In addition to the comments, your letters request that public meetings be held in the San Francisco Bay area for each of the rulemakings. Unfortunately, because of recent budget cuts, our office does not have the travel funds to accommodate your request.

However, if we are requested by a member of the public, EPA will hold informal public hearings within the Washington, D.C. area regarding both the "50 ppm" rulemaking and the "electrical use" rulemaking. In anticipation of such request, the exact dates of these hearings will be announced in the *Federal Register* with the publication of a proposed rule for each rulemaking. To insure that these two rulemakings address the experiences of your members, I encourage you to participate, if possible, in any public hearings held in the Washington, D.C. area or submit additional written comments.

Your June 25, 1981, letter also requested an opportunity to review the findings of the Utility Solid Waste Activities Group/Edison Electric Institute study concerning PCB use in utility electrical equipment. I am enclosing a copy of a preliminary report we have just received. I would like to encourage your organization to submit additional comments for the rulemaking record after you have reviewed it.

I hope that you and your membership will continue to participate in the rulemaking process. If you have questions regarding this response please feel free to contact me.

Sincerely,

Margaret J. Stasikowski
Acting Division Director
Chemical Control Division

TS-794

United States Environmental Protection Agency, Washington, D.C. Nov. 25, 1981

On camera:



Al Amodeo, foreground, removing oil with possible PCB contamination out of the gas service line.



Being interviewed: Allan Simontacchi, Lineman, PG&E.



Being interviewed: Stan Justis, Advisory Council member.

slide show starts

Photos by Jean Fudem



Al Amodeo, left, and Helper Dale Lachappelle, right, put on protective clothing and ready safety equipment needed to pump oil out of gas line.

An educational slide show on the health effects and safe uses of PCBs is being developed for Local 1245 by the Labor Occupational Health Program, University of California, Berkeley, in cooperation with the Northern California Occupational Health Center and the Western Institute for Occupational and Environmental Sciences.

Working in the initial phases of production are photographer Ken Light, and interviewer-writer Charles West who began interviewing Local 1245 members at the recent Advisory Council meeting.

Interviewees gave first hand accounts of working around PCBs. Among those interviewed

were Tom Garcia, Ernie Jones, Stan Justis, Christine Lay, Frank Locati, Allan Simontacchi, Kathy Tindall and Bob Thomson.

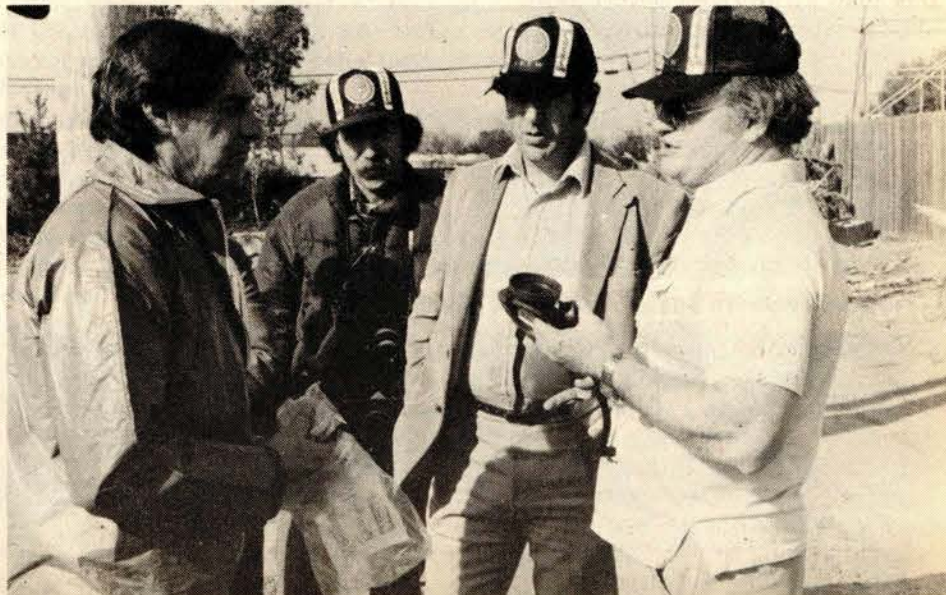
Interviewers later went into the field and observed a gas crew in San Jose Division as oil was syphoned from gas lines. Recently it has been determined that oil in gas lines contain PCBs. It is theorized that it comes from compressors within the PG&E system or from sources that provide gas to PG&E.

Work continues on the production with more photography scheduled, followed by script preparation and approval.

Release date has not been set, but will be announced in the Utility Reporter.



Interviewer Charles West, center, in the field with Business Representatives Wayne Greer, left, and Ron Fitzsimmons.



Al Amodeo, M&C Mechanic out of Montgomery St. Yard, San Jose Division, left, discusses safety equipment and gas mask procedure with, l-r, Photographer, Ken Light, and Business Representatives Greer and Fitzsimmons.



Photographer Light begins snapping photos as the San Jose Division gas crew pulls up to the work site.



Amodeo, 32-year Local 1245 member, left, shows Business Representative Greer point of access to the gas lines.

ADVISORY COUNCIL

Photos by Carol Bedsole



President Howard Stiefer recognizes question from the floor.



Council member Will Rodriguez, left, queries speaker, as Council member Bill Miller, foreground right, listens in.



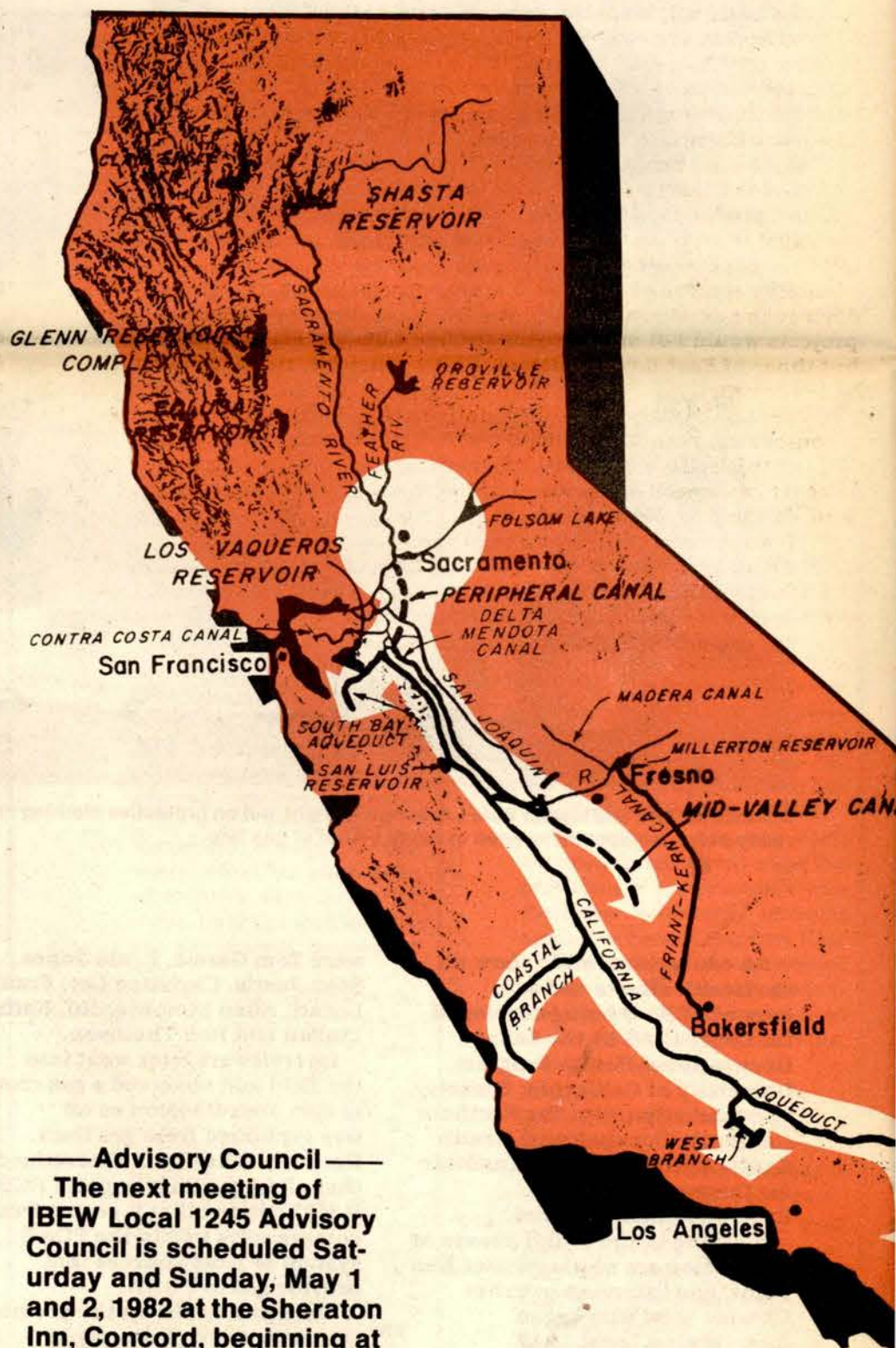
Council members, l-r, Dee Steadman, Stan Justis, Frank Locati, Ruben Arredondo and Wilfred Nunez.

Council memb

At the request of Business Manager Jack McNally two legislators, Congressman George Miller, and State Senator Alfred Alquist, attended the recent Advisory Council meeting to discuss issues surrounding California's peripheral canal.

Senate Bill 200 has been signed by Governor Brown authorizing work to begin on the canal. Coming before the voters this year is Proposition 9, a referendum which places the decision on the canal — pro or con — before the electorate for a final choice.

Being an informed voter will make your decision easier. Excerpts from the presentations of the two legislators are printed here for Local 1245's members.



— Advisory Council —
The next meeting of IBEW Local 1245 Advisory Council is scheduled Saturday and Sunday, May 1 and 2, 1982 at the Sheraton Inn, Concord, beginning at 9 a.m.

San Diego

Council members hear pros,

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Miller says "No"

"We know who will benefit from the peripheral canal; the same interests who have long abused the water program. Those who refuse to conserve; those who refuse to pay their fair share; those who pass along the costs to the taxpayers; those who have failed to utilize state-of-the-art technology to manage their resources; the banking interests, the railroads, the agribusinesses, and the oil companies. They are the same groups who regularly file into my office to lobby for deregulation of industry while, at the same time, they wallow in billions of dollars in federal subsidies courtesy of the taxpayer.

"The costs will be paid by the power users, whose electricity bills are skyrocketing. When the water project was designed, it cost \$10 to pump an acre foot of water to Los Angeles; today, it costs \$200.

"The costs will be paid by the construction workers and the wishful homeowners when the housing bond market is halted because of the drain of financing the canal. Just a few months ago, \$100-million in water bonds were withdrawn from the market because they were undermining housing bonds, and the peripheral canal would require more than ten times that much financing.

"There are cheaper and less controversial alternatives available. Relocate the Contra Costa Canal intake at a cost of about \$50 million, producing 200,000 acre feet of water — the equivalent of the canal — with no negative effects and at 29 times less cost. My bill to begin planning this relocation became law last year. Begin feasibility studies of additional storage facilities which will not destroy the northern rivers or the Delta . . . Together, these projects would not only provide for Los Angeles' expected needs, but those of East Bay Municipal Utilities District, Delta users, and valley growers.

"Properly managed and efficiently used, California's water resources are plentiful and will nourish our continued growth. If our water is selfishly abused, the agricultural, industrial and recreational needs of our state will wither and stagnate, with or without the peripheral canal.

"There is a real choice and the time to choose is now. Californians must reject the scare tactics and the greed of the past and insist on the realistic pricing, sound management and efficient use of our water resources. We must reject the enormous financial cost, the regional antagonism and the waste of our resources."



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ers hear pros, cons on canal

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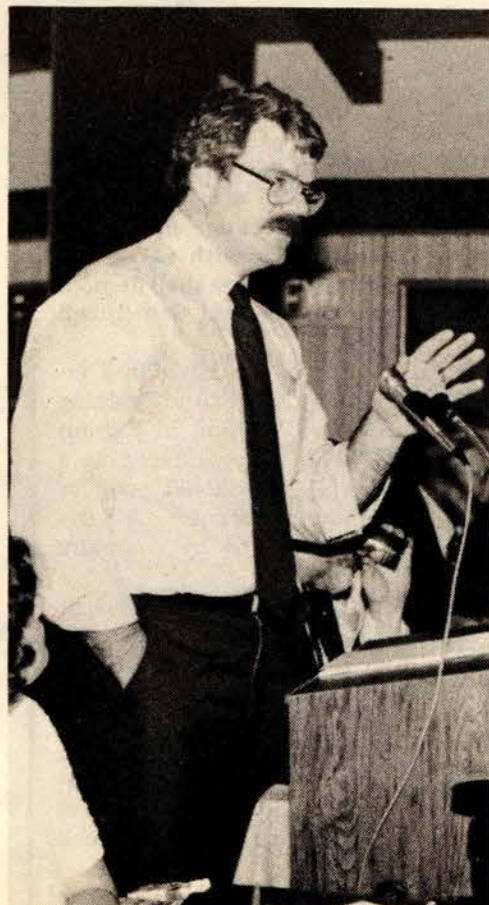
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Alquist says "Yes"

"Make no mistake! The peripheral canal — despite its name — is not peripheral to northern California's economic and environmental future. It is an essential part of a comprehensive water development and conservation program needed to assure decent water quality and adequate water supplies, and to guarantee environmental protection for the Delta Estuary, the Suisun Marsh and the north coast wild rivers.

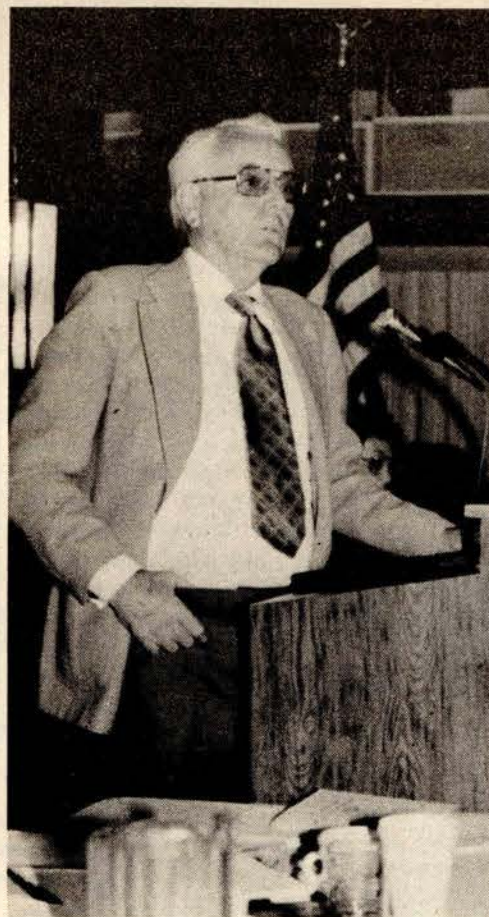
"With the construction of the peripheral canal and other elements of Proposition 9, of the 1980 State Water Act, decent quality water can be delivered to almost two million residents in the Bay Area.

"Water quality is of grave concern for everyone whose water comes through the Delta. Last year alone, the more than 330,000 residents and the many industries served by the Contra Costa Water District suffered through 120 days of medical alerts because salt and chloride levels in the water exceeded health standards.

"Jobs are another vital reason for passage of Proposition 9. As far back as 1977, an analysis developed by the State Department of Water Resources indicated the peripheral canal and other projects in the package will generate an average 5,300 jobs per year over a 20 year period. And, 90 percent of those jobs will be in Northern California.

"Basically, all the facilities and projects in Proposition 9 will be paid for by the sale of water from the projects. There will be no new taxes. Those who benefit share in the cost. Those who don't, won't.

"We all have a stake in the peripheral canal and the passage of Proposition 9, whether it's because our water supplies come through the Delta, or because we want to protect northern California's environment, or because we like to hunt and fish, or because we realize that, economically, 'no man is an island.'"



Congressman George Miller, left, and State Senator Alfred Alquist, right, addressing members of IBEW Local 1245's Advisory Council.



LETTER OF AGREEMENT

SIERRA PACIFIC POWER COMPANY

In light of the current economic situation this Letter of Agreement on demotion and layoff procedure at Sierra Pacific Power Company has been signed by Local 1245 and the Company.

The provisions of this Agreement are to be used and applied to employees in all cases of demotion or layoff due to lack of work.

I. General Rules

- (a) Employees shall be given as much notice as practicable of Company's proposed action. Following such notice, and prior to the date of the actual layoff, employees to be affected by the procedure shall be considered as though they have already been demoted, and notwithstanding the provisions of Title 16, have their bids to fill vacancies, in the normal line of progression considered under the provisions of VI below.
- (b) An employee's Company seniority, as defined in Section 3.7 and 8.1 shall be determining factors in the application of this procedure.
- (c) Where a vacancy in an appropriate classification exists, the filling of such vacancy shall be in accordance with the appropriate provisions of this procedure. If such vacancies exist at more than one headquarters, Company shall provide an employee with a list of such vacancies and the location thereof. Employee may then elect to fill any of such vacancies for which he has sufficient company seniority [I(b)].
- (d) An employee may not elect to demote another employee whose Company seniority is equal to or greater than his or her own. An employee may not demote an employee in a classification having a wage rate higher than that of his or her own classification.
- (e) Employees scheduled for demotions under this procedure shall exercise one of two options:
 - 1) Employee may demote a junior employee in the employee's present job classification at another headquarters, or
 - 2) Employee may demote within his or her occupational group at his or her present headquarters.In either of these options, the demoted employee shall be considered to have displaced the most junior employee in the classification. If the exercise of Options (e) 1 and/or (e) 2 would result in a senior employee being laid off, then, and only then, the employee may exercise Option 3. If exercise of this Op-

tion would result in a senior employee being laid off, the employee may then exercise Option 4.

- 3) Employee may demote a junior employee in any occupational group at his or her present headquarters.
- 4) Employee may demote a junior employee in any occupational group at any headquarters.

Options 3 and 4 above are intended to protect employees whose job classifications fall "below the entry level line", but who have more seniority than other employees in occupational groups and/or headquarters. In either of these options, the demoted employee shall be considered to have displaced the most junior employee in the job classification at that headquarters location.

- (f) In the application of this procedure, an employee shall not be placed in a job unless qualified to perform the duties.

II. Notices

The following notices shall be given in connection with the demotion and layoff provisions of this procedure.

- (a) Company will give an employee who is to be demoted as much notice thereof as possible, but not less than three days, advising him or her of the classification to which he or she is to be demoted and whether there are any jobs with respect to which he or she may exercise an election by filling a vacancy or by demoting another employee.
- (b) Not more than three days after receiving the notice provided for in Subsection (a), the employee shall advise the Company of his or her decision with respect to exercising the election. If he or she desires to exercise the election, Company shall, within two days thereafter, provide him or her with a list of the jobs and the locations thereof to which the election may be applied.
- (c) Within three days after receipt of the list described in Subsection (b), the employee shall notify company of his or her election to transfer and indicate the job locations in the order of his or her preference. Preferential consideration shall be given to employees in the order of their company seniority. While Company shall endeavor to give effect to an employee's preference in the order he or she has indicated, company seniority shall be the determining factor where two or more employees express a

preference for a single job classification or headquarters location. Company shall notify an employee as to the specific location to which he or she will be transferred and the effective date of the transfer.

- (d) An employee's failure to give the notices prescribed in Subsections (b) and (c) will operate to forfeit his or her right of election.
- (e) Any transfer resulting from the application of this Section shall be effective not later than fifteen days from the giving of the notice provided for in Subsection (a).

III. When a demotion is to be made in a job classification(s) at a company headquarters [see I(e)], the employee(s) with least company seniority in such classification(s) shall have the option to:

- (a) Elect to displace that employee in his or her same classification and occupational group within the Company who has less company seniority than he.
- (b) Elect to demote to the next lower classification in the reverse order of the normal line of progression in his occupational group. An employee shall be demoted on a step by step basis; that is, he or she shall first be demoted in the reverse order of the normal line of progression for his or her classification to the next lower classification. If successive demotions must be made, the same procedure shall apply at each step until the employee is either placed in another job or he or she is laid off. If more than one demotion is to be made, the described procedure shall first be applied to the highest classification to be affected, and then to successively lower classifications.
- (c) If an employee cannot for any reason effect an election in accordance with (a) or (b) above, he or she shall demote into the general demotional pool.
- (d) All jobs below dotted line, including Laborer and Building Services Worker, in Exhibit C, shall be considered as a general demotional pool for demotion purposes. All demotions to be by company seniority.
- (e) In all demotions and/or layoffs, the employees demoting into a job must be able and willing to perform the duties of the job with a minimum of further training. Company shall make the determination of minimum training needed in all such cases.
- (f) Journeymen who can demote apprentices shall retain jour-

neyman status and the junior apprentice(s) shall be demoted.

IV. Layoff

If there is no job to which the employee can demote under III above, he or she will be laid off.

V. Notice of Layoff

When it is necessary for Company to layoff employees because of lack of work, Company shall give employees involved as much notice thereof as practicable, but in no event shall an employee be given less than 30 calendar days notice of layoff, provided, however, that notice of layoff need not be given to employees who are employed on a temporary or probationary basis.

VI. Accelerated Promotion

For the purpose of enabling employees who have been demoted or transferred under the provisions of this procedure, Company will give preferential consideration in the following sequence to the bids made by such employees on any job vacancy:

- (a) Bids made by employees who formerly worked in such job classification and headquarters; demoted from such classification from such headquarters. An employee's bid shall not be considered under this subsection if following his or her demotion or transfer he or she has not exercised each opportunity available to him or her to bid on a job in his or her former classification and headquarters;
- (b) Bids made by employees listed in Subsection (a) above who formerly worked in such job classification.

In considering, under Subsection (a) or (b), bids received from two or more employees on the same job, Company shall give preferential consideration to the bid made by the employee who has the greatest company seniority.

An employee who has been demoted or transferred under the provisions of this procedure who thereafter voluntarily removes himself or herself from the Line of Progression and occupational group to which he or she was previously transferred or demoted shall not be given consideration under this section.

VII. Enabler

By written agreement between Company and Union, special provisions may be substituted for the provisions of this procedure.

VIII. Nothing herein contained shall serve to modify or replace any Section(s) of the Agreement, except those specifically referred to in the preceeding text in this letter of agreement between Sierra Pacific Power Company and Local Union No. 1245 of the International Brotherhood of Electrical Workers dated May 1, 1981.

BARGAINING REPORT

By Orv Owen, Assistant Business Manager

Sierra Pacific Power Company

The current Agreement with Sierra Pacific will term out on April 30 of this year. Company and Union exchanged proposals on January 29. Company and Union negotiating committees started the collective bargaining process on February 10. It is interesting to note that Sierra Pacific proposed to terminate the Agreement this year and has again proposed to discontinue employees' discounts on electric, gas and water rates and provide a substitute benefit. Our committee is gearing up for tough bargaining. Sierra, like PG&E, is having financial and cash flow problems, and Local 1245's negotiating committee, consisting of Gino Aramini, Zenobia Donahue, Ron Frugoli, Louis Johnson, Pat Lantis, Louis Mora, George Ostrander, Business Representative John Stralla and Assistant Business Manager Orv Owen, expect these problems to have a direct effect on bargaining this year.

On a more positive note, Local 1245 and Sierra Pacific has reached an Agreement covering the integration of employees of CP National — Elko Power and Winnemucca into Sierra Pacific. This Agreement was necessary as a result of Sierra Pacific acquiring these two divisions of CP National. The main thrust of the Agreement provides protection of the vested and accrued benefits of CP National employees and their carryover into the Sierra Agreement. The target date for the acquisition is April 1 of this year.

Local 1245's negotiating committee consisted of Walt Harderbrook and Marjorie Hernandez

from CP National — Winnemucca and Pamela O'Brien and Tom Tsukamota of CP National — Elko Power along with Business Representatives Darrel Mitchell, John Stralla and Assistant Business Manager Orv Owen.

Pacific Tree Expert Company

Company and Union negotiating committees have held five bargaining sessions to date with some progress on contractual and economic issues. However, on the major economic issues (wages and benefits) the parties are still far apart.

Members of Local 1245's negotiating committee are Doug Bonham, Bill Colbert, Larry Wenz, Sabby Vargas, Capple Jones, Business Representatives Ed Fortier, Rich Hafner, Mickey Harrington, Scott Thomas, Perry Zimmerman, and Assistant Business Manager Orv Owen.

CP National — Winnemucca and Elko Power

CP National members ratified the results of negotiations between Company and Union negotiating committees. The settlement provides for a 9.1 percent general wage increase effective February 1, 1982.

Local 1245's negotiating committee consisted of Mickie Hapgood, Walt Harderbrook, Mike Dykstra, Pamela O'Brien and Business Representative Darrel Mitchell.

X-Ray Engineering (GEO Construction Testing)

Local 1245 members ratified the results of bargaining between Company and Union negotiating committees. Highlights of the set-

tlement are:

TERM:

Dec. 1, 1981 through Dec. 31, 1984

WAGES:

Effective Dec. 1, 1981 — 10% wage increase

Effective Jan. 1, 1983 — 9% wage increase

Effective Jan. 1, 1984 — 8% wage increase

OVERTIME:

Effective Dec. 1, 1981

Double time for all hours worked in excess of 12 hours. (Travel time not to be computed as time worked in computation of 12 hours.)

HOSPITAL PLAN — LIFE INSURANCE, SHORT TERM DISABILITY AND LONG TERM DISABILITY:

Effective Jan. 1, 1982 — Change to G.E.O. Policy covered by Connecticut General.

Company to pay 85% of premium for employee only:

Total premium = \$37.27

Company pays = 31.68

Employee pays = 5.59

Company to pay 55% of premium for employee plus dependents:

Total premium = \$107.06

Company pays = 58.88

Employee pays = 48.18

Effective Jan. 1, 1984 — Company will pay 75% of premium for employees plus dependents:

Total premium = \$107.06

Company pays = 80.30

Employee pays = 26.76

VISION CARE PLAN:

Effective Jan. 1, 1983 —

Company will pay full premium cost for the Safe Guard Vision Care Plan for employees and dependents.

DENTAL PLAN:

Effective Jan. 1, 1984 —

Company will pay 66-2/3% of the premium cost for the Safe Guard Dental Care Plan for employees and dependents.

Total premium = \$15.00

Company pays = 10.00

Employee pays = 5.00

EXPENSES:

Effective Jan. 1, 1982:

Section 9.1 — Continuation of current formula — September CPI = 8.6%

Section 9.2 — Mileage allowance to be raised to current IRS total mileage allowance standard. Current = \$.20 per mile.

Local 1245's negotiating committee consisted of Patrick Moskiman, Mark Geiser, Business Representative Bill Twohey and Assistant Business Manager Orv Owen.

Wells Rural Electric Company

Local 1245 members employed by Wells Rural Electric Company ratified the results of bargaining between Company and Union negotiating committees. Highlights of the new two-year Agreement pro-

vided improvements in expense provisions and wage increases on January 1, 1982, July 1, 1982, January 1, 1983 and July 1, 1983 based upon Consumer Price Index formula.

Local 1245's negotiating committee consisted of Mary Zearing, Roy McWilliams, and Business Representative Darrel Mitchell.

CP National — Needles District

Local 1245 has sent a letter to the Company to open negotiations on a new Agreement. The current Agreement will term out on April 30 of this year. Local 1245's negotiating committee, consisting of James Johnson, Craig Rowen and Business Representative Wayne Weaver, are presently developing Union's bargaining program based on recommendations from Needles members for submission to Company at the first scheduled bargaining session.

Davey Tree Surgery Company

The wage increase for Davey Tree that should have been applied on January 1, 1982 has been delayed as a result of Pacific Tree negotiations. This delay is created as a result of the more "favorable terms" provisions of the Davey Agreement. However, once the Pacific Tree negotiations are concluded, Davey Tree members will receive a wage increase effective and retroactive to January 1, 1982.

Local 1245 has sent a letter to open negotiations with Davey Tree management for a new Agreement. Local 1245's negotiating committee will consist of Dee Steadman, Gervin Bonilla, Terry Thalacker, John Carajan, Rich Chadwick, Business Representative Wayne Greer and Assistant Business Manager Orv Owen.

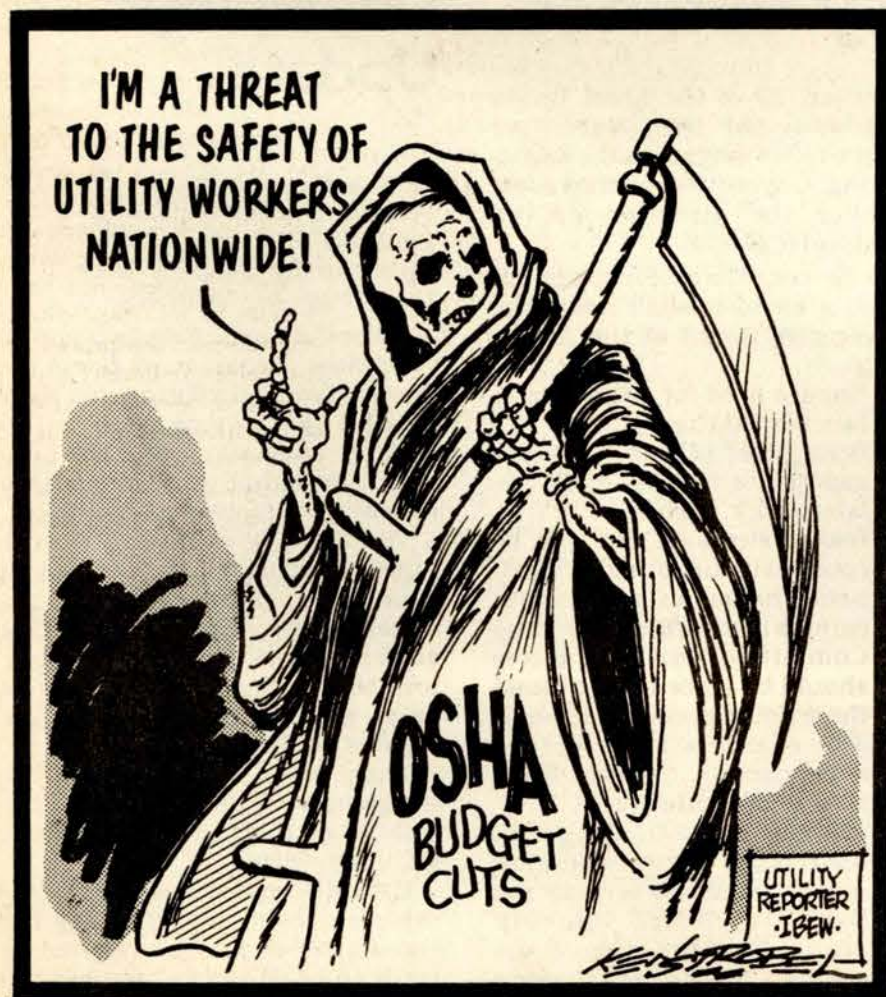
Lynch Communications Systems

Local 1245 has sent a letter to the Company to open negotiations on a new contract. The current Lynch Agreement will term out on May 31 of this year.

Business Representative Darrell Mitchell and our Lynch members are currently preparing for tough bargaining this year.

CP National — Lassen

On December 17, 1981, Local 1245 members employed by CP National — Lassen Division ratified the results of bargaining between Company and Union negotiating committees. The new one-year settlement provides for a general wage increase of 9.7 percent effective January 1, 1982. The new one-year Agreement provided improvements in the Union Rights, Hours of Work, Grievance Provisions, establishment of Quarterly joint labor-management meetings. Local 1245's negotiating committee consisted of Michael Anderson, John Deal, Gary Robertson, Kent Kelly Holmes and Business Representative Scott Thomas.



OUTSIDE LINE

By Jerry Robinson, Business Representative

Our February Outside Line meeting was devoted to proposals for our new contract. Tommy Heil and Bill Paynter will be on the Negotiating Committee. It will be very important to attend the meetings until we have a new contract.

The work picture does not look good. However, from my information it looks as if the transmission line at The Geysers should break in about a month.

At the February meeting I read a letter from Lineman Doug Smith reporting on the job his crew is doing in Wells, Nevada. They are working under very bad weather

conditions, extreme cold and high winds. They are trying to show Wells Rural Electric Co-Op that Union work is the *only* way. You pay for what you get! We all take our hats off to that crew for showing what Union craftsmen are all about. Hopefully, Local 1245 can get more work in Eastern Nevada, because of their efforts.

Here's Smith's letter:
Dear Jerry:

I want you to excuse my penmanship on some of, or all of, the Safety reports. It seems like the wind is always blowing, and we have to use three ink pens because after 39 sec-

onds the ink in the pen freezes, and we have to go to one that was in someone's pocket, and I'm not lying.

The men and myself are hanging tough. This job should have been done in the summer-time, but when the weather gets tough, the tough get to work. We haven't missed any time since it rained Thanksgiving week. The thing that hurts us is the tremendous constant wind, and the use of the bucket truck is the answer. We only have to work in the sub-zero weather for 20-35 minutes at a time; then we get moving to the next pole which takes 7 to 10 minutes. During this time in the cab it

helps us warm our fingers and dry our gloves, etc.

I'm staying in my trailer in a KOA Park four miles west of Wells, and 95 percent of the time it takes half an hour to get the operator, and at -10 degrees with the wind blowing 200 miles per hour, I'm not calling anyone at night during the week from a public phone booth.

I think we have done something good here. It hasn't been easy, but I think and hope for the Union and members — REWARDING!

Sincerely, Doug Smith

Outside Line Construction requirements

In order to work in Local 1245's Outside Line jurisdiction you must sign up on the out-of-work register in Walnut Creek. There are four groups of books for the classification of Journeyman Lineman and Groundman. Applicants are dispatched from the top of the list on Group I first, after all applicants on Group I have been dispatched, Group II applicants are dispatched, then Group III and Group IV.

The qualifications for the different groups are as follows:

Group I — Journeyman Linemen, Cable Splicers, Groundmen who have 3-1/2 years or more experience in the trade, are residents of the geographical area covered by the Outside Line Agreement, have passed a Journeyman's Exam given by a duly constituted Local IBEW

Union or have been certified as a Journeyman Lineman by an Outside Area Joint Apprenticeship and Training Committee and have been employed for a period of at least one year in the last 3-1/2 years under the Western Line Constructors Outside Line Agreement with IBEW Local 1245 and 47.

Group II — All applicants for employment who have 3-1/2 years or more experience in the trade and have passed a Journeyman examination given by a duly constituted Local IBEW Union or have been certified as a Journeyman Lineman by any Outside Area Apprenticeship and Training Committee.

Group III — All applicants for employment who have had 2 years or more experience in the trade, are residents of the geographical area

constituting the normal construction labor market area and who have been employed in the normal construction labor market area for at least six (6) months in the last 2-1/2 years in the trade under the Outside Line Agreement.

Group IV — All applicants for employment who have worked at the trade for more than one year.

Confused? Don't be. If you are a *Utility Lineman* looking for work and have 5 years or more of Lineman time, you can fill out a questionnaire and have the company's personnel department send the union your employment history. Upon receiving this information the Executive Board will consider granting Journeyman Lineman status to you which will allow you to sign Group II.

If you are a *Utility Lineman* with less than 5 years Lineman time you may wish to take the Journeyman Lineman test. In order to do this you must fill out a questionnaire and have the company personnel department send the union your employment history. Upon receiving this you will be scheduled to take the test. Upon successful completion you will be granted Journeyman Lineman status allowing you to sign Group II.

The questionnaire can be obtained from Walnut Creek or your union representative.

Upon being dispatched, applicant must obtain an "A" card membership status which can be obtained by mail or at the office in one day.

Journeyman examination policy outlined

POLICY 22 ON EXAMINATION FOR JOURNEYMAN LINEMAN STATUS

1. Article XVIII, Section 1, of the International Constitution provides that a Local Union, that so desires, may have an Examining Board, and Local Union 1245 has decided to utilize these provisions and to constitute the Local Union Executive Board as the Local Union Examining Board. In order to facilitate the activity of the Local Union Examining Board, an Advisory Committee, consisting of three members appointed by the Local Union President, shall be established. It shall be the duty of the Advisory Committee to examine qualified applicants for Journeyman Lineman status and to report the results of such examinations, together with recommendations, to the Examining Board.
2. In order to qualify to take the examination for Journeyman Lineman, an applicant must have three years' training and experience in line work, not in-

cluding work as a Groundman, however, related work, such as C.A.T.V., tower, telephone, etc., may be counted for up to one year. Also, the applicant must be a member of Local Union 1245 or be seeking work in Local Union 1245's jurisdiction.

3. An applicant for Journeyman Lineman status, who has been employed in line work for five years or more at other than an apprentice or other training classification, may be granted Journeyman Lineman status without having to take the Lineman's examination established within Local Union 1245 upon petitioning the Examining Board and producing evidence of such employment.
4. An applicant who has passed the Apprenticeship and tests for Journeyman Lineman administered by the California-Nevada Joint Apprenticeship Committee, will be granted Journeyman Lineman status upon notice and certification from the California-Nevada Joint Apprenticeship Committee.
5. In accordance with Article IV,

Section 10 of the Local Union By-laws, the Unit Executive Committee may act as the Examining Committee of that Unit under the direction of the Executive Board.

To be considered for examination a member shall notify the Executive Board of the following:

- a. Show a need for Journeyman Lineman status.
- b. Send proof of three (3) years experience in Line work (related work such as C.A.T.V., tower, telephone, etc. may be counted for up to one (1) year).
- c. Send the names and classifications of the Unit Examining Committee (this committee should be made up of at least three Journeyman Linemen).
- d. The examination must be supervised by the area Business Representative.
- e. The examination, along with the score of the verbal examination, shall be sent to the Executive Board who will grant or deny the Journeyman status based upon the applicant's score.

Unemployment Update

If you've worked for a utility company and have been laid off and are seeking Unemployment Insurance Benefits — there is no required sign up for utility company work at the Local Union headquarters.

Some California Employment Development Department personnel are erroneously insisting that IBEW Local 1245 unemployed utility workers must sign up at the Local for job availability to establish Unemployment Insurance eligibility.

The EDD, is confusing Outside Line Construction work sign up with utility company work.

Members in Outside Line Construction work for private contractors who contract on a job-by-job basis with utility companies and various public agencies.

There is no sign up for utility company work at Local 1245; since utilities do their own hiring, laying off, and rehiring.

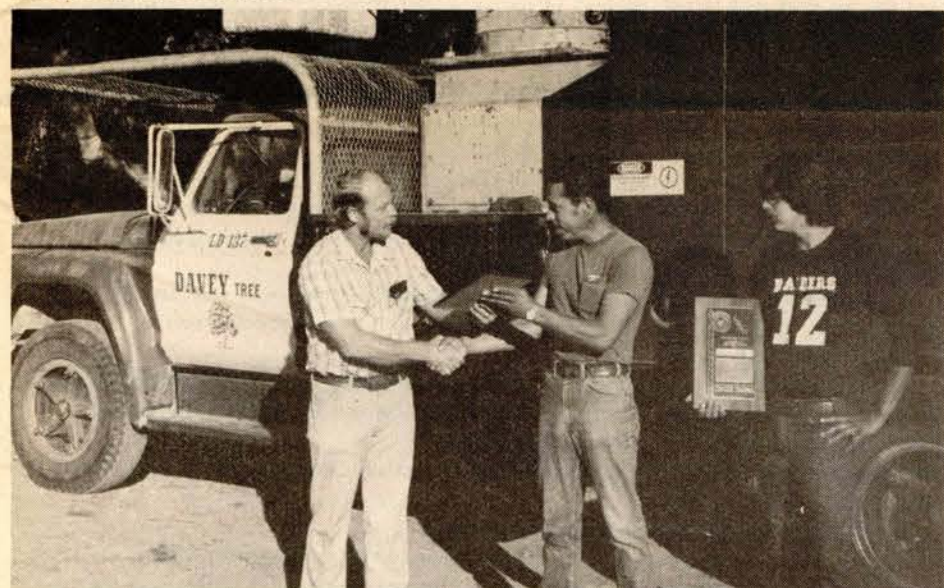
If the EDD questions unemployed members' eligibility, the EDD representative should be referred directly to Local Union headquarters for clarification.

LIFESAVER AWARDS

Members honored by IBEW International



Local 1245 member Michael D. Puckett, right, receives the IBEW Lifesaving Award from Business Representative Ron Van Dyke. Puckett, a Station Construction Mechanic at PG&E's Herndon Substation, San Joaquin Division, rescued his two-year-old nephew from a relative's swimming pool in Fresno, and quickly administered mouth-to-mouth resuscitation. In addition to saving the child's life, doctors credited Puckett with preventing possible brain damage in the toddler by his quick rescue efforts.



Business Representative Bob Thomson, left, presented IBEW Lifesaving Award to Davey Tree member Jesus Grajiola, center, as rescued co-worker Larry Eddings stood by at the Davey Tree Yard in Watsonville.



Business Representative Wayne Weaver, left, presented IBEW Lifesaving award to Clifford Bryan, right, for rescuing his friend, Jerry Olsen, in a hiking accident. Bryan revived Olsen, unconscious after a 40-foot fall over a cliff, while Bryan's son, who was also on the outing, went for help.

Pacific Gas and Electric Company Shift and Relief Premiums

To determine your shift and relief premiums multiply 4.5% by the 1982 hourly weighted average for the second shift and; multiply by 9% for the third

shift. Computation for arriving at the hourly weighted wage rate is indicated below along with steps for figuring premiums.

December 31, 1981 weighted average
straight time hourly rate (\$11.40)
minus 1981
COLA (.93¢) = \$ 10.47
3% of above + .314
Add the 1981 COLA
back on + .93
Add the 1982 COLA + .89
Total 1982 weighted
average \$ 12.604
Do not round

SECOND SHIFT PREMIUM

Section 110.2(a) Physical
and 11.2(a) Clerical
\$12.604
× 4.5%
.567
\$.57 rounded

THIRD SHIFT OR SUNDAY PREMIUM

Section 110.2(a) Physical
and 11.2 Clerical
Section 110.7 Physical
and 11.7 Clerical
\$12.604
× 9%
1.134
\$ 1.13 rounded

RELIEF PREMIUM — \$14.04

8 × \$1.13 (the hourly
Sunday premium) = \$ 9.04
+ \$5.00 + 5.00
\$14.04

Pacific Gas and Electric Company General Construction Wage Rates Effective January 1, 1982

The following General Construction
wage rates have been changed by

Letters of Agreement since Exhibit X
was printed:

PAGE 75 — ADD 0405 DRILLER

Start \$454.15
End six months \$472.15
End one year \$490.20
End 18 months \$508.20
End two years \$526.25
End 30 months \$544.25
End three years \$562.30

PAGE 91 — REMOVE 1929 PAINTER

ADD 1926 PAINTER'S HELPER

Start \$410.30
End six months \$425.40

ADD 1925 PAINTER "B"

Start \$440.75
End six months \$457.35
End 12 months \$481.50
End 18 months \$502.50
End two years \$514.25

ADD 1924 PAINTER "A"

Single rate \$526.25

PAGE 79 — ADD 0844 WORKING FOREMAN, DRILLING

Start \$605.75
End six months \$616.90

PAGE 81 — STEEL ASSEMBLY GROUNDMAN

Change one year rate
From \$451.10
To \$449.60

PAGE 94 — WAGE RATE CHANGE 2520 TOWERMAN

Start \$451.10
End six months \$465.70
End one year \$489.75
End 18 months \$508.55
End two years \$521.80

PAGE 95 — REMOVE 2521 APPRENTICE TOWERMAN

PAGE 96 — REMOVE 2639 INSULATION WIPER

Scholarship deadline extended

Deadline for receiving applications for the Al Sandoval Memorial Competitive Scholarship Contest sponsored by IBEW Local 1245 for graduating high school seniors has been extended to April. Material must be postmarked and mailed registered or certified by April 2 to Local Union headquarters.

THINK ABOUT IT

'Dump your Union' — a plot to destroy

(Editor's Note: The following letter is reprinted from an issue of the Potters Herald, the official publication of the AFL-CIO International Brotherhood of Pottery & Allied Workers.)

Dear Former Brother and Sister Union Members:

I am writing to you to hopefully warn you to avoid what has happened to me and other union members in this plant.

We were once members of an international union with the usual gripes about union dues, slow grievance procedures, seniority disputes, incentives, overtime arguments, etc.

We thought of our stewards and union officers as freeloaders with jobs that commanded no respect and that the company would treat us just as good with or without them, and were in agreement when someone said, "The union is selling us out," never the company.

Well, this was in 1978 and now we no longer have these old problems, for in October, 1978, we voted to decertify and break away from the international union. We are now non-union and no more dues!

We no longer have seniority disputes because we are placed by ability, which means whoever is the bosses' pet. And the same with overtime. Our grievance procedure is no longer slow, it is nonexistent.

We don't have an absentee problem; if you miss one day, you must have a doctor's slip, so most absentee problems were fired long ago with nobody to represent them.

Our incentives now are: Do more work or you will be disciplined for refusal to work.

All this for less money, smaller hospitalization benefits, fewer holidays and seven days without overtime, if it's an emergency — which is almost every week.

Our ex-stewards and union officers are no longer a problem; most of them have been discharged on one technicality or another, or set-up in a discharge situation.

How did this happen? Well, one night at a local tavern a supervisor I know got drunk and was laughing and bragging to a friend of his about how they got rid of the union. This is what I overheard from my booth in the tavern.

The supervisor said the company hired a union-busting firm out of Chicago at several hundred dollars an hour to come in and train their supervisors and foremen in the skill of union busting, with the threat that any foreman disclosing this would be fired.

He explained that there are a lot of companies in the business (of union busting) now because they think the time is right with high inflation, plant closings, conservative Republicans and Democrats being elected, and a general fear of a job loss in a lot of plants.

He said they held a lot of management classes and were taught the following 10 rules (he held a piece of paper that he read them from and I tried to jot them down).

1. Try to confuse the seniority system for lay-offs, move-ups and overtime to get employees jealous of one another. Then, when employees complain, send them to the union — thereby shifting the blame, even if you have to use racial or sexual disputes. Most important: create fear and mistrust.

2. Draw out grievances as long as possible.

3. Threaten employees if they file grievances or safety complaints.

4. Increase discipline for even minor offenses, to cause an overload for the union, slowing down their effectiveness on timeliness.

5. Make sure employees get all benefit books or letters on insurance benefits, pensions, etc., saying that the company gives these, not that they are union negotiated.

6. Increase management trainees or substitute foremen.

7. Get your stool pigeon-big mouth employees (every area has them) to criticize union officials and union dues. (You know who these are.)

8. Hold department meetings with employees to convince them that you agree with their problems, but that the union has to do something. (Deliberately scheduling improperly is a very good example to use in this step.)

9. Convince them that you are on their side about a job-class increase or incentives on the job, but that your hands are tied and it's up to the union.

10. Last but not least, the company must become the Big Brother, the good guy, and the union becomes the enemy by distorting the truth about the agreement. By the time the truth is known, they won't trust the union anyway.

When I heard this, I realized they followed the game plan perfectly. All of these things happened to us and they were laughing at us the whole time. So, I felt I had to write this letter to warn you how easily we were led down the road to disaster.

I only hope in some little way this will help you avoid what happened to us. Don't go back 40 years in time like we have. Are any of these things going on in your company? They may be training your management now. Beware!

I cannot sign this letter in fear of my job and family. Hopefully, someday I will be back with you without fear. It's a terrible lesson to learn.

Respectfully, An Ex-Union Brother

Black History highlighted

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of the Brotherhood of Sleeping Car Porters; organizing the 1957 prayer pilgrimage for the civil rights bill; leading 250,000 people in a March on Washington in 1963 in the struggle for jobs and freedom; and pressuring President Franklin D. Roosevelt to sign an Executive order calling for fair employment practices.

The A. Philip Randolph Institute, established in 1964 with programs and policies which paralleled Randolph's values, focuses on issues surrounding economics; including trade union rights minimum wage, national health insurance and job training programs.

Nationwide, APRI has over 18,000 black trade unionists active in 36 states. Among work related issues, APRI also conducts voter participation programs, supports labor's organizing drive, and mobilizes support within the black community for labor's goals.

Local 1245 Business Representative Veodis Stamps, an active member of APRI, recently attended the first statewide conference of California's 12 chapters, held in Fresno. Previously Stamps has participated in national APRI conferences.

The conference was called to unify trade unionists throughout the state. Honored speakers included Norman Hill, Executive Officer, APRI; John F. Henning, Executive Secretary-Treasurer, California Labor Council, AFL-CIO; Don Hightower, California Labor Federation, AFL-CIO; and Ray Shilling, Secretary, Fresno and Madera Counties Central Labor Council, AFL-CIO.

In a keynote address to the conference, APRI President Norman Hill discussed the role of government in economics. He also reminded the delegates of the legacy of

A. Philip Randolph, who, among other credits was the first black ever elected as a vice president of AFL-CIO in 1955.

Hill pointed out that A. Philip Randolph had the courage to stand up against the corporate giants of his day. Randolph viewed freedom for black workers as only possible in an environment of political, economic and social security for all.

Henning, who addressed the more than 100 participants, attacked House Speaker Tip O'Neill for acting like "a jolly good friend of the President" at a time when there's a life and death struggle affecting millions of Americans as a result of Reagan's policies.

He also emphasized that neither the working people, the black people nor the Hispanic people of this country have any control over the economic system under which they live and that the only way they will get it will be through political action.

"The union movement is the way up for the black worker," he said, pointing out that black union workers earn, on the average, 30 percent more if they are unionized than do non-union black workers.

The Fresno conference was adjourned in memory of the late Dr. Martin Luther King, Jr.

Thousands honored Dr. King in memorial rallies throughout the country and voiced support to establish the slain civil rights leader's birthday, January 15, as a national holiday.

Legislation has been introduced every year in Congress since King's assassination in 1968. Some states have passed laws making the birthday a state holiday.

A number of groups encouraged employees to take the day off as a floating holiday to commemorate King.

IBEW Local 1245 along with all other unions that represent city employees in Oakland and Berkeley, were successful in negotiating a city employee holiday on Jan. 15 in honor of Dr. King.

election

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Voting instructions will be mailed along with the ballots. Members are urged to familiarize themselves with the nominating and election procedures by studying Article III of the Local Union Bylaws.

Prior to the election the Utility Reporter will carry a list of all candidates together with a record of their activities, committee assignments, offices held and experience gained for, and in behalf of, Local 1245.

All members are urged to attend April Unit Meetings and participate in the nomination of delegates to the Convention.

Baseball Enthusiasts Mark Your Calendar

IBEW Local 1245
5th Annual Slowpitch
Softball Tournament
Saturday, Sunday
June 5 and 6, 1982
Willow Pass Park
Concord

Team play for members only. Trophies will be presented to winners of A and B Division teams. Watch for up-to-date details in the Utility Reporter as the tournament date approaches.