Utility Coalition set for PUC Public Hearing

The following opening statement was submitted by IBEW Local 1245's Business Manager Jack McNally on behalf of the Coalition of California Utility Workers for an August 9 Public Hearing in San Francisco of the Public Utilities Commission.

Twenty-seven utility unions under the leadership of Local 1245 have banded together to protect the interests of some 130,000 members whose employee benefits, hard-won in bargaining, are under attack.

The Coalition was organized in the summer of 1981 to counter the increasing efforts of the California Public Utilities Commission to take away from utility employees, and union members, job benefits and working conditions which have been hard-won at the bargaining table. For the reasons set forth below, the Coalition strongly opposes the Commission's attack on the employees' historic gains and the Commission's attempt to usurp the rights of labor and management to engage in free, unordered collective bargaining.

Impact on collective bargaining

The employee discount is a mandatory subject of bargaining under the National Labor Relations Act, and for this reason even if this investigation by the Public Utilities Commission were an isolated proceeding the Coalition would be concerned and involved. The Coalition, however, views this proceeding not as an isolated, academic exploration of the single issue of employee discounts, but as part and parcel of the continuing pattern of increasing intervention by the Commission in the collective bargaining process. For the past seven years the Commission has launched a series of alarming attacks on contract provisions and historic labor practices which have governed the relationship between utility companies and their employees. In light of recent Commission attacks on negotiated employee transfer policies, wage rates, medical benefits, and pension benefits we do not believe that the discount investigation is unrelated to the Commission's growing attempts to involve itself in contract negotiations between utilities and their employees' representatives.

The right of labor and management to bargain collectively free from the intervention of external entities is secured by federal labor law, both in the form of federal legislation and the thrust of collective bargaining.

I.O. CANDIDATE

Back Bowden!

IBEW Local 1245's Executive Board and the membership have gone on record in support of Clyde Bowden for International Executive Council chairman.

He'll be running for office at the IBEW International Convention in Los Angeles this September.

Bowden is a former Lineman and has been Business Manager of IBEW Local 387 in Phoenix, Arizona since 1967.

When he announced his independent candidacy earlier this year Bowden surveyed all IBEW locals in the United States and Canada to determine what qualities the members wanted in an International Executive Council chairman. Echoed again and again was the theme that "Once elected, a chairman should not think that the work and caring is over."

Bowden has committed himself to caring, and Local 1245 is in his full support.

Think conservation! Conservation counts . . . put it into practice!

We believe that the figures and statistics disprove this notion, and that employees are in fact more conservation-minded than the average customer. Local 1245 urges its members who receive an employee discount at PG&E, Sierra Pacific, and CP National to be extremely conscious of the fact that we are all under intense public scrutiny. Specifically, we urge our members to:

1. RECOGNIZE THE GREAT NEED FOR CONSERVATION. We in the utility industry in the past were expected to set the standard for electric living in our communities. We are now expected to set the standard for conservation in our communities, and we must rise to this challenge.

2. TAKE ADVANTAGE OF THE CHANCE TO HAVE AN ENERGY AUDIT AT YOUR HOME. Even the most conservation-minded utility employee could learn a thing or two from having an energy audit performed at home. We urge our members to take advantage of the opportunity to have an energy audit.

3. PRACTICE ENERGY CONSERVATION. As utility employees we are all aware of energy-saving practices and technology. Let's put our awareness into practice and lead the way on energy conservation!
General look at liability in Worker Compensation laws

The first comprehensive workers' compensation law was established by the German government in 1884. The employer, irrespective of fault, became the insurer of employees who had sustained industrial injuries. The concept arrived in our country at the turn of the century.

California has a liberal workers' compensation law, which provides a compulsory and exclusive system of employer liability.

An industrial injury is any trauma, disease or illness which is related to work or working conditions.

The definition includes occupational diseases such as silicosis, asbestosis and lead poisoning.

The injury may be the result of repetitive physically or mentally traumatic use extending over a period of time.

Who Is Covered?

Local 1245's Group Legal Services

What is Group Legal Services Coverage?

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

How The Plan Works

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

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

Who Is Covered?

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

Benefits

1. Two free half-hour initial consultations;

2. Representation at reduced rates which may be no greater than in the attached fee schedule.

What Is An Initial Consultation?

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

The Following Is A Partial List Of Legal Services Available Under The Plan:

- Adoption
- Bankruptcy
- Civil Litigation
- Consumer Fraud
- Incorporation
- Marital Problems
- Criminal Charges
- Partnership Agreement
- Personal Injury
- Collection Remedies
- Debt Problems
- Landlord-Tenant
- Guardianship
- Property Damage
- Real Estate
- Traffic
- Wills
- Workers' Compensation

How To Use The Plan

IBEW 1245 Legal Services Plan lawyers are located in offices throughout California. If you wish to use the Plan, call (800) 652-1569; in Nevada, call (702) 358-1086. You should identify yourself as a member of the IBEW 1245 and describe briefly the problem you wish to discuss. Depending upon the type of problem you have, you will either be immediately connected with an attorney or you will be given the telephone number of the contacting attorney's office nearest your home. If no attorney is available to take your call at the time you call, leave a message and your call will be returned as soon as possible.

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

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

IBEW Local 1245 Legal Plan

To use the plan call:

In California: 800-652-1569

In Nevada: 702-358-1086
Three events in the coming weeks will test our deepest principles as trade unionists and will greatly influence our work and lives in years to come.

First the ability of our union to negotiate with management free from governmental interference is being challenged by the Public Utilities Commission, secondly we will soon be entering into General Negotiations with Pacific Gas and Electric Company for the first time in three years, and in November the elections will give unionists the opportunity to speak out against President Reagan’s disastrous domestic and foreign policies.

In the 14 years since I left my job with PG&E to come to work for Local 1245 I cannot recall any time when so much was at stake at one time for our future as unionists.

Much of this issue is dedicated to articles bringing our members up to date on the Public Utilities Commission and our legal efforts to keep the Public Utilities Commission from interfering with our bargaining. Its recent attacks on the employee discount and wage rates threaten the cornerstone upon which our union is built — unfettered collective bargaining.

Every new attack by the Commission proves one thing — our decision last summer to join other utility unions to form the Coalition of California Utility Workers was the best thing we could have done. Our united opposition to the Public Utilities Commission is a living example of solidarity.

Our efforts to protect our right to bargain could not be more timely, for shortly after Labor Day general bargaining with Pacific Gas and Electric Company will begin.

While I am well aware of the economic problems which grip our nation, I am also aware of the upturn of PG&E’s profits and the increased productivity of Local 1245 members. Local 1245 does not intend to engage in “concession bargaining” that many unions have experienced in the last two or three years. While it would be naive to think that this will be an easy year for bargaining, with the support of every member our bargaining committee will work to negotiate a fair and equitable contract.

Lastly, on November 2 Local 1245 members will go to the polls for the first real referendum on President Reagan’s devastating “country club” economic policies, heartless attacks on the elderly and poor, extravagant and wasteful military spending, unprincipled “big stick” foreign policy, “moral majority” attempts to control our private lives, and violently anti-labor attacks on OSHA, Davis-Bacon, and the minimum wage.

Just as the 1934 Congressional elections served as a vindication of the progressive programs initiated by Franklin Roosevelt in 1932, so should the 1982 elections serve as a counter attack on Reagan’s “corporate state” policies. Our choices are clear in both California and Nevada, and Local 1245 will be working hard to turn the tide against Reagan at every level.

There can be no doubt but that forces whose goals include the destruction of the free trade union movement in the United States are on the move. Our principles and our future are at stake, but I am confident that the task before us is one to which we can rise.

In Unity —

Jack McNally

PCB NOTICE TO MEMBERS:

Watch next month’s Utility Reporter for information you can give your physician on diagnosing PCB exposure and effects.
The AFL-CIO and six environmental organizations are suing the Environmental Protection Agency for the release of information on 11 toxic pesticides that pose serious health risks to workers and the public.

A suit filed in federal district court in Washington accuses EPA Administrator Anne M. Gorsuch of illegally blocking access to documents on the hazardous substances.

The labor and environmental groups sought scientific data on the pesticides that are suspected of causing nerve damage, cancer, birth defects, sterilization, genetic mutations and other health damage to humans.

Producers, distributors and sellers of the chemicals must submit pre-marketing test data to the EPA under a 1972 federal law, and the agency is required to make the information available to the public under 1976 amendments to the law.

But Gorsuch slapped a “moratorium” on the release of the information “at the urging of several major pesticide producers in direct violation of federal law,” the AFL-CIO and the National Resources Defense Council (NRDC) charged in a joint statement.

In addition to the federation and NRDC, other parties to the suit are the California Agrarian Action Project, Environmental Defense Fund, Friends of the Earth, National Coalition Against Misuse of Pesticides and the Sierra Club.

In asking the federal court to order Gorsuch to release the data, the suit notes that EPA also foiled attempts by the parties to obtain the test results under the Freedom of Information Act.

The labor and environmental groups have expressed concern that the test results are essential in determining the threat to public health and safety posed by the chemicals as well as in establishing limits on the amounts of pesticide to be used on food and animal feed.

The AFL-CIO and NRDC pointed out that several studies show that the scientific data submitted to the EPA is often incomplete, inadequate or fraudulent.

“A series of congressional investigations uncovered evidence of fraud by the largest domestic source of these studies—the industrial Bio-Test Laboratory, Inc.” they charged.

Four officials of the testing laboratory have since been indicted “in connection with these fraudulently conducted health and safety studies,” the joint statement noted.

Even so, some 200 pesticides registered by the EPA on the basis of the laboratory’s questionable studies continue to be used throughout the country.

After Congress passed the 1978 amendments to the Federal Insecticide, Fungicide & Rodenticide Act (FIFRA), the pesticide industry attempted unsuccessfully to have the law overturned through court challenges.

With FIFRA now up for extension, AFL-CIO Occupational Safety Director George H. R. Taylor warned that industry is lobbying Congress to weaken the safeguards in the law.

On the other hand, labor is seeking to strengthen worker protection because of the “major cutbacks in the EPA enforcement program,” he said.

In a related matter in California, Citizens for a Better Environment, California Agrarian Action, and the Humboldt Herbicide Task Force, are filing suit against the State Department of Food and Agriculture to force them to release studies on the health and environmental effects of pesticides.

IBEW Local 1245 has donated $100 to this cause.

### Hazard alert...hazard alert...

From State of California Hazard Evaluation System and Information Service.

New findings of birth defects and damage to sperm and testes of exposed animals.

- Used in solvents, epoxies, stains, varnishes, paints, and inks.
- Brand names for 2-Methoxyethanol, or ethylene glycol monoethyl ether:
  - Cellosolve
  - Dowanol EM
  - Polysolve EM
  - Methyl Oxitol
  - Jeffersol EM
  - Ethanol

If you believe you are being exposed to glycol ether, first talk with your co-workers and supervisor. See your Shop Steward if the potential hazard continues to exist.

### Santa Cruz leads nation in asbestos ban

Santa Cruz has become the first city in the nation to prohibit the purchase of products containing asbestos, the fibers of which are known to cause cancer.

A resolution barring the purchase of products with asbestos if another product can do the same job was approved by the Santa Cruz City Council by a 5 to 2 vote on June 8.

The resolution was presented to the Council by Mayor Michael Rotkin at the urging of Jim Vermeulen, a county resident and founder of Asbestos Victims of America who is a victim of asbestos himself.

The ordinance states that "it shall henceforth be the policy of the city of Santa Cruz to no longer purchase any product containing asbestos for which commercial substitutes are available, or that for a reasonable additional price could be made available."

Vermeulen, who worked for 10 years as a production coordinator at a Johns-Manville plant in Stockton, charged that industries have attempted to conceal the danger because they would lose profits and said that as a result "we have an epidemic of needless suffering and deaths going on throughout the nation."

"It may be too late for people like me. Physically, I'm deteriorating. My lungs are saturated with asbestos fibers and filling with scar tissue. It's like taking 10 years to drown. What we have to do now is stop this from happening in other people's lives," he declared.
Health and Safety survey underway in PG&E General Office

By Juliann Sum
IBEW Local 1245 Industrial Hygienist

One of our major projects underway is an investigation of health and safety problems at PG&E’s Payment Processing Center in San Francisco.

On June 24, I spent the day with Business Representative Dorothy Fortier, Shop Steward Don Watts, and other members employed as document machine operators. We spent most of the time discussing their health and safety concerns.

In conjunction with the Company’s hygienist, I collected air and liquid samples for testing of the spray cleaner used to clean the rollers of the new machines. We are awaiting the laboratory results.

Based on that day’s discussions, we are also conducting a questionnaire survey to determine the extent of back problems, which may be caused or aggravated by the office chairs, and repetitive arm motion problems with the new machines.

Participation in the survey by the approximately 100 affected members will eventually help lead to a reduction or elimination of some of the hazards.

Photos: Juliann Sum

Blurring indicates repetitive right-hand arm motion which is a concern for some employees, possibly causing muscular and skeletal stress and strain.

Marguerite Grier at her work station.

Shop Steward Don Watts, above and left, is being monitored for airborne exposure to 1,11 trichloroethane while he uses the spray to clean rubber rollers which sort PG&E bills.

Back problems in General Office are a concern, and may be caused by something as seemingly simple as an improperly adjusted chair, or prolonged sitting in one position.

Current information suggest that sometimes these back problems have been eased by use of a foot rest.
PUC tears into bargaining process

TESTIMONY
Local 1245 set for PUC Public Hearing

From PAGE ONE

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benefits vary in cost depending upon the government's measure of emergencies is critical. Employee morale and pride in working number of fringe benefits increase increase. The variable nature of the situations when fast response to

ployee has decreased 49 percent as the employee discount has been argued since at least 1975 that the employee discount is a disincentive to conservation which results in excessive energy consumption by utility customers. Statistics have consistently disproved this notion and demonstrated that employees receiving the employee discount as part of their total compensation are not the energy-hogs which their critics would lead us to believe they are. Unreviewed by years of statistics, the critics persist.

We who have been involved with utilities and utility employees over the years strongly believe is such the cost of energy is one factor influencing the level of consumption, it is a minor factor. More significant influences on energy consumption include the following: (1) geography and climate; (2) demographic variables such as income, marital status, age of family or house unit; (3) housing characteristics (primary vs. second residence, size of house, floor space, age of house, insulation, comfort features or higher ceilings, ownership status of occupants, occupancy, ratio, etc.); and (4) appliance mix (electric vs. gas or electric or any other type). We believe that employees with the discount actually consume less energy than their neighbors. In the last several years, the total energy consumption by the average PG&E employee has decreased 49 percent as opposed to a 46 percent decrease by the employee's neighbors.

Furthermore, each day on the job brings utility employees into contact with the need for energy conservation by all of us and the actual application of energy-conservation practices.

In light of the above, it cannot be said that the discount serves as a disincentive to conservation efforts. Other arguments against the discount having failed, the unique nature of the argument that die-hard critics of the discount have simply hitched their wagon to the conservation issue, knowing full well that it is a bad fringe benefit because it maximizes the benefit to the employee and the ratepayer. The variable nature of the argument can further be seen in the simple fact that employees with the discount present a smaller percentage of the utility customers in the State. The Coalition of California Utility Workers fully accepts the policy of energy conservation. However, it is no more than a straw argument when it comes to the employee discount.

Cost and replacement cost of the discount

The attached testimony by members of the Coalition of California Utility Workers demonstrates that the discount costs the average utility customer less than $2.00 per year. Consumers who are under-pressure to pay their bills, or are especially concerned with their growing utility bills would thus find little relief if the discount were to be eliminated without replacement.

Replacement of the employee discount is a mandatory subject of bargaining under the National Labor Relations Act, its elimination could only be accomplished through agreement by labor and management and by implementation of a replacement benefit comparable worth to the employees. Replacement of the employee discount would create a number of problems which illustrate the unique nature of the discount as a fringe benefit. First, if the negotiated replacement benefit were subject to payroll and income taxes, the cost to the employee and ratepayer would be approximately double that of the discount just to maintain a comparable net benefit to the employee. As taxpayers move into higher tax brackets because of wage increases, the gross taxable replacement benefit would have to increase further to result in the same net benefit to the employee. Secondly, the replacement benefit would have to be indexed to future increases in utility rates to assure its continued comparable worth to employees. Thirdly, much of the administrative and bookkeeping work now done by the companies as part of their employee billing process would have to be continued apart from the billing process to assure the replacement benefit's comparable worth to employees. These administrative problems further illustrate the desirability of leaving the balancing and accommodating process in the hands of labor and management, free from external intervention. A hidden cost which cannot be ignored in this process is the instability which the Commission's intrusion into the bargaining process would cause. If employees are not confident that the terms and conditions of employment which they negotiate with their employer will be protected from governmental veto, the resulting insecurity will irreparably damage the stability needed to retain skilled, experienced employees.

Impact on retirees

That any group would even suggest considering elimination of the discount for retired utility employees is a sad reflection on our society's attitude towards the elderly. Retired utility employees loyally served California's utility ratepayers for years based on their knowledge that the employee discount was part of their total compensation as employees and that it would continue as part of their total compensation after retirement. Pension and retirement plans were negotiated based on this same premise — that the employee discount would be part of a retiree's total compensation. To now eliminate the discount for retirees, most of whom live on fixed incomes, would increase the burden of hard-
part of their employee billing process would have to be continued apart from the billing process to assure the replacement benefit’s continued comparable worth to employees. These administrative problems further illustrate the desirability of leaving the balancing and accommodating process in the hands of labor and management, free from external intervention.

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Conclusion

The Coalition of California Utility Workers resents and resists the two premises underlying this entire investigation — (1) that utility employees are an unequal class of workers not entitled to negotiate with their employers free of governmental intervention, and (2) that utility employees are excessive consumers of gas and electricity. As workers and consumers, our members have always been keenly concerned about the quality and cost of service provided by California’s utilities. Our members deserve better than this. Just as importantly, California ratepayers upset with rising utility bills deserve this Commission’s continued analysis of the real reasons for high utility bills, not a fishing expedition into minuscule labor costs. We urge the Commission to announce in its decision in this case its intention to cease hereafter its attempts to bargain for California’s investor-owned utilities and utility employees and to return to its constitutional and legislative mandate. The public deserves no less

Hearing testimony submitted by Union Coals

Dated: June 30, 1982

Jack McNally, Business Manager, International Brotherhood of Electrical Workers, Local 1245, AFL-CIO

A. B. Montes, Vice President, District 9, Communication Workers of America, AFL-CIO

R. W. Rivers, Administrative Assistant, District 9, Communications Workers of America, AFL-CIO

William C. Demers, Vice President, District 11, Communication Workers of America, AFL-CIO

Ben Hudnall, Business Manager, Engineers and Scientists of California, MEBA, AFL-CIO

Rae Sanborn, Business Manager, International Brotherhood of Electrical Workers, Local 47, AFL-CIO

Dick Robbins, Business Manager, International Brotherhood of Electrical Workers, Local 465, AFL-CIO

Ted Carmack, Business Manager, International Brotherhood of Electrical Workers, Local 543, AFL-CIO

Jim McLean, Business Manager, International Brotherhood of Electrical Workers, Local 659, AFL-CIO

K. W. Springer, Business Manager, International Brotherhood of Electrical Workers, Local 1011, AFL-CIO
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Hearing testimony submitted by Union Coalition leaders:

Dated: June 30, 1982
Jack McNally, Business Manager
International Brotherhood of Electrical Workers, Local 1245, AFL-CIO
A. B. Montes, Vice President, District 9, Communications Workers of America, AFL-CIO
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Arthur G. Wood, Vice President, International Chemical Workers Union, AFL-CIO
Dan Kyle, Representative, International Chemical Workers Union, AFL-CIO
Robert Aubry, President, International Chemical Workers Union, Local 47, AFL-CIO
Doug Guenther, President, International Chemical Workers Union, Local 58, AFL-CIO
Ellen McCormack, President, International Chemical Workers Union, Local 350, AFL-CIO
William Inger, President, International Chemical Workers Union, Local 78, AFL-CIO
Herb Lum, President, International Chemical Workers Union, Local 995, AFL-CIO
Edward Hall, Director 5th Region, Utility Workers Union of America, AFL-CIO
Sam Weinstein, President of Local 132, Utility Workers Union of America, AFL-CIO
Charles E. Carter, Business Agent, Local 246, Utility Workers Union of America, AFL-CIO
Robert K. Smith, President, Local 259, Utility Workers Union of America, AFL-CIO
Harry Miller, Utility Workers Union of America, AFL-CIO

A free cookie is un-American?

It's almost easy to become sorry for Pacific Gas & Electric Co., which can't seem to manage to do anything right — at least in the eyes of the consumers who have been batted around this season by utility bills that bogie the mind and batter the checking account.

Now PG&E is under attack from another direction, and this time we think the criticism is a bit unfair.

Utility companies, almost since they came into being, have given their employees discounts on their home utility bills. PG&E knocks off 25 percent. Pacific Telephone has a sliding schedule of discounts, depending on rank and job. A power company lineman gets a utility bill that's $12 to $15 less per month than it would be if he worked for some other employer; the average discount for active and retired phone company workers is $9.72.

Consumer advocates have been complaining about this for years, but now the Public Utilities Commission is going to investigate. The rate cuts, of course, are made up by people who pay the regular rates, and some PUC members think this ought to be stopped. The company and its workers emphatically disagree, contending that the reduced rates are really part of the compensation for the job.

To be honest about it, they are. They've been a part of the PG&E system since 1906, and there's nothing either novel or evil about them.

Reasonable "perks" for workers are not confined to the public utility field. Many people employed by retail stores enjoy price discounts. The people who write, edit and print this newspaper don't have to pay 20 cents to take home a copy. Folks who work in a bakery are entitled, we'd imagine, to eat a cookie or two without visiting the cashier. In all cases, the costs are passed on, some way or other, to the ultimate, non-employee consumer — who isn't squawking.

What bothers the PUC folks is that if PG&E workers paid full fare, the company would have $4.7 million more revenue per year, and its rates to the rest of us could be reduced correspondingly.

Well, maybe, but how big a deal would that be? PG&E has 6.4 million customers, and so the saving to each of us would come to 73 cents a year — about 6 cents a month.

Furthermore, if reduced rates are part of compensation, as they've always been, surely we'd find PG&E's unions insisting — and PUC approving — paycheck increases to restore the benefit in dollars. These, unlike the discounts, would be taxable dollars. When added to the utility's permitted rate base, that would not cut the ordinary customer's bill six cents a month; it would make it larger by about a dime.

We can do without that. We can also do without the grandstanding of PUC Commissioner Richard Gravelle, who says such employee discounts are "contrary to the American spirit."

Yeah. That's as un-American as the cookie consumed by the bakery worker.
New Booklet

After hearing a report from the Fund Administrator on problems of determining what portions of claims submitted by a chiropractor did in fact constitute covered expenses under that definition as used by the Fund, the Trustees decided to limit the coverage of chiropractic claims to a maximum of $400 per year per person and that the reimbursement of these claims would be at 50 percent. This change will be effective as soon as the new booklet is distributed.

Alcoholism Treatment in a Hospital

On the recommendation of the Fund Administrator, the Trustees moved to arrange the payment of benefits in respect to treatment for alcoholism or drug addiction. The principal features of this change are as follows:

1. The treatment would be limited to 28 days and if treatment is terminated without medical approval, no benefits will be paid. 2. A 28-day period of treatment will be provided for a maximum of three times during the lifetime of a covered individual.

The employer's blatant anti-union rights campaign culminating in Gilbert's discharge resulted in the loss by Local 1245 of the representation election held in the fall of 1980. In addition to the back pay and reinstatement order the NLRB required Sammons to post official notification to employees of employees, as well as to recognize the bargaining unit employees are under that definition as used by the Fund, the Trustees decided to limit the coverage of chiropractic claims to a maximum of $400 per year per person and that the reimbursement of these claims would be at 50 percent. This change will be effective as soon as the new booklet is distributed.

This is a summary of the Negotiation Committee report. Tommy Heyl and Jerry Robinson.

This is a summary of the meeting and references to Section 18.5, Clerical East Bay Division. In addition, the Trustees decided that self-contributions will increase from $72 a month to $104 a month. Effective August 1, 1982, the new address for the Board of Trustees is 175 Grove, Illinois, 60515. Phone (312) 963-3590.

The Trustees further decided, in view of the need for additional space, he had made a survey of available offices and recommended a specific location to the Board of Trustees. Effective August 1, 1982, the new address for the Board of Trustees is 175 Grove, Illinois, 60515. Phone (312) 963-3590.

Contribution Rate Change

The Trustees decided that self-contributions will be increased from 45 cents an hour to 65 cents an hour effective January 1, 1983 for all employees. This means that those employees of employers covered by the Agreement, Accounts Payable section, Physical.

Pending.

Reclassification of an employee to Parts Clerk following his return from the Compensation Payroll, San Francisco Division, Physical.

Reorganization of hours, Reprographics, General Office, Clerical and Physical.

Pending.

Pending.

Amendment to Flextime Agreement, Accounts Payable Section, Physical.

PG&E Letters of Agreement

81-107 Clarification regarding pre-bid rights, General Office, Clerical
81-108 Cancelled.
81-109 Cancelled.
81-110 Bidding and demotion rights for regular employees in temporary jobs, Physical and Clerical.
81-111 Cancelled.
81-112 Placement of an employee in Accounting Clerk position following return from LTD, Clerical Vice President and Comptroller.
81-113 Pending.
81-114 Elimination of Utility Water Systems Repairman classification, Camp 5, Sacramento Division, Physical.
81-115 Placement of employee into Utility Clerk position without reference to Section 18.5, Clerical East Bay Division.
81-116 Change in hours for Gas T&D employees, Walnut Creek, East Bay Division, Physical.
81-117 Reclassification of an employee to Parts Clerk following his return from the Compensation Payroll, San Francisco Division, Physical.
81-118 Placement of an employee in the Building Mechanic's classification, Humboldt Division, Physical.
81-119 Substation and Hydro Rate Agreement, Electric Operations Systemwide, Physical.
81-120 Pending.
81-121 Change of regular work hours, Reprographics, General Office, Clerical.
81-122 Revision to the Painters classifications and wage rates, General Construction.
81-123 Temporary change of hours, Garage, Mail Processing Center and Maintenance and Operations, General Office, Clerical and Physical.
81-124 Seasonal holiday change, General Office, Clerical, Mail Clerk Drivers and Third Shift Employees.
81-125 Pending.
81-126 Pending.
81-127 Amendment to Flextime Agreement, Accounts Payable Section, Vice President and Comptroller.

Union activist Steve Gilbert was ordered reinstated with a $9,000 back pay award by the National Labor Relations Board as a result of unfair labor practice charges filed against Sammons Power by Local 1245. The union filed the charges after Gilbert was fired from Sammons Communications, a cable TV employer in Turlock, California. Gilbert had been a leader in the IBEW union campaign culminating in the 1980 election in the fall of 1980.

In addition to the back pay and reinstatement order the NLRB required Sammons to post official notification to employees of employees, as well as to recognize the bargaining unit employees are under that definition as used by the Fund, the Trustees decided to limit the coverage of chiropractic claims to a maximum of $400 per year per person and that the reimbursement of these claims would be at 50 percent. This change will be effective as soon as the new booklet is distributed.

The Trustees decided that self-contributions will increase from $72 a month to $104 a month. Effective August 1, 1982, the new address for the Board of Trustees is 175 Grove, Illinois, 60515. Phone (312) 963-3590.

The Trustees further decided, in view of the need for additional space, he had made a survey of available offices and recommended a specific location to the Board of Trustees. Effective August 1, 1982, the new address for the Board of Trustees is 175 Grove, Illinois, 60515. Phone (312) 963-3590.

Contribution Rate Change

The Trustees decided that self-contributions will be increased from 45 cents an hour to 65 cents an hour effective January 1, 1983 for all employees. This means that those employees of employers covered by the Agreement, Accounts Payable section, Physical.

Pending.

Pending.

Amendment to Flextime Agreement, Accounts Payable Section, Physical.

PG&E Letters of Agreement

81-107 Clarification regarding pre-bid rights, General Office, Clerical
81-108 Cancelled.
81-109 Cancelled.
81-110 Bidding and demotion rights for regular employees in temporary jobs, Physical and Clerical.
81-111 Cancelled.
81-112 Placement of an employee in Accounting Clerk position following return from LTD, Clerical Vice President and Comptroller.
Fun in the sun

Building Trades Family Jamboree

A large turnout of members and families participated in the recent Santa Clara County Building Trades Family Jamboree.

The pole climbing event was sponsored by IBEW Local 1245 and coordinated by Business Representatives Bob Thomson, Bill Twohey and Wayne Greer.

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Women's issues addressed

A IBEW Local 1245 delegation was recently represented at the second biennial convention of the Coalition of Labor Union Women in Los Angeles.

Nearly 1000 delegates, alternates and observers participated in the information-packed convention. They came from around the country as well as across the continent. More than a dozen participants came from countries throughout the world.

Delegates attended workshops where issues relating to areas of major concern to working women were addressed including comparable pay for comparable work, the need for childcare and the importance of an Equal Rights Amendment.

President Joyce Miller, an ACTWU vice president and member of the AFL-CIO Executive Council cited CLUW's growth since its 1979 convention. During those years chapters have more than doubled, and now number 65 strong with a doubling of membership.

Founded in 1974, goals of the organization are:
1) to organize the unorganized;
2) to promote affirmative action in the workplace;
3) to encourage political action and education; and
4) to increase participation of women within their own unions.

Local 1245 members interested in learning how to participate in local area CLUW chapters should contact Vice President Dominguez at Local Union headquarters in Walnut Creek.
Coalition of Labor Union Women

IBEW Local 1245's Vice President, Nannette Dominguez, left, meets Joyce Miller, CLUW President.

Marie Cook, IBEW Local 1974, Omaha, center, with IBEW Local 1245's CLUW delegation, l-r, Ocean, Nannette Dominguez, Carol Badsole and Dorothy Fortier. Cook was elected to the CLUW Executive Council and Dominguez, was elected alternate.

Joyce Miller, receives a rousing ovation as her re-election is announced. An officer of the Amalgamated Clothing and Textile Workers Union, is the first woman named to the Executive Council of the AFL-CIO.

Hundreds of delegates travelled to Beverly Hills to picket corporate offices of Litton Industries protesting firm's flagrant union-busting activities.

IBEW delegate on the convention floor.

IBEW delegate on the convention floor.

Media coverage was extensive as picketers chanted in front of the Litton offices and distributed informational material on Litton's union-busting actions.

Theatrical productions included San Francisco SAG members, above, in The Audition, a "spoof" on male domination and general stereotyping in the advertising world, and Jehane Dyllan, in a play based on the life of Karen Silkwood.

Jehane Dyllan.

"Silkwood" play.

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Utility Coalition set for August PUC Public Hearing
See pages 1, 6, 7

AMERICAN WATER

PUC attack on contract

As this issue of the Utility Reporter went to press the Public Utilities Commission launched its most blatant attack to date on the right of utility employees to free collective bargaining.

In late June, the staff of the Public Utilities Commission recommended that a pre-negotiated 12-percent, 1982 wage increase for 58 employees of the California American Water Company's Monterey Peninsula be reduced for rate-making purposes to 8 percent, meaning that any portion of the wage over 8 percent would have to come directly from the company's profits. The Commission's staff has apparently taken the position that, rather than labor and management, should decide utility employee wage levels.

Business Manager Jack McNally blasted the PUC action as "an outright usurpation of the right of management and labor to bargain free from intervention by the government." Local 1245 Staff Attorney Tom Daizell, representing the 27 union members of the Coalition of California Utility Workers, appeared at the PUC hearing on July 6 and July 8 to present witnesses and argue the Coalition's position. The Coalition will be filing a brief to the PUC, and if the full Commission agrees with the staff's recommendation to roll back wages the Coalition will in all probability pursue the matter in court. Details of the PUC's action in this case will appear in future issues of the Utility Reporter.

Local endorses Nevada Candidates for office

Vote, August 14!

Members are encouraged to get out and vote in the approaching August Nevada primary election. Remember every vote counts, and votes for candidates who are supportive of the goals of the Labor Movement are critical.

Photos: Thaxx to Kathy Tindall

Mary Gojack for U.S. Senator.

Bill Swackhammer for Secretary of State.

Local 1245 argues for discount before Nevada Supreme Court

Local 1245 attorney Sandy Nathan travelled to Carson City, Nevada on June 17 to argue for retention of the employee discount at Sierra Pacific before the Nevada Supreme Court. Several years ago, the Nevada Public Service Commission ordered Sierra to discontinue the employee discount for both union and management employees. Local 1245 immediately filed a suit in federal court, arguing that the Commission had illegally interfered with the right of free collective bargaining guaranteed by the National Labor Relations Act.

At the same time the company filed an appeal of the Commission's decision in Nevada state court, and it was this case which was heard by the Nevada Supreme Court on June 17. Appearing as an amicus, or "friend of the court," Local 1245 urged the Court to overturn the Commission's action on several grounds. First, Nathan pointed out that Local 1245 had not been given due notice of the Commission's intent to examine and modify its contract with Sierra. Secondly, he argued that there was no evidence to support the Commission's conclusion that employees with the discount waste energy. Lastly, he argued as a matter of law that the Commission did not have the right to interfere with Sierra's management or the right of Local 1245 to bargain freely with Sierra.

According to Nathan it will be several months at the earliest before a decision from the Nevada Supreme Court is expected. In any event, he stated that it is not likely that the decision will end the controversy for once and for all inasmuch as the Court could simply send the case back to the Public Service Commission for further consideration.

Business Manager Jack McNally has pledged to continue the fight for however long it takes to preserve the discount for Local 1245's members at Sierra Pacific. "Management employees lost the discount last year," McNally pointed out, "But we intend to take every legal step possible to make sure that our members are protected and our right to bargain is respected."